

**Corpsater Construction**

45 Jaffa Road Jerusalem 9434101 ISRAEL

Company Reg. No. C 109254

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Home Office Sponsor Licence No.: 8D76EMWQ4

Agreement Ref: CC00575

Date: July 28, 2026

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (the "Agreement") sets out the formal and binding terms of engagement between the Employer and the Employee named below, executed pursuant to and in formalisation of the Conditional Offer Letter described in the Recitals.

BETWEEN

Corpsater Construction, a company duly incorporated and registered in Malta under Company Registration No. C 109254, having its registered office at 45 Jaffa Road Jerusalem 9434101 ISRAEL, and holding Home Office Sponsor Licence No. 8D76EMWQ4, represented herein by its Human Resources Executive (hereinafter referred to as the "Employer" or the "Company", which expression shall, unless repugnant to the context, include its successors and permitted assigns);

AND

Mr. PUNYAPAL, holder of Passport No. C8665549 (hereinafter referred to as the "Employee"), of the first and second part respectively, and each individually a "Party" and collectively the "Parties" to this Agreement.

Recitals

WHEREAS, the Employer is engaged in the business of real estate building and construction in Malta and is duly authorized to sponsor and employ foreign nationals under the Home Office Sponsor Licence referred to above;

WHEREAS, the Employer extended a Conditional Offer of Employment to the Employee vide Reference No. CC00575 (the "Offer Letter"), setting out the preliminary terms and conditions upon which the Employee was invited to join the Employer.

WHEREAS the Employee has accepted the Offer Letter in its entirety, and the Parties now wish to record, formalise, and supersede the same by way of this binding Employment Agreement, with all employment particulars consolidated in Schedule A below;

NOW THEREFORE in consideration of the mutual promises, covenants, and obligations contained herein, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

Schedule A - Key Terms of Employment

Position	WELDER
Monthly Salary	2300 USD (Euro) Gross, Per Month
Duty Hours	8 Hours Per Day
Working Days	6 Days Per Week

Contract Period	2 Years
Probationary Period	6 Month
Food	Provided By The Company
Accommodation	Provided By The Company
Place of Work	Israel

Note: The Position, Salary, and other particulars set out in this Schedule A are defined terms and are deliberately stated once, at this place only, for accuracy and ease of reference. All subsequent Articles of this Agreement refer back to these defined terms ("the Position", "the Salary") rather than restating the figures, so as to avoid any discrepancy between sections of this Agreement.

Article 1 - Definitions and Interpretation

1.1 "Agreement" means this Employment Agreement, together with Schedule A and any annexures executed in connection herewith.

1.2 "Commencement Date" means the date on which the Employee's Work Permit and Malta National Long-Stay (D) Visa are approved and the Employee formally reports for duty, as further described in Article 2.

1.3 "Position" means the role of the Employee as set out in Schedule A, and "Salary" means the gross monthly remuneration of the Employee as set out in Schedule A; neither term shall be restated elsewhere in this Agreement.

1.4 "Working Day", "Duty Hours", "Contract Period", and "Probationary Period" shall bear the meanings respectively assigned to them in Schedule A.

1.5 References to "Malta" shall include all applicable national, regional, and municipal laws, regulations, and competent authorities of the Republic of Malta.

1.6 Article and clause headings are inserted for ease of reference only and shall not affect the interpretation or construction of this Agreement.

Article 2 - Appointment and Commencement of Employment

2.1 The Employer hereby appoints the Employee, and the Employee accepts such appointment, to serve in the Position on the terms and conditions recorded in this Agreement and in Schedule A.

2.2 The Employee's date of joining shall be determined upon execution of this Agreement and the completion of all requisite formalities, including document verification, medical clearance, and immigration processing.

2.3 The Employee's effective date of employment shall commence immediately upon approval of the Work Permit and the Malta National Long-Stay (D) Visa by the competent Maltese authorities and the Maltese Embassy having jurisdiction over the Employee's place of residence.

2.4 Employment shall be deemed to have officially commenced only upon successful completion of all required documentation, verification procedures, medical clearance (where applicable), and work-authorisation formalities in accordance with the laws of Malta.

Article 3 - Probationary Period

3.1 The Employee shall serve the Probationary Period set out in Schedule A, commencing from the official date of joining.

3.2 During the Probationary Period, the Employer shall evaluate the Employee's performance, conduct, reliability, punctuality, and overall suitability for the Position.

3.3 Either Party may terminate this Agreement during the Probationary Period by giving one (1) week's prior written notice to the other Party, without the need to assign any reason.

3.4 Upon satisfactory completion of the Probationary Period, the Employer shall issue written confirmation of employment to the Employee, whereupon the remaining terms of this Agreement shall continue in full force and effect.

Article 4 - Duties and Responsibilities

4.1 The Employee shall faithfully, diligently, and efficiently perform all duties properly assigned by the Employer in connection with the Position.

4.2 The Employee shall comply with all lawful instructions issued by supervisors and management and shall discharge all assigned responsibilities to the best of his professional skill, knowledge, and ability.

4.3 The Employer reserves the right to assign additional, modified, or alternative duties to the Employee as may reasonably be required by operational necessity, provided such duties remain consistent with the general nature of the Position.

4.4 The Employee shall represent the Employer with diligence and integrity at all project sites and shall exercise reasonable care over Company tools, equipment, and property entrusted to him.

Article 5 - Working Hours and Overtime

5.1 The Employee's ordinary working hours shall be as set out in Schedule A, subject to variation in accordance with the operational requirements of the Employer and the applicable labour regulations of Malta.

5.2 The Employee may be required to work overtime, shifts, or additional hours where reasonably necessary to meet project deadlines or operational requirements, in accordance with Company policy and the Employment and Industrial Relations Act (Cap. 452 of the Laws of Malta).

5.3 Any overtime worked by the Employee shall be compensated in accordance with the Employer's payroll policy and the applicable Maltese labour legislation then in force.

Article 6 - Compensation, Benefits and Statutory Deductions

6.1 The Employer shall pay the Employee the Salary, payable monthly in arrears in accordance with the Employer's standard payroll cycle and by way of bank transfer or such other method as the Employer may reasonably prescribe.

6.2 All payments due to the Employee shall be made in accordance with the payroll procedures of the Employer and shall be subject to applicable statutory deductions, including income tax and social security contributions, as required under Maltese tax and employment regulations.

6.3 The Employee shall be entitled to such additional statutory benefits, bonuses, or allowances, if any, as may be prescribed from time to time under the labour legislation of Malta.

6.4 Food and accommodation shall be provided by the Employer free of charge for the duration of the Employee's employment, as set out in Schedule A, subject to the Employer's house rules and policies governing the use of such facilities.

Article 7 - Annual Leave and Public Holidays

7.1 The Employee shall be entitled to annual paid leave and recognised public holidays in accordance with the labour laws of Malta, including the minimum statutory entitlement prescribed under the Employment and Industrial Relations Act.

7.2 All leave requests shall be submitted in advance and in writing, and shall require the prior approval of

the Employer's management to ensure smooth and uninterrupted business operations.

7.3 Leave not availed of within the relevant leave year shall be carried forward, paid out, or otherwise treated in accordance with the Employer's leave policy then in force and applicable Maltese law.

Article 8 - Health, Safety and Welfare

8.1 The Employer shall provide and maintain a safe working environment in compliance with the Occupational Health and Safety Authority Act and other applicable health and safety regulations of Malta.

8.2 The Employee shall comply at all times with safety instructions and procedures, shall use all prescribed personal protective equipment, and shall promptly report any unsafe condition, near-miss, or workplace incident to the Employer.

8.3 Failure by the Employee to comply with safety regulations or instructions may result in disciplinary action in accordance with Article 12 of this Agreement.

Article 9 - Professional Conduct and Company Rules

9.1 The Employee shall strictly comply with all Company policies, safety regulations, workplace standards, and internal rules of the Employer in force from time to time.

9.2 The Employer maintains a professional, respectful, and inclusive working environment, and the Employee is expected to demonstrate integrity, honesty, cooperation, and professionalism in all dealings with colleagues, supervisors, clients, and external stakeholders.

9.3 Any act of misconduct, negligence, insubordination, breach of safety procedure, or conduct likely to harm the Employer's reputation or interests shall be addressed in accordance with Article 12 (Disciplinary Procedure) of this Agreement.

Article 10 - Confidentiality and Data Protection

10.1 In the course of employment, the Employee may have access to confidential and proprietary information of the Employer, including operational data, financial records, technical processes, client details, and business strategies.

10.2 The Employee undertakes to maintain strict confidentiality in respect of all such information, both during and after the term of employment, and shall not disclose or make use of such information for personal gain or to the detriment of the Employer.

10.3 The Employer shall process the Employee's personal data strictly in accordance with the General Data Protection Regulation (EU) 2016/679 and the applicable data protection laws of Malta.

10.4 Unauthorised disclosure or misuse of confidential Company information may result in disciplinary action, termination of employment under Article 13, and, where applicable, civil or legal proceedings against the Employee.

Article 11 - Attendance and Absenteeism

11.1 Regular attendance and punctuality are essential conditions of the Employee's employment under this Agreement.

11.2 Unauthorised absence, repeated lateness, or failure to notify the Employer's management of an absence may result in disciplinary measures, including suspension or termination of employment, in accordance with Article 12 below.

Article 12 - Disciplinary Procedure

12.1 The Employer shall follow a fair, consistent, and transparent disciplinary procedure in addressing any

act of misconduct, indiscipline, or breach of this Agreement attributable to the Employee.

12.2 Depending on the gravity of the matter, disciplinary action may range from a verbal warning, written warning, or suspension, to termination of employment, in accordance with the Employer's internal policy and Maltese labour regulations.

12.3 Save in cases of serious or gross misconduct, the Employee shall be afforded a reasonable opportunity to respond to any allegation prior to the imposition of disciplinary action.

Article 13 - Termination of Employment

13.1 Upon successful completion of the Probationary Period, either Party may terminate this Agreement by giving one (1) month's prior written notice to the other Party, unless a longer period of notice is required under Maltese employment regulations.

13.2 The Employer reserves the right to terminate this Agreement immediately and without notice in cases of serious misconduct, breach of contract, criminal activity, gross negligence, or violation of Company policy by the Employee.

13.3 Upon termination, howsoever arising, the Employee shall promptly return to the Employer all Company property, tools, equipment, identification documents, and materials in his possession or control.

13.4 Termination of this Agreement shall not affect any right or obligation of either Party which has accrued prior to the effective date of termination.

Article 14 - Renewal and Continuation of Employment

14.1 Continuation or renewal of employment beyond the Contract Period set out in Schedule A shall be subject to the Employee's overall work performance, professional conduct, attendance record, and the prevailing operational requirements of the Employer.

14.2 Any extension or renewal of this Agreement shall be effected solely by mutual written agreement of the Parties and in accordance with the applicable labour regulations of Malta.

Article 15 - Work Permit and Visa Processing

15.1 Upon execution of this Agreement by both Parties, the Employer shall initiate the necessary Work Permit application and the Malta National Long-Stay (D) Visa processing on behalf of the Employee through the appropriate Maltese authorities and the Maltese Embassy having jurisdiction over the Employee's place of residence.

15.2 The Employee shall extend full and prompt cooperation to the Employer by furnishing all documents, medical certificates, biometric data, and information reasonably required to complete the said processing without delay.

15.3 The Employee acknowledges that the issuance of the Work Permit and Visa remains at all times subject to the discretion and processing timelines of the competent Maltese governmental authorities and the Maltese Embassy, and that the Employer shall not be held liable for delays attributable to such authorities.

Article 16 - Governing Law and Dispute Resolution

16.1 This Agreement shall be governed by, interpreted, and enforced in accordance with the employment laws and regulations of Malta, including the Employment and Industrial Relations Act (Cap. 452 of the Laws of Malta).

16.2 All matters relating to employment terms, employee rights, workplace conduct, dispute resolution, and statutory obligations arising under this Agreement shall be subject to Maltese labour legislation and the

exclusive jurisdiction of the competent courts and tribunals of Malta.

16.3 The Parties shall, in the first instance, use reasonable endeavours to resolve amicably, through good-faith negotiation, any dispute arising out of or in connection with this Agreement before resorting to formal legal or tribunal proceedings.

Article 17 - Entire Agreement

17.1 This Agreement, together with Schedule A, constitutes the entire understanding between the Parties with respect to the subject matter herein, and supersedes the Offer Letter and all prior discussions, negotiations, and representations between the Parties, whether oral or written.

17.2 No amendment, variation, or modification of this Agreement shall be valid or binding unless made in writing and signed by both Parties.

Article 18 - Severability

18.1 If any provision of this Agreement is held by a competent court or tribunal to be invalid, illegal, or unenforceable under the laws of Malta, the remaining provisions shall continue in full force and effect, and the affected provision shall be deemed modified to the minimum extent necessary to render it valid and enforceable while preserving its original intent.

Article 19 - Notices

19.1 Any notice required or permitted to be given under this Agreement shall be in writing and shall be delivered by hand, registered post, or electronic mail to the respective registered address, or last known address, of the Parties as recorded herein.

Article 20 - Acceptance and Execution

20.1 By signing below, the Employee confirms that he has read, understood, and voluntarily accepted all the terms and conditions of this Agreement, including the particulars set out in Schedule A.

20.2 This Agreement is executed in duplicate originals, one to be retained by each Party, and shall take effect from the date upon which it has been signed by both Parties.

IN WITNESS WHEREOF, the Parties have executed this Agreement on the date first written above.

Authorized Signatory

Company Stamp

—  

Zack Camilleri

Human Resources Executive



For Corpsater Construction

HUMAN RESOURCES DEPT.

REG. NO: C 109254

Employee Acknowledgment

Employee Name: PUNYAPAL

Date:

Signature:

Passport No.: C8665549

This Agreement is issued by the authorised representative of Corpsater Construction and constitutes a binding contract of employment between the Parties, subject to the terms and conditions stated herein. This Agreement is valid only for the named individual referred to herein and is strictly non-transferable.

Please note: upon submission of this duly signed Agreement together with the required supporting documents, the Work Permit is expected to be issued within twenty-five (25) to thirty-five (35) days, subject to processing and approval by the competent Maltese authorities.

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