

Case Reference No.: 26032AYH

07 May 2026

DANIEL TAN
MANAGING DIRECTOR
CALIBR:E PTE. LTD.
3, TEMASEK AVENUE
#18 - 01, CENTENNIAL TOWER
SINGAPORE 039190

Dear Sir/Madam

ENTERPRISE DEVELOPMENT GRANT (EDG) – LETTER OF OFFER

1. We refer to your application 26032AYH dated 04 March 2026 and subsequent information provided for the Enterprise Development Grant (EDG).
2. The Enterprise Singapore Board (“Enterprise Singapore”) is pleased to offer CALIBR:E PTE. LTD. (“the Company”) financial assistance under the Enterprise Development Grant (EDG). The qualifying period is 01 April 2026 to 30 December 2026 and the maximum amount supported by Enterprise Singapore is S\$15,800.00 for eligible expenses as specified in Annex 1 subject to the terms and conditions stated in this Letter of Offer and in the annexes. The annexes form an integral part of this letter.
3. Details of the financial assistance are as follows:

No.	Project Title	Qualifying Period	To submit claim for reimbursement of the Project
1	Product Development	01 April 2026 to 30 December 2026	29 June 2027

Grant Support

- 3.1 The grant is to support up to 50% of the actual qualifying cost of all qualifying items of expenditures as listed in this section, subject to a maximum of S\$15,800.00. Virement from one qualifying cost item to another will not be considered, unless otherwise approved by Enterprise Singapore, and the grant shall not cover GST.

<u>Category</u>	<u>Qualifying Cost Items</u>	<u>Approved Grant (S\$)</u>
Software	Software	14,000.00
Audit Fee	Audit Fee	1,800.00
Total Grant Recommended		15,800.00
		(Rounded down to nearest dollar)

Please see [Annex 4](#) for details on grant computation.

4. The Company shall keep the terms and conditions of this financial incentive confidential. Such information shall not be released to any external party, the public or the press unless prior written consent from Enterprise Singapore is given.
5. For acceptance of this Letter of Offer, please submit electronic acceptance via Business Grant Portal.
6. For change request or claim submissions, please complete and submit the list of documents as specified in the electronic change request form or claim form in [Business Grant Portal \(BGP\)](#) www.businessgrants.gov.sg to Enterprise Singapore by the abovementioned deadline, after which Enterprise Singapore reserves the right to refuse payment. Please note that the completeness of the submission would help to ensure the efficient processing of the change request or claim.
7. Enterprise Singapore reserves the right to amend the terms and conditions of this Grant, or impose further terms and conditions from time to time as may be specified and deemed necessary by Enterprise Singapore.
8. If you have any queries, please contact Brenda Ang at brenda_ang@enterprisesg.gov.sg.
9. We wish you every success in this Project.

Yours faithfully

Kaezel Cho
Senior Development Partner
Grant Programme Management 1
Enterprise Singapore

This is a computer-generated letter and no signature is required

cc: Brenda Ang, Assistant Development Partner, Grant Programme Management 1

Enclosures

Annex 1 - Standard Terms and Conditions for Award of Grants under EDG
Annex 2 - Consent to the Disclosure by Comptroller of Goods and Services Tax and Comptroller of Income Tax
Annex 3 - Project Milestones and Deliverables
Annex 4 - Details on Qualifying Costs and Grant Computations
Annex 5 - Instructions for Cash Advancement and Claim

Annex 1 – Standard Terms and Conditions for Award of Grants under EDG

- 1.1 The Company shall appoint an independent auditor from Enterprise Singapore's appointed Panel of Auditors to verify the eligibility, authenticity and accuracy of the items listed in the Claim form. Company will be eligible for an audit fee grant, cap at S\$1,800.00 or 50% of audit fee whichever is lower.
- 1.2 The Company undertakes to complete the abovementioned Project as stated or represented by the Company whether in its application or otherwise by the end of the qualifying period and to achieve the Project Milestones and Deliverables as outlined in Annex 3.
- 1.3 The Company will promptly inform Enterprise Singapore without any unreasonable delay, in writing, of any variation in the Project as stated or represented by the Company whether in its application or otherwise.
- 1.4 The Company is required to ensure that the locally owned criteria (i.e. at least 30% local equity) is maintained throughout the period of the Grant.
- 1.5 The Company shall always act in good faith to comply with all applicable terms and condition, and conduct due diligence and exercise sound financial management in ensuring that:
 - (a) the procurement of goods and/or services is reasonably required by the Company and justified in the circumstances; and
 - (b) the amounts submitted to Enterprise Singapore are derived from quotations from legitimate vendors and/or represent fair value and/or are not inflated.Without prejudice to clause 1.15 in event of:
 - (a) any unfair, unreasonable, or inflated pricing in any quotation submitted by or on behalf of the Company in relation to this Grant or any other grant, scheme or project administered by Enterprise Singapore; or
 - (b) any failure by the Company to conduct proper due diligence, comply with best practices, or act reasonably in obtaining a fair and reasonable market value for any quotation or pricing required to be submitted under the Grant.Enterprise Singapore shall, at its sole and absolute discretion, be entitled to suspend, withdraw this Grant in full or in part and refuse payment in full or in part, or reduce the proportion or maximum contribution payable under the Grant, or impose further terms and conditions.
- 1.6 The Company shall seek prior written consent of Enterprise Singapore, before using or referring to Enterprise Singapore's name or Enterprise Singapore's logo on any marketing materials, news release, public announcement or other publicity material. Any information communicated to the Public under this project should be factual. Enterprise Singapore reserves the right to take action in the event of any misrepresentation or failure to obtain consent.
- 1.7 Payments by Enterprise Singapore to the Company are solely on a reimbursement basis (except for employee's basic salary which may be on fixed rate) in Singapore currency, and are conditional upon submission of duly completed forms to Enterprise Singapore and by the claim deadline(s) as stated in the Letter of Offer, failing which Enterprise Singapore reserves the right to refuse payment. Please note that salary supported for Overseas Marketing Presence projects will still be on a reimbursement basis. Cash payments/transactions made by the Company will not be eligible for claims. The Company is to ensure that payments for which reimbursements are claimed, must be made by way of bank transfers or cheque payments.
- 1.8 The Company shall upon request by Enterprise Singapore submit any documents and/or information in relation to the Project that Enterprise Singapore deems necessary and/or arrange for its consultant to make a presentation on the Project to Enterprise Singapore.
- 1.9 Enterprise Singapore shall have the right to contact and obtain information, particulars, and documents, from any party deemed relevant to the Project (including but not limited to vendors, suppliers, service providers, participating companies, employees, any party or person having an interest in the Project, such as but not limited to subcontractors, re-seller, distributor, third party sales/marketing agents, consultant, business/company etc.) to verify information regarding the Grant. No notice of such checks or audits shall be provided to the Company.
- 1.10 The Company shall allow Enterprise Singapore officers or their nominees to inspect the premises where the Project is carried out, the Company's accounts expenditures related to the Project and any other information pertaining to the Project.

- 1.11 The Company shall be required to provide, through responses to surveys or any other such studies carried out by Enterprise Singapore, relevant information on the Project, as and when requested by Enterprise Singapore.
- 1.12 The Grant shall be for the Company's use only. The Company shall not disburse or share, or agree to disburse or share, any incentive or portion of this Grant with any vendor/supplier/service provider or any other third party (including but not limited to any re-seller, distributor, sales/marketing agent, consultant or business/company, etc.), whether directly or indirectly, except in the manner provided for under the Application Form/ Letter of Offer. Sharing of incentives or gratuities or any part of the Grant includes, but is not limited to, rebates, cashbacks, gifts in kind, loan or credit facilities. The Company, its related companies or their directors, shareholders, corporate secretaries shall not solicit for or receive, or agree to receive from any vendor/supplier/service provider or any other third party (including but not limited to any re-seller, distributor, sales/marketing agent, consultant or business/company, etc.), whether directly or indirectly, any incentive, gratuity or assistance in connection to the Grant. Forms of incentive, gratuity or assistance include, but are not limited to, rebates, cashbacks, sales commissions, referral fees, gifts in kind, loans, loan interest payments, facility fee payments or credit facilities.
- 1.13 The Company shall declare to Enterprise Singapore all relationships, connections, association or dealings with any parties engaged or having an interest in this project whether directly or indirectly, (including but not limited to suppliers, service providers, subcontractors, re-seller, distributor, sales/marketing agent, consultant or business/company) and further undertakes that such declaration is true, accurate and complete. Save as declared to and approved by Enterprise Singapore, the Company and its related companies and their respective directors, shareholders or corporate secretaries SHOULD NOT have any other relationship, connection, association or dealings with the supplier/service provider engaged in this project which may give rise to related party transactions or a conflict of interest (or potential conflict of interest) between the Company and parties engaged or having an interest in this project.
- 1.14 The Grant is subject to the Company consenting to the disclosure of information relating to the value of the supply of any goods and services, or the income or items of income, of the Company by the Comptroller of Goods and Services Tax and Comptroller of Income Tax to Enterprise Singapore and other Government agencies (including Ministries and Statutory Boards) ("Agencies"), for the performance of their official duties.
- 1.15 Enterprise Singapore shall, at its sole and absolute discretion, be entitled to withdraw this Grant in full or in part and refuse payment in full or in part, or vary the proportion or maximum contribution payable under the Grant, or impose further terms and conditions in the event of:
- (a) any material mistake/omission or non-disclosure, fraud, misrepresentation, suppression of information, or any false or misleading statements by or on behalf of the Company in relation to this Grant or any other project/scheme supported by Enterprise Singapore or any other public agency or other undertakings extended by it to Enterprise Singapore or any other public agency for any other project/scheme;
 - (b) withdrawal of consent by or on behalf of the Company for the Comptroller of Goods and Services Tax and Comptroller of Income Tax to disclose to Enterprise Singapore and other Government agencies the Company's information relating to the value of the supply of any goods and services, or the income or items of income of the Company;
 - (c) any audit/investigation against the Company, its shareholders, or its key personnel (directors, officeholders, managers, etc.) by Enterprise Singapore or any other public agency or any law enforcement agency anywhere in the world in relation to any illegality or breach of any law applicable in Singapore or any other jurisdiction by the Company or its key personnel;
 - (d) any commencement of proceedings relating to the liquidation, insolvency, bankruptcy, receivership, winding up or judicial management (where applicable) of the Company;
 - (e) any breaches of any of the undertakings or conditions set out in this Annex or the Letter of Offer, Application Form, Claim Form for the Grant or in any other document issued by Enterprise Singapore to the Company relating to this Project, or any other project/scheme supported by Enterprise Singapore or any other public agency, or other undertakings extended by it to Enterprise Singapore or any public agency for any other project/scheme; or
 - (f) the Company, its shareholder, or its key personnel (directors, officeholders, managers, etc.) being subject to a debarment by Enterprise Singapore or any other public agency and thereby excluded from participation in all schemes or projects administered or managed by Enterprise Singapore or any other public agency.
- 1.16 Enterprise Singapore shall, at its sole and absolute discretion, be entitled to withdraw this Grant in full or in part and refuse payment in full or in part, or vary the proportion or maximum contribution payable under the Grant, or impose further terms and conditions in the event where Enterprise Singapore, being notified by Inland Revenue Authority of Singapore ("IRAS") via a written notice that IRAS intends to/has appointed Enterprise Singapore as an agent of the Company in relation to outstanding payment of taxes from the Company to IRAS in connection with any tax statutes of Singapore.

1.17 In the event the Grant is withdrawn in respect of any of the scenarios as set out in sub-clauses (a) to (f) of “Withdrawal of Grant [clause 1.15]”:

- (a) Enterprise Singapore shall be entitled to recover from the Company all monies disbursed under the Grant to the Company, and the Company shall indemnify Enterprise Singapore for all damages, loss and expenses (including but not limited to the costs of appointing third-party auditors to carry out any relevant audit), and all legal costs and expenses incurred; and
- (b) Enterprise Singapore shall be entitled to bar or reject the Company, its shareholders, or its key personnel (directors, officeholders, managers, etc.) and any other related entity or person from eligibility and participation from any scheme or project administered or managed by Enterprise Singapore.

1.18 In the event the Grant is withdrawn in connection with clause 1.16, Enterprise Singapore shall have no more obligation to disburse the Grant in full or part at any time thereafter.

1.19 Subject to clause 1.15, Enterprise Singapore may, at its sole and absolute discretion, suspend the Grant for a period to be determined by Enterprise Singapore upon the occurrence, or the reasonable belief of any occurrence, of any specified event set out in sub-clauses (a) to (f) of “Withdrawal of Grant [clause 1.15]”. During this period of suspension, no claims from the Company will be considered, and no monies will be disbursed by Enterprise Singapore to the Company. Enterprise Singapore will also not be liable for any damages, loss, costs and expenses (including but not limited to the costs of appointing third-party auditors to carry out any relevant audit) incurred by the Company during the period of suspension.

1.20 Enterprise Singapore, upon being notified by IRAS via a written notice that IRAS intends to/has appointed Enterprise Singapore as an agent of the Company in relation to outstanding payment of taxes from the Company to IRAS in connection with any tax statutes of Singapore, shall automatically suspend the Grant for the duration that Enterprise Singapore continues to be appointed as an agent of the Company by IRAS. For the avoidance of doubt, no notice (whether written or otherwise) will be given from Enterprise Singapore to the Company and/or any third party in connection with such automatic suspension of the Grant. During this period of suspension, no claims from the Company will be considered, and no monies will be disbursed by Enterprise Singapore to the Company and/or any third party. Enterprise Singapore will also not be liable for any damages, loss, costs and expenses (including but not limited to the costs of appointing third-party auditors to carry out any relevant audit) incurred by the Company and/or any third party during the period of suspension. Provided always, that nothing in this provision shall restrict Enterprise Singapore’s powers in respect of, *inter alia*, withdrawal of this Grant under clause 1.16, during or after the period of suspension under this clause.

1.21 The award or disbursement of the [Grant] in full or in part at any time, or any failure, delay, or omission, by Enterprise Singapore to exercise any of its rights or powers in relation to any breach of the applicable terms and conditions, or any undertaking given under this Grant, shall not constitute or be construed as any waiver of Enterprise Singapore’s rights and shall not prevent Enterprise Singapore from withdrawing the Grant in full or in part in accordance with the applicable terms and conditions, or operate as any bar to any exercise of any other legal right or powers by Enterprise Singapore.

1.22 For the avoidance of doubt, notwithstanding that Enterprise Singapore receives any information, declaration and/or document from the Company, the Company agrees that the mere receipt of such information, declaration and/or document shall not be deemed to constitute any confirmation, approval, consent, deduction, exemption, waiver or representation in relation to any tax payable to IRAS.

1.23 In the event that Enterprise Singapore disburses the Grant to the Company, and in the event that the scenario set out in clause 1.16 occurs on or after the disbursement of the Grant to the Company by Enterprise Singapore, the Company agrees that such disbursement of the Grant should not be construed as:

- (a) Enterprise Singapore indicating that its appointment as an agent of the Company in favour of IRAS is invalid;
- (b) Enterprise Singapore condoning, waiving, or confirming that the Company, as of the date of such disbursement of the Grant, has no more tax liabilities owed to IRAS (arising under any applicable tax statutes in Singapore); or
- (c) Enterprise Singapore confirming, approving or agreeing with the Company as to the tax quantum that the Company believes it should pay to IRAS (which is an amount less than what IRAS believes that the Company should pay).

1.24 For the avoidance of doubt, any correspondence and/or documents from Enterprise Singapore shall not be deemed to constitute tax legal advice on the part of Enterprise Singapore to the Company. If the Company is in any doubt of any tax payable to IRAS or regarding any action the Company should take, the Company shall consult its tax lawyer or professional without delay.

1.25 The terms which by their nature are intended to survive termination or expiration of this Grant shall survive any such termination or expiry.

- 1.26 The invalidity, illegality or unenforceability of any part of these Terms and Conditions shall not affect the validity, legality and enforceability of the other parts of these Terms and Conditions.
- 1.27 Notwithstanding anything in these Terms and Conditions, in the event of any dispute, claim, question or disagreement arising out of or relating to these Terms and Conditions, or the breach thereof, parties shall make reasonable efforts to resolve the same. However, Enterprise Singapore may at its discretion and in accordance with existing protocols, take actions including but not limited to, suspending or withdrawing the Grant relating to this Project, or any other project/scheme supported by Enterprise Singapore or referring the case to a relevant authority or investigative agency.
- 1.28 It is expressly provided that notwithstanding any provision contained herein, no third party shall have any rights under the Contract (Rights of Third Parties) Act to enforce any of the terms herein.
- 1.29 The Grant or any portion thereof may not be novated, assigned, pledged or subrogated by the Company to any third parties. Enterprise Singapore shall not be drawn into any legal disputes between the Company and third parties.
- 1.30 The Company shall not seek or receive funds from any other grants, tax or financial incentives scheme offered by Enterprise Singapore or other public agencies for funding of the Project.
- 1.31 The Letter of Offer (including all annexes), the Letter of Acceptance, the Application Form and any form(s) which may be filled up and submitted by the Company to Enterprise Singapore in connection with the Grant (together with all terms and conditions annexed thereto, and/or any confirmations given by the Company to Enterprise Singapore in connection with such form(s)), all guidelines, circulars, or directives issued by Enterprise Singapore in relation to this Grant, and any other documents which Enterprise Singapore may stipulate in writing from time to time, contains the entire and whole agreement between Enterprise Singapore and the Company and supersedes all prior written or oral commitments, representations, arrangements, understandings or agreements between them.
- 1.32 The Company shall indemnify Enterprise Singapore and keep Enterprise Singapore harmless against any liability, loss or claim which Enterprise Singapore may suffer or incur to any third party in connection with the Project.
- 1.33 This Grant shall be governed and construed in accordance with the laws of the Republic of Singapore and parties shall submit to the exclusive jurisdiction of the courts of the Republic of Singapore.
- 1.34 The Company shall comply with all applicable laws, rules, and regulations, in Singapore or any other jurisdiction in the carrying out of all its activities, whether or not related to the Project.
- 1.35 Please note that for income tax purposes, the Inland Revenue Authority of Singapore requires the Company to state clearly in its Income Tax Return, the reimbursement which the Company receives from Enterprise Singapore for expenses incurred for the Project.

Annex 2 – Consent to the Disclosure by Comptroller of Goods and Services Tax and Comptroller of Income Tax

1. The Company consents to the Comptroller of Goods and Services Tax Act and Comptroller of Income Tax disclosing information relating to the value of the supply of any goods and services, or the income or items of income, of the Company to Enterprise Singapore and other Government agencies (including Ministries and Statutory Boards) (collectively "Agencies"), for the performance of their official duties, and to non-Government persons engaged by Agencies in the performance of any of their official duties which include, but not limited to:
 - (i) assessing and delivering services (such as business grants, subsidies, other relevant programmes or schemes) to the Company and its related or associated entities (such as owners, subsidiaries, trading partners and other stakeholders); and
 - (ii) analysing and improving the efficiency or effectiveness of policies and programme management.
2. For the purposes of paragraph 1, information relating to the value of the supply of any goods and services, or the income or items of income of the Company includes, but is not limited to, information contained in documents, tax returns, assessment lists and copies of such lists relating to the income or items of income of the Company, and may include information that is dated before or after this consent.
3. For the avoidance of doubt, and subject to paragraph 4, the consent of the Company under paragraph 1 will survive any completion, withdrawal, or termination of the Company's Project for which the Company is receiving financial assistance from Enterprise Singapore.
4. Should the Company wish to withdraw the consent provided in paragraph 1, the Company shall notify Enterprise Singapore in writing. The withdrawal of the consent shall be effective from the date of receipt of the written notice by Enterprise Singapore or any later date specified in the notice ("the consent withdrawal date").
5. For the avoidance of doubt, any withdrawal of consent pursuant to paragraph 4 shall not affect disclosures made by the Comptroller of Income Tax prior to the consent withdrawal date.

Annex 3 - Project Milestones and Deliverables

At the end of the project, Calibre Pte Ltd must be able to demonstrate and/or submit the following outcomes:

1. Project report (submitted on company letterhead) detailing the following:

a. Final completed product/prototype with the proposed modules and functionalities:

- AI-Powered Resourcing
- AI Candidate Filtering & Matching
- AI-Driven Candidate Outreach

b. Project progress, challenges, productivities achieved and future growth plans after the capability has been built.

c. Training materials and training attendance record.

Annex 4 - Details on Qualifying Costs and Grant Computations

EQUIPMENT/SOFTWARE/MATERIALS & CONSUMABLES

SOFTWARE

Vendor: 3NMP PTE. LTD. - UEN: 202005750R

Description	Qualifying Quantity	Qualifying Unit Cost (S\$)	Qualifying Cost (S\$)	Grant (S\$) (50%)
AI Platform that helps AI Candidate Sourcing and Matching Automation This will be a product that we will be marketing to other Headhunting Agencies	1	28,000.00	28,000.00	14,000.00
Total			28,000.00	14,000.00

AUDIT FEE

Description	Grant (S\$) (50%)
Audit Fee	1,800.00

- 4.1 The qualifying cost of the cost items shall be determined by Enterprise Singapore at its sole discretion.
- 4.2 The Key Personnel AND/OR Company shall not transfer, sell, assign, pledge, mortgage or encumber, use as security or collateral, lease out or otherwise dispose or dissipate any assets acquired through the use of the grant without first obtaining the written approval of the Enterprise Singapore, which may be granted subject to such conditions as may be imposed by the Enterprise Singapore in its absolute discretion. The Company shall at all times maintain proper records with respect to the assets acquired through the grant.
- 4.3 The Company is further restricted from selling, leasing, disposing or otherwise transferring the equipment for an additional period of 1 year after completion of the Project. The Company shall, at the end of the first year after completion of the Project, provide a declaration by the Company's independent auditors to confirm that all equipment acquired through the grant are still owned by the Company and used exclusively by the Company. In addition, the Company shall not move the equipment out of Singapore for an additional period of 1 year after completion of the Project.

Final Claim Submission and Final Report

- 5.1 Before the submission of your Final Report and Claims, please visit <https://www.enterprisesg.gov.sg/financial-support/enterprise-development-grant> to guide your claims submission process: i) Update your preferred mode of disbursement on BGP and submit necessary information; ii) Deliverables Documentation; and iii) Panel of Auditor Contact Information.
- 5.2 All submissions under the Grant shall be made through the BGP using CorpPass subject to its prevailing terms and conditions (with users required to have either “Preparer” or “Acceptor” roles to submit such claims through the BGP). All submissions made under the Grant are required to be made by the Company through its authorised employees/staff (i.e. users). Submissions must not be made by vendors, service providers, or any other third party, on behalf of the Company. CorpPass log-in particulars should be kept strictly confidential and should not be shared with any third party.
- 5.3 When submitting the final claim, Company shall contact the Panel of Auditors for quotations before indicating your choice at the Claim Submission. Upon completion of the auditor’s verification of the claims, the auditor shall issue an Audit Report to Enterprise Singapore and the Company. In the event that the auditor cannot issue an unqualified confirmation, Enterprise Singapore shall have direct access to the auditor to gather details with regard to the audit findings. The Company will be eligible for an audit fee grant, capped at S\$1,800.00 or prevailing grant support level, whichever is lower. The Company shall be responsible for the balance of the audit fee.
- 5.4 The Company shall submit to the appointed auditor all supporting documents such as invoices, bank statements and CPF statements as may be required to substantiate the claim for the entire Qualifying Period. The supporting documents must be in the English language. For more information, please refer to the Claim Submission Checklist and Claim Submission Guide found here: <https://www.enterprisesg.gov.sg/financial-support/enterprise-development-grant>. All supporting documents incurred for the project are to be kept for at least 5 years after the project completion date and may be inspected by Enterprise Singapore or its representatives.