

HOYA MEDICAL SINGAPORE PTE. LTD. EMPLOYMENT AGREEMENT

HOYA Medical Singapore Pte. Ltd., a Singapore company ("Company") is pleased to offer **Vikki Tay Yan Ping** employment upon the following terms and conditions set out below and in the enclosed Appendix (the "Agreement"). This offer is conditional upon:

- (a) you obtaining all necessary governmental approvals for you to be employed in Singapore;
- (b) you passing a standard pre-employment medical examination; and
- (c) the Company determining that it has received satisfactory results from its reference checks.

1. POSITION AND DUTIES

- a) With effect from ^{5th} ~~3rd~~ **May 2021** (the "Effective Date"), the Company shall employ you as the **Senior HR Executive, Global HR**. You shall report to **HR Director, APAC** or such other person as the Company may determine in its sole discretion and shall have the duties and responsibilities assigned by **HR Director, APAC** from time to time. You shall perform faithfully and diligently all duties assigned to you or such other position that the Company may assign. In this capacity, you shall have the duties, authorities and responsibilities as are required by your position and authorized under the Company's policies and procedures, and such other duties, authorities and responsibilities as may reasonably be assigned to you.
- b) You shall report to the Company's principal place of work located at 10 Biopolis Road #04-01/06, Chromos, Singapore 138670, or such other location in or near Singapore as the Company may designate. In addition, your job will require global travel as deemed necessary or desirable for the Company. You are required to work 3 work days per week based on mutually agreed with reporting manager. Regular working hours each day will be from 8:30am to 5:30pm (inclusive of a 1 hour lunch break each working day). You are expected to work beyond the normal working hours and working days as required for you to properly discharge your duties in this role. Your eligibility to overtime payment, if applicable, is subject to applicable law.
- c) During your employment with the Company, you shall devote all of your business time, energy, business judgment, knowledge and skill and your best efforts to the performance of your duties with the Company, provided that the foregoing shall not prevent you from (i) participating in charitable, civic, educational, professional, community or industry affairs; and (ii) managing your passive personal investments, so long as such activities in the aggregate do not interfere or conflict with your duties hereunder or create a potential business or fiduciary conflict.
- d) Your probationary period will be **3 months** from the date of employment with the Company. The Company shall have the absolute discretion to extend your probationary period for such further periods as it deems fit. When you have successfully completed your probationary period, you will be advised of your confirmation in writing.

6. Severability

If any provision of this Agreement should be held by a court of competent jurisdiction to be invalid or in any way unenforceable it shall be severed and the remaining provisions shall not in any way be affected or impaired and this Agreement shall be construed so as to most nearly give effect to the intent of the parties as it was originally executed.

7. Entire Agreement

This Agreement, together with my Employment Agreement ^{5th} ~~effective 3rd~~ **May 2021** supersedes and cancels any and all previous understandings, representations and agreements of whatever nature between me and the Company with respect to the matters covered herein. These Agreements constitute the full, complete and exclusive agreements between me and the Company with respect to the subject matters herein.

8. Successors and Assigns

This Agreement will be binding upon my heirs, executors, administrators and legal representatives and will be for the benefit of the Company and its successors and assigns.

9. Governing Law and Jurisdiction

This Agreement shall be construed in accordance with and governed by the laws of Singapore. The parties to this Agreement irrevocably agree to submit to the non-exclusive jurisdiction of the courts of Singapore.

Signed and agreed to by:



Name: Vikki Tay Yan Ping

Date: 20/4/21

Accepted and agreed to for and on behalf of Hoya Medical Singapore Pte. Ltd.



Name: Sharon Ho

Title: HR Director, APAC

Date: 20/4/2021