

ShipsFocus Services Pte. Ltd.

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28 September 2021

Douglas Lee Choong Leong
Block 547C Jurong West Street 42
#06-159
Singapore 640547

Dear Douglas,

OFFER OF EMPLOYMENT

1. We are pleased to offer you employment with **ShipsFocus Services Pte. Ltd.** ("the Company").
2. The terms of this offer of employment are as follows:
 - 2.1. **Appointment**
 - 2.1.1. Your appointment is as follows:

Job Title: Director (Projects)
 - 2.1.2. You shall be offered on full-time permanent Contract Terms, effective from the day you report for duty.
 - 2.1.3. Your initial Job Description is as per Appendix III, as attached.
 - 2.2. **Date of Commencement**
 - 2.2.1. Your employment shall, if the conditions precedent in the Company's Terms and Conditions of Employment referred to in Clause 2.9 below are satisfied, commence on **01 November 2021**.
 - 2.2.2. If you are not a citizen or permanent resident of Singapore, the date of commencement of your employment is subject to the approval of your work pass from the Controller of Immigration.
 - 2.3. **Probation Period**
 - 2.3.1. You will undergo a Probation Period of **three (3) months** with effect from the date of commencement. The Company may extend the probation period if deemed necessary.
 - 2.3.2. Your confirmation is subject to a satisfactory job performance appraisal during your probation period. You shall then be advised of your confirmation in writing.