



PRIVATE & CONFIDENTIAL

Viddsee Pte Ltd,
71 Ayer Rajah Crescent
#06-21
Singapore 139951

27 April 2022

Ms Stellino Lim
12 Meyappa Chettiar Road, #08-51
Singapore 358474

Dear Stellino,

LETTER OF APPOINTMENT

We are pleased to offer you the appointment as **Senior Brand Account Director** and your base salary shall be **SGD 9,000.00** per month with a **variable bonus scheme**.

Enclosed is the Contract of Employment which governs the terms and conditions of your employment in Viddsee. We will be happy to assist you with any query you may have regarding your appointment. If you accept this offer of appointment, please sign and return the following:

- duplicate copy of this Letter of Appointment
- 1 copy of Employees' Declaration and Undertaking

We look forward to welcoming you as part of the Viddsee team.

Yours Sincerely
Viddsee Pte. Ltd.

A handwritten signature in black ink, appearing to read "Afiah".

Sri Nur Afiah
Assistant Manager (People & Operations)

I, Stellino Lim, NRIC/ Passport No: S80351871, accept the stated terms and conditions of employment. I will commence my employment with effect from 5th May 2022.

A handwritten signature in blue ink, appearing to read "Stellino Lim".

Stellino Lim

27 Apr 2022
Date

TERMS AND CONDITIONS OF CONTRACT OF EMPLOYMENT

1. PROBATION PERIOD

There shall be a probation period starting from the date you commence employment. The duration of the probation shall be as set out in the Company policy, or such period as the Company may determine its absolute discretion ("Probation Period").

2. WORKING HOURS

Our normal working hours are Mondays to Fridays from 9.30am to 6.30pm. If and whenever may be necessary for the proper discharge of your duties, you shall be required to work beyond our normal working hours.

3. QUARTERLY BONUS

3.1 Employees who leave and/or are terminated within the first 90 days of employment are not eligible for any bonus payments.

3.2 Sales quota retirement will be based on deal booking date, and only includes the amount associated to the first 12 months of the contract.

3.3 Sales quota shall be divided equally to the four quarters in a year and prorated to the time you join the Company.

3.4 With every contract booked, a 1% of the booked amount will be awarded as variable bonus. Once 100% of goal is achieved, the employee will be guaranteed to be paid 12.5% of the total employee's base salary for the quarter which is his target bonus amount for the quarter. There will be payouts at 100%, and 150% achievement of the sales quota goal as defined in the payment structure.

Sales Quota Goal	Variable Bonus
Achieving 100%	12.5%

Achieving 150% 25% 3.5 Payment of the variable bonus will be due at the end of the following quarter.

4. ANNUAL LEAVE

You will be entitled to annual leave in accordance to our policy on Annual Leave.

5. TERMINATION NOTICE

The termination of your employment ("Termination") shall be effected as follows:

5.1 During the Probation Period, by either party, without cause, giving to the other two (2) weeks' notice in writing or payment of two (2) weeks' salary in lieu of notice. After confirmation, by either party, without cause, giving to the other one (1) month's notice in writing or payment of one (1) month's salary in lieu of notice.

5.2 Further, the Company reserves the right at any time during your employment to terminate your employment forthwith if you should be guilty of any misdemeanor, misconduct, negligence, neglect of duty or being absent without leave or in breach of any of the terms and conditions of this Contract or any other terms and conditions or rules and regulations laid down by the Company from time to time.

5.3 If your employment shall be terminated in accordance with paragraph 5.2 insert, you shall only be entitled to the payment of your proportionate amount of salary accrued due to you since the last preceding pay day up to the time of such Termination.

6. INCOME TAX

You are responsible for your personal income tax in respect of your salary (including tax on any allowance and benefits) paid and/or given to you by the Company.

7. CONFIDENTIALITY INFORMATION AND INVENTION ASSIGNMENT AGREEMENT Like all company employees, you will be required, as a condition of your employment with the Company, to sign the Company's enclosed standard Employees' Declaration and Undertaking.

8. OUTSIDE ACTIVITIES

While you render services to the Company, you agree that you will not engage in any other employment consulting or other business activity without the written consent of the company. In addition, while you render services to the Company, you will not assist any person or entity in competing with the Company, in preparing to compete with the Company or hiring any employees or consultants of the Company.

9. OTHER TERMS AND CONDITIONS OF EMPLOYMENT

9.1 You shall comply with, and be subject to, all applicable guidelines, policies, procedures, regulations and rules as may be laid by the Company from time to time.

9.2 The Company reserves the right to amend the terms and conditions of this Contract and the guidelines, policies, regulations and rules of the Company mentioned in paragraph 9.1 above from time to time, such amendment being binding on you and the Company as from the date of such amendment.

9.3 No person who is not a party to this Contract shall have any right to enforce any provision of this Contract pursuant to the Contracts (Rights of Third Parties) Act 2001.

9.4 This contract shall be governed by, and construed in accordance with, the laws of Singapore. You shall submit to the exclusive jurisdiction of the Singapore courts.