Strictly Private & Confidential

13 October 2022

Beryl Hong
29 Fernvale Road #03-40 High Park Residences
Singapore 797416

Dear Beryl,

LETTER OF APPOINTMENT ("Letter")

The Singapore Exchange Limited (hereinafter known as "**SGX**") is pleased to offer you the post of Assistant Vice President, CFO Unit (Job Grade SGX-AVP) with the CFO Unit, on the following terms and conditions:-

1 COMMENCEMENT DATE AND PROBATION

1.1 Your date of commencement of service ("**Commencement Date**") shall be mutually agreed in writing between you and SGX.

1.2 You will serve a probationary period of six (6) months from the Commencement Date.

2 COMPENSATION

2.1 Guaranteed Salary

2.1.1 Your commencing base salary shall be SGD $8,500.00 per month.

2.1.2 Your annual guaranteed salary will therefore be SGD $102,000.00.

2.1.3 Your guaranteed salary will be reviewed annually based on your performance.

2.2 Variable Bonus Incentives

2.2.1 You are eligible to participate in SGX variable bonus incentive programme applicable to your unit.

2.2.2 The amount of variable bonus incentive you receive will depend on SGX performance against targets and your individual performance against objectives.

2.2.3 Variable bonus incentives will be paid in August each year for the prior twelve (12)-month financial year (July to June). You will only receive a variable bonus incentive if you are confirmed in service at the close of the financial year, in the employ of SGX and not serving notice of Termination (per clause 5) at the time the payment is made.

2.2.4 Should you serve for less than six (6) months in a given financial year, you will not be eligible to receive a variable bonus incentive. If you serve for six (6) months or more, but less than a full financial year, then your variable bonus incentive will be pro-rated against your actual period of service.

2.3 Long Term Incentives

You may be eligible to participate in SGX's Deferred Long Term Incentive Scheme ("**DLTIS**"), subject to the conditions of the DLTIS.

2.4 Hiring Incentive

You are eligible for a hiring incentive of SGD $12,000.00. The amount of SGD $12,000.00 will be paid to you together with your first month's payroll. You shall be required to reimburse SGX for a pro-rated amount of the hiring incentive paid to you if you were to leave the employ of SGX before completing a year of service.

3 PERFORMANCE OF DUTIES

3.1 You will serve SGX or any of its subsidiaries or associated companies in any location, as may reasonably be required by SGX.

3.2 You will be required to carry out such duties and responsibilities as may be assigned to you from time to time. You shall at all times faithfully and diligently attend to these in compliance with SGX policies, procedures and codes (which may be amended from time to time as SGX may in its discretion deem fit) and will endeavour to, at all times and to the best of your ability, protect the interest of SGX.

Other Employment

3.3 You will not, at any time during your employment, be involved or engaged directly or indirectly in any other employment or activity except with the written permission of SGX/HR.

4 BENEFITS

You will enjoy annual leave, medical benefits, insurance and other benefits commensurate with your job grade. A summary of these benefits is set out in Appendix I. Details of these benefits are available on the intranet. These benefits may be amended from time to time as SGX may in its sole discretion deem fit.

5 NOTICE OF TERMINATION

5.1 During your probationary period (if applicable), you or SGX may terminate your employment at any time by one party giving the other one (1) month's notice in writing or one (1) month's salary in lieu of notice not served or given, without assigning any reason whatsoever.

5.2 Upon confirmation, your employment may be terminated at any time by either party giving to the other two (2) months' written notice or two (2) months' salary in lieu of notice not served or given, without assigning any reason whatsoever.

5.3 Your employment may be terminated by SGX at any time without the need for SGX to give notice and without payment of any liquidated or other damages or compensation if you shall:

(i) commit any serious or persistent breach of any of the terms of your employment; or

(ii) become guilty of any grave misconduct or willful neglect in the discharge of your duties; or

(iii) be or become prohibited by law/regulatory bodies from being an employee of SGX.

6 CONFIDENTIALITY

6.1 You are to ensure that all official documents and information acquired by you in the course of your duties are treated as of a confidential nature and are not to be published, distributed or communicated by yourself directly or indirectly, either during or after your appointment as an employee of SGX, to other person in any form whatsoever.

6.2 You are required to comply with the SGX Confidentiality Policy, a copy of which may be found on SGX's intranet platform/s. You should ensure that you access such policy regularly to keep up to date with any amendments made from time to time.

7 COMPANY PROPERTY

All notes, memoranda, records, correspondence, computer information, plans, drawings and other documents and all copies thereof made, compiled or acquired by you during your employment in relation to the business, finances or affairs of SGX, and all other property belonging to SGX, shall remain SGX's property and shall be returned by you to SGX immediately when you leave the employ of SGX, or at any time upon demand by SGX.

8 CONDUCT

8.1 During the term of employment, you are not allowed to accept any compensation or gratuity from any member of the SGX group of companies without the prior written approval of your Unit Head. A gratuity shall include a gift of any nature.

8.2 You are not allowed to hold directorships in any company listed on Singapore Exchange Securities Trading Ltd. For non-listed companies and private organizations, you are required to seek written approval from your Unit Head and

HR.

8.3 SGX is a Self-Regulatory Organisation ("**SRO**"). The Regulatory Conflicts Handbook is a resource for you on Regulatory Conflicts issues.

8.4 Additionally, you are required to comply with the following non-exhaustive list of policies which relate to your conduct:

(i) SGX Conduct & Ethics Policy;

(ii) SGX Staff Dealing Policy;

(iii) SGX Group Personal Data Protection Policy; and

(iv) SGX IT Security Policy

8.5 Copies of the above-mentioned handbook and policies can be found on SGX's intranet platform/s. You should ensure that you access such handbook and policies regularly to keep up to date with any amendments made from time to time.

9 PERSONAL DATA PROTECTION ACT

9.1 Your contract with SGX includes your consent for SGX to collect and use, and where relevant, disclose to regulatory authorities or to 3rd party service providers, the necessary personal data in connection with your employment with SGX. These include matters such as:

(i) the performance of your duties with SGX;

(ii) the administration of staff training;

(iii) compensation and benefits including the provision of medical and insurance coverage (for you and where applicable, your dependants);

(iv) salary, benefits and other position-related benchmarking;

(v) relevant regulatory submissions, including government employment survey submissions;

(vi) income tax filing-related matters; and

(vii) investigative and disciplinary proceedings

9.2 In the event of cessation of your contract with SGX, SGX may continue to maintain, use, and where relevant, disclose personal data to regulatory authorities, or other third parties for the purpose of processing the final staff compensation, benefits, claims and training subsidies, filing for income tax and other relevant regulatory submissions, facilitating investigative and disciplinary proceedings, salary and benefits benchmarking, employment due diligence and other applicable employment-related matters. SGX will only retain your personal data for as long as is necessary for the abovementioned purposes and will take reasonable measures to destroy all personal data when it is no longer necessary to meet such purposes.

10 This offer of employment is conditional upon:-

10.1 Your passing SGX's required medical examination (where applicable), whether or not you begin work prior to passing such an examination.

10.2 The correctness of the information supplied to SGX in the course of your application for employment.

10.3 Evidence of education qualifications and the receipt of satisfactory references, background screening and security vetting.

10.4 Your successful application of an Employment Pass (if applicable), issued by the relevant government authority in Singapore.

11 As an employee of SGX, you will be required to comply with certain policies and applicable laws. The contents of the SGX Regulatory Conflicts Handbook, prevailing policies, procedures and codes (and any amendments thereof from time to time) shall form an integral part of the terms and conditions of your employment and are hereby incorporated into this Letter by reference. Without prejudice to the foregoing, you are required to sign an "Undertaking to Comply with Policies and Applicable Laws" ("**Undertaking**") which will be provided to you. The SGX Regulatory Conflicts Handbook, prevailing policies, procedures and codes (including those referenced in the Undertaking) are available on SGX's intranet platform/s. You should therefore familiarize yourself with its contents, and comply with its instructions and guidelines. Additions and/or amendments to the above may be made from time to time and it will be your responsibility to keep yourself abreast of the additions and/or amendments. Each such addition and amendment will form an integral part of the terms and conditions of your employment from the date of their announcement or notification.

12 The terms and conditions contained herein are subject to review from time to time as SGX may in its sole discretion deem fit.

13 GOVERNING LAW

This Letter shall be governed by and construed in accordance with the laws of Singapore. The parties hereby submit to the non-exclusive jurisdiction of the Singapore courts in respect of any dispute or matter arising in relation to this Letter.

If this offer of employment, together with its terms and conditions, is acceptable to you, please sign this Letter by 1 week from 13 October 2022, failing which this Letter will lapse.

Yours sincerely

Joan Yap
HR Business Partner
Human Resources

ACKNOWLEDGEMENT

I, Beryl Hong, have read the foregoing and accept employment on the terms and conditions detailed in this Letter and accompanying attachment.

I will commence my employment with SGX on 21/11/2022

Beryl Hong

Date Signed: 13-Oct-2022

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