

CONFIDENTIAL

3 February 2020

JASMINE LEE

SXXXX346C

Block 120 Bukit Batok Central

03-357

Singapore 650120

LETTER OF APPOINTMENT

We are pleased to offer you the position of **AI Script Designer** with Wiz Holdings Pte. Ltd. effective from **3 February 2020** under the following terms and conditions:

1. SALARY

[REDACTED]

[REDACTED]

2. MEDICAL EXAMINATION & EMPLOYMENT VISA

This offer of employment is subject to satisfactory reference checks and medical review by the Company appointed medical practitioner, as well as a valid employment visa, if applicable.

3. PROBATION

- 3.1 Your appointment is subject to a probationary period of six (06) months from the date of your commencement with the Company. The Company reserves the right to extend your probationary period for a further period which deemed appropriate at the discretion of the Company.
- 3.2 Your performance shall be appraised by your Supervisor towards the end of your probationary period. You shall not be eligible for any paid leave entitlement while you are on probation.
- 3.3 Upon satisfactory completion of your probation or any extension thereof, the Company shall confirm your service in writing, and you shall be considered for confirmation in your appointment as a Confirmed Employee. During this period, either party may terminate the contract with one (1) week notice.

4. WORKING HOURS

- 4.1 Your working week and hours consists of 42.5 hours from Monday to Friday with one hour for lunch. Your working week and hours will be set out as follows:

Monday to Friday – 9.00 am to 6.30 pm.

- 4.2 You may be required for duty beyond your normal working hours to complete the duties and responsibilities given by your Supervisor and to meet the Company operating requirements or business needs.
- 4.3 Should you be assigned to work at Clients premises/office/site, perform duties at Customer Help Desk or perform Shift Work, the normal work hours will be scheduled by your Supervisor and you will be informed accordingly.

5. WORKING LOCATION

- 5.1 The Company office in Singapore is located at 71 Ayer Rajah Crescent #02-01, Singapore, 139951.

- 5.2 Your working location will be based in Singapore. However, due to the nature of your work, you may be required to travel and work from the Company subsidiary office located in Nanjing, China from time to time.

You will be notified by your Supervisor. Your travel and accommodation arrangement will be provided by the Company. You are responsible for your personal daily expenses.

6. SALARY INCREMENT & PERFORMANCE BONUS

- 6.1 Salaries shall be reviewed on an annual basis only for confirmed employee and in service for at least 6 months prior to the review period. Merit Increment are awarded based on the Company Financial Position, Economy Conditions and Employee Performance. The final decision shall be reviewed and approved at the discretion of the Company.
- 6.2 Performance Bonus shall be awarded based on Individual Performance and the Company performance within the Global, Regional and Local Business condition. You shall be entitled for the Performance Bonus whilst still in the Company's service on the date of Performance Bonus payout.

Employee shall not be entitled for Performance Bonus whilst on resignation notice period.

The Company reserves the right to amend or terminate any and/or all Bonus provision at its sole discretion of the Company at any time with or without notice or replacement.

16 GRATIS

In your capacity representing Wiz Holdings Pte. Ltd. you will act in the best interest of the company. You are not to receive any favors, gratis, gifts, money or any form of inducement to influence your selection of goods and or services.

17 GOVERNING LAW AND JURISDICTION

This contract is governed by Singapore Law and the Singapore courts have exclusive jurisdiction over any claim or dispute arising thereof.

18 VALIDITY OF THE EMPLOYMENT OFFER

This offer will automatically lapse seven days from the date of this letter. On accepting our offer, the terms described in this letter will constitute the terms of your employment, and any additions or modifications of these terms must be in writing and signed by an authorized representative of the Company.

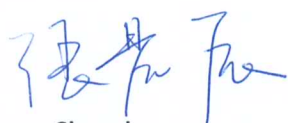
Any provision of this agreement, which is or becomes illegal, void or unenforceable will be ineffective to the extent only of such illegality, validness or unenforceable and will not invalidate the remaining provisions.

All the benefits, terms and conditions are subject to regular review, assessment and changes by the Company from time to time.

If the above terms and conditions are acceptable to you, please indicate your confirmation and acceptance by signing the Letter of Acceptance below.

We welcome you to Wiz Holdings Pte. Ltd. and wish you success in your new career with us.

Yours sincerely,



Zhang Chenchen
Chief Executive Officer
Wiz Holdings Pte. Ltd.

I, Name Jasmine Lee, NRIC No.: S9736346C,
hereby accept the offer and terms and conditions of employment with Wiz Holdings Pte. Ltd.


Signature

11/02/2020
Date