



Private & Confidential

01 January 2023

Abdul Hasib Bin Abdul Rahim
EHS Coordinator

Dear Abdul Hasib,

ANNUAL SALARY REVIEW AND PERFORMANCE INCENTIVE

Thank you for your contributions and dedicated effort to Puritec Technologies (S) Pte Ltd in 2022.

The Management is pleased to inform you that your monthly gross salary has been revised to SG [REDACTED] with effect from 1 January 2023.

In recognition of your contribution in 2022, you will be rewarded an incentive of SG [REDACTED]. The incentive will be paid to you in two payouts:-

• [REDACTED]
• [REDACTED]

Please be informed that the incentive payout is subject to the company's absolute discretion. For those who has resigned prior to the incentive payout, the unpaid incentive will be forfeited. The salary and incentive details are classified as private and confidential and you should treat such information as confidential accordingly.

I look forward to your continuous support and concerted effort for the growth of the company.

Yours sincerely
for PURITEC TECHNOLOGIES (S) PTE LTD

Lim Seng Chuan
Country Manager