REDEX

STRICTLY PRIVATE AND CONFIDENTIAL

Date : 10 July 2023

To : Philip Tan Pei Lip
Blk 111 Bukit Purmei Road
#12-192
Singapore 090111

Dear Philip,

LETTER OF APPOINTMENT AND EMPLOYMENT AGREEMENT ("AGREEMENT")

REDEX Pte. Ltd. (the "**Company**") is pleased to offer you the position of a **Senior Manager** based on the terms and conditions set out below. By executing this Agreement, you represent and warrant to the Company that you have read, understand, and agree to all the terms and conditions hereunder.

1. COMMENCEMENT OF EMPLOYMENT

1.1 Your employment with the Company shall commence on **15 August 2023** or such other date as the Company may notify you in writing and shall continue until terminated in accordance with the terms of this letter.

1.2 While you are employed with the Company, your employment shall be managed by the Company, and you shall (a) receive and comply with instructions from the Company; and (b) report to the Company.

1.3 This offer of employment by the Company is subject to:

1.3.1 satisfactory verification of all information submitted by you to the Company; and

1.3.2 the receipt of satisfactory employment references as required by the Company (and/or the Company).

1.4 In the event that any of the conditions listed under Clause 1.3 is not fulfilled, the Company may by written notice to you immediately withdraw this offer of employment without any liability to you.

1.5 You warrant that by entering into the employment agreement with the Company (so constituted by your acceptance of this letter), you are entitled to work in Singapore and you will not be in breach of any prior agreement, contract or arrangement with any other person (including but not limited to any restrictive covenant arising out of employment with any former employer) which prevents you from lawfully fulfilling your employment obligations to the Company.

2. PROBATION

2.1 The first three (3) months of your employment will be treated as a probationary period, during which time your performance and suitability for your position will be assessed. If the Company requires more time to assess your performance and suitability for your position, such period may be extended by the Company at its discretion.

Initial:________