



Anacle Systems Limited
3 Fusionopolis Way, Symbiosis
#14-21, Singapore 138633
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Co. Reg No. : 200602329Z

Private and Confidential

20 July 2023

Chian Sock Hoon (Vivian)
35 Simei Street 4
#11-01
Singapore 529869

Dear Vivian,

RE: OFFER OF EMPLOYMENT

We are pleased to offer you the position of **Vice President, International Business Development** at Anacle Systems Limited on the Key Terms of Employment set forth herein :

1. Position **Vice President, International Business Development** corresponding to Departmental Grade **B6**
2. Basic Salary You shall be paid a total compensation of **S\$ 150,000.00 per year**, consisting of:
 - Fixed salary component of **S\$ 120,000.00 per year** or **S\$ 10,000.00 per month**; and
 - Variable salary component of **S\$ 30,000.00 per year** or **S\$ 7,500.00** per quarter.The above mentioned compensation is inclusive of any applicable CPF contribution borne by you to the Central Provident Fund ("CPF") Board.
The variable salary component is computed quarterly at the end of every fiscal quarter, based on the Annual Incentive Plan (AIP).
Any other salary revisions shall be strictly based on performance.
3. Duties and Responsibilities
 - (i) Develop and implement a vision and strategy for our expansion into Asia Pacific.
 - (ii) Build and lead an APAC-centric team to implement strategies and tactics that lead to growth, market development and profitability of the Company.
 - (iii) Formulate and conduct market intelligence research to understand market opportunity and business targets.
 - (iv) Establish, define and maintain a strong competitive position through tactical observations of key marketing/ business opportunities.
 - (v) Set strategic direction based on market dynamics and business goals.
 - (vi) Maintain in-depth understanding of our products, competitors, markets, and related real estate regulatory guidelines.
 - (vii) Determine channel and sales strategies for our APAC markets, especially for Australia and Japan.
 - (viii) Engage with key international channel partners and customers.
 - (ix) Work closely with various cross functional departments and business units, as well as key channel partners.

- (x) Any tasks and duties as assigned and directed by your Reporting Officer, Head of Department, Business Unit Head and/or Chief Executive Officer.
 - (xi) Strictly adhere to Company Code of Conduct, Code of Ethics, Anti-Bribery/ Anti-Corruption/ Anti-Fraud Policies, Conflict of Interest Policy, Acceptable Use Policy, as well as Whistle Blowing Policy.
 - (xii) Ensure compliance with all published Company policies and procedures, including corporate, HR, information security and supply chain policies.
4. Annual Leave You shall be entitled to **21 days** of paid annual leave per calendar year. For any incomplete year of employment, such leave shall be pro-rated.
5. Medical and Insurance Benefits You shall be entitled to :
- (i) Outpatient medical and dental consultation, as well as health screening, on reimbursement basis up to **S\$3,000.00 per annum**. Traditional Chinese Medicine consultations are excluded.
 - (ii) Up to 14 days of paid outpatient medical leave and 60 days of paid hospitalization leave per calendar year. Such leave shall be pro-rated in accordance to the MOM Act.
 - (iii) Participate in the Company's Group Hospitalization and Surgical Insurance Plan. In the first 3 months of the probation, you shall not be entitled to utilize any of the Medical and Insurance benefits.
6. Allowance Mobile Allowance :
- You shall be given mobile phone allowance of **S\$100.00 per month**, in lieu of all local business call reimbursement.
- The mobile charges for international calls (excluding non-business related) shall be paid for by the company.
- Transport Allowance:
- You shall be given Transport allowance of **S\$ 1,000.00 per month**, in lieu-of all local business travel reimbursement.
7. Other employment benefits You shall be entitled to Employment Benefits in accordance to your Departmental Grade, subject to specific condition of eligibility if any.
8. Probation Period There will be a probation period of **six (6) months** with effect from the date of your commencement of work.
9. Termination of Employment To terminate the employment contract, either party may give the other party advance written notice of :
- (i) During probation : **14 days**
 - (ii) After confirmation of employment : **30 days**
- In lieu of such required notice period mentioned above, the party terminating the contract shall compensate the other party an amount equivalent to the total salary of such notice period.
- In the event that the termination or withdrawal is given prior to the commencement of the employment after the acceptance of this offer, the party giving such notice shall compensate the other party an amount equivalent to 07 calendar days of the Salary.

10. Working Hour 9:00 am to 6:00 pm (Monday to Friday)
11. Commencement of Work Upon acceptance of the offer, you are expected to commence work on **01 August 2023.**
12. Conditions Precedent Subjected to satisfactory medical report, background assessment and references.
13. Validity of Offer This offer of employment shall be valid for 07 days from the date of offer.

Yours sincerely,

For and on behalf of :

Anacle Systems Limited



Alex Lau
Chief Executive Officer

Acceptance By:



(Signature)

Name : Chian Sock Hoon (Vivian)

NRIC No.:

By signing on the above, I agree to and accept the Terms of Employment to the Offer of Employment