

SINGAPORE TEMBUSUTECH INNOVATION

Letter of Appointment

8th Jul 2024

Miss. Joyce ZHOU Jiayi,

ID (PP/IC): **T0233711D**

Dear Miss. Joyce Zhou,

On behalf of **SINGAPORE TEMBUSUTECH INNOVATION PTE LTD** (Company Registration No. 202127416Z), a private limited company located at **55 Ayer Rajah Crescent, #01-18, Singapore 139949** (hereinafter referred to as “**Company**”) , we are pleased to set out below the terms and conditions based on which we shall offer you an internship position with the Company. This Letter of Appointment supersedes all previous correspondences (if any), which we may have with you. Any amendments to the terms and conditions of your appointment shall be in writing and signed by an authorised representative on behalf of the Company.

1. APPOINTMENT AND DUTIES

- 1.1. We are pleased to appoint you as a Innovation Analyst (Internship) working for the Company.
- 1.2. You will devote your best efforts to the performance of your duties on behalf of the Company and obey the Company's lawful and reasonable instructions.
- 1.3. You declare that you are allowed to work as a full-time contract-based staff in Singapore.

2 Availability

- 2.1 You are assigned to work 5 days per week, between 9am – 6pm on working days, with 1 hour break in between, as and when you are available to the Company as reasonably necessary ensuring the delivery on the scope of works you are assigned. You are allowed to make flexible working arrangements (eg. working from home) up to 8 hours per week, upon agreement with supervisor(s) and approval beforehand.

3 Scope of the Work

- 3.1. To lead the first round of project assessment assigned by the Company and prepare the due diligence report including technology benchmarking, competitive study, market potential and financial statement analysis.

- 3.2. To participate in the project discussion and assist the overall follow-up work on the projects assigned by the Company, and prepare all the related documents including the executive summary, pitch deck, business proposals, and/or legal agreements.
- 3.3. To conduct the technology and innovation landscaping with the topic(s) assigned by the Company, and prepare a full report with the guidance of the Mentor, identifying the technology development trend, driving factors, the opportunities and gap in the respective market, fast-growing startups, key players and investment opportunities.
- 3.4. To support the Company in designing and organizing various delegation programmes, webinars, roundtables, private pitch sessions, roadshows and exhibitions.
- 3.5. To support the Company's marketing activities, including wechat media, Linkedin and Vlog, and marketing campaign.
- 3.6. Perform general administrative and other ad-hoc duties when assigned.
- 3.7. Be proactive and able to independently complete tasks assigned by the Mentor

4 Compensation

- 4.1. You shall be paid the allowance of SGD 800 per month of service, payable on the last working day of the month.
- 4.2. The above salary will be prorated if the month of service is not a complete month.
- 4.3. Variable bonus is available upon assessment: SGD 50 per month on full attendance and SGD 50 per month on excellent performance beyond fulfillment of basic assignments.

5 Terms of Termination

- 5.1. The Agreement shall be effective starting from 12th Aug 2024, for the period until 29th Nov 2024, subject to review, with the option to renew and renegotiate the work engagement and compensation upon mutual agreement in written form.
- 5.2. The Agreement may be terminated by either party giving no less than two (2) weeks' prior written notice to the other party;
- 5.3. In addition, without derogation to any of the Company's rights under general law (including its right under general law to terminate your engagement for cause), any of the following factors shall be taken into consideration on assessing your work performance and the Company shall be entitled to suspend and/or terminate without notice and compensation your engagement on the following grounds:
 - if you are charged with or convicted of any offence which the Company regards may bring it or persons associated with it into disrepute;
 - if you are guilty of any gross negligence or wilful misconduct in connection with or affecting the business of the Company or its affiliates or related companies;
 - if you are guilty of misconduct in the performance of your duties under this Letter;

- if you fail to perform your duties and obligations under this Letter;

6 Confidentiality

- 6.1. You shall not, at any time before or after the termination of your employment, for whatever cause, use, reproduce, disclose, retain in your possession or control or communicate directly or indirectly to any person other than a person to whom you are authorised by the Company to communicate and for a purpose authorised by the Company, any document (in written or other form) or information in any form of a nature which is confidential, sensitive or proprietary to the Company or its affiliates or related companies or information received from third parties by the Company under obligations of confidentiality ("Confidential Information") and you shall indemnify and keep indemnified the Company and its affiliates and related companies against all losses, costs and expenses arising therefrom.
- 6.2. You must strictly preserve the confidentiality of Confidential Information, both during the engagement under this Agreement and 24 months after its termination.

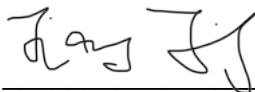
7 INTELLECTUAL PROPERTY RIGHTS

- 7.1. All intellectual property conceived or made by you in the course of your employment with the Company will belong to the Company and you hereby assign and agree to assign all your interest therein to the Company or its nominee. Whenever requested to do so by the Company, you will, at the Company's expense, execute any and all applications, assignments or other instruments which the Company deems necessary to give effect thereto.

8 Governance

- 8.1. This Agreement shall be governed and construed in accordance with the laws of Singapore.

SIGNED FOR & ON BEHALF OF SINGAPORE TEMBUSUTECH INNOVATION PTE LTD



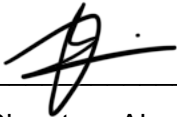
Dr. Jiang Jing
CEO

ACCEPTANCE BY STUDENT

I, Joyce Zhou, have read the above letter of appointment and hereby accept the terms and conditions offered to me. I confirm that I am ready to assume duty from 12th August 2024 onwards.

Please refer to below bank account details for salary payout:

Payee bank name:	DBS Bank
Payee bank address:	12 Marina Boulevard, DBS Asia Central, Marina Bay Financial Centre Tower 3, Singapore 018982
Payee account holder name:	Zhou Jiayi, Joyce
Payee bank account number (or wallet number):	274-09047-2
Payee bank SWIFT code:	DBSSSGSG



(Signature Above The Line)

Name: Joyce Zhou

ID (PP/IC): T0233711D