

19th August 2021

Ms. Eunice Teo Xu Lian
18 Siglap Link, #24-32
Singapore 448873

Dear Eunice,

Letter of Offer

We are pleased to appoint you as **General Manager** for Auristone Pte Ltd ("Company") with effect from **1st November 2021** on the following terms and conditions:

1. Duties and Responsibilities

- 1.1. You shall report to the **Chief Executive Officer** or any officer nominated by the Company.
- 1.2. Your job duties include but are not limited to assisting the Chief Executive Officer in the general management and operations of the Company's affairs.
- 1.3. During the period of employment, the Company reserves the right to transfer you to any department or subsidiary company within Auristone Pte Ltd based on needs and exigencies of service.

2. Key Employment Terms

- 2.1. The key employment terms, which includes compensation and benefits, are set forth in Clause 3, 4, 5, 6, 7, 8, 9, 10, 11, and 12, and are subject to annual review and adjustment by the Company.

3. Salary and Bonus

- 3.1. Your basic salary shall be **S\$11,000** per month. You shall be eligible for a monthly transport allowance of **S\$500**.
- 3.2. You shall be eligible for the 13th month Annual Wage Supplement (AWS) at the end of the calendar year. For any term of service less than 12 months, the AWS shall be pro-rated. This shall be calculated on the base salary that you are drawing as at December 31st of the year. The decision to pay AWS is at the sole discretion of the Company.
- 3.3. You shall be eligible to participate in the Company's Performance Bonus Plan. Such variable bonus plan may from time to time be adjusted with a view to improve the alignment between individual targets and company profit and growth objectives.

- 3.4. Should you resign from service with the Company or if your employment with the Company is terminated for cause, you shall not be eligible for pay out of any discretionary bonuses (including AWS) even if you are on payroll at the point of the bonus pay out.
- 3.5. The annual salary review is normally made in December, unless otherwise decided by the Board of Directors, and salary adjustments are considered on the basis of performance of the individual employee and that of the Department/the Company.
- 3.6. Please note that salary and bonus payments are made based on individual merits and therefore such matters should be kept strictly confidential.

4. Central Provident Fund

- 4.1. Your contributions to the Central Provident Fund and the Company's contributions, if applicable, shall be in accordance with the Central Provident Fund Act. The rates of such contributions shall be subject to the changes made to the rates from time to time under the Act.

5. Issues of Shares

- 5.1. You shall be granted options to exercise for 2,000 Ordinary Shares in three tranches as per the vesting dates and as per the terms as set out under Schedule 1.

6. Working Hours

- 6.1. The official working hours are from 8.30 am – 6.00 pm Mondays to Fridays.

7. Probation

- 7.1. Your Appointment shall be subject to a probationary period of **three (3) months** ("Probationary Period") which may be extended if the Company deems fit. Upon successful completion of the Probationary Period, the Company will confirm your Appointment in writing. During this probation period, either party may terminate this appointment by giving the other party 2 weeks' notice.
- 7.2. On the satisfactory completion of your probationary period, you shall be issued with a letter confirming your employment in the Company.

8. Clearance

Confirmation of your appointment shall be subject to the following:

- 8.1. Being certified fit for employment by the Company appointed doctor;
- 8.2. Immigration clearance and/or a relevant work pass application approval (for non-Singaporeans); and
- 8.3. Satisfactory reference/background checks and salary verification with appropriate documentations.

9. Medical

- 9.1. You are eligible for medical treatment at any Singapore government polyclinics or private clinics if you have worked for at least three (3) months. Employees who consult registered medical practitioners can claim for reimbursement of medical expenses, duly supported by medical bills. Maximum claim for each calendar year shall not exceed **S\$500** or prorated for less than one year's service. Dental and optical expenses are not inclusive.

10. Travelling

- 10.1. Travelling expenses incurred on company's business will not be reimbursed as transport allowance is provided.

11. Leave

- 11.1. You will be entitled to 18 days of annual leave.
- 11.2. Marriage Leave: The Company shall grant marriage leave of five (5) consecutive working days on the occasion of the Executive's marriage. A request for such leave should be submitted at least two (2) weeks prior to the proposed period of absence and must be taken immediately before or after the date of marriage.
- 11.3. Compassionate Leave: The Executive is entitled to compassionate leave of five (5) working days in the event of death of members of the Executive's immediate family (i.e. parents, spouse, children, parents-in-law, grandparents, brother, sister, brother-in-law and sister-in-law).
- 11.4. Other Statutory Leave / Benefits: Statutory leave and benefits will be given to the Executive in accordance with the Ministry of Manpower and the Singapore Employment Act requirements, where applicable.

12. Termination

- 12.1. After confirmation, termination of service may be effected by either party, without giving any reason, by giving two (2) months' notice.
- 12.2. Payment of salary in lieu of notice may only be effected by mutual agreement between both parties.
- 12.3. All staff benefits shall cease after the last day of service.
- 12.4. Except with the prior written consent of the Company, you shall not, until one (1) year after termination of employment, directly or indirectly own, manage, operate, control, be employed by or participate in the ownership, management, operation, or control of, or be connected in any manner with, any businesses of the type and character engaged in the field of epigenomics or gastric cancer.
- 12.5. Notwithstanding the above conditions, the Company always reserves the right and without liability to terminate your services forthwith if you should be guilty of misdemeanour, misconduct, negligence or is in breach of any of the terms of this letter or any other terms

and conditions of service, rules or regulations laid down by the Company or its management from time to time for all members of its staff.

13. Confidentiality

13.1. The employee shall keep secret and shall not at any time (whether during the appointment or after the termination of the appointment for whatever reason) use for his/her own or another's advantage, or reveal to any person, firm or company, any of the trade secrets, business methods or information which the employee knew or ought reasonably to have known to be confidential concerning the business or affairs of the Company so far as they shall have come to his/her knowledge during the Appointment. These restrictions shall not apply:

- to any disclosure or use authorised by the Directors or required by law or by the Appointment; or
- to prevent the employee from using his/her own personal skill in any business in which he may be lawfully engaged after the Appointment has ended; or
- to any trade secrets, business methods or information which may lawfully and without breach of the provision of this paragraph have come into the public domain; or
- any disclosure required by an order issued by a court of competent jurisdiction.

14. Inventions and Other Intellectual Property

14.1. You acknowledge that any invention, improvement, or design made or copyright work or trademark or trade name (together "Intellectual Property") created by you during your employment (whether capable of registration or not) in conjunction with or in any way affecting or relating to the business of the Company shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company.

14.2. You undertake to cooperate fully with the Company to apply or join the Company in applying for letters patent or other protection or registration in Singapore and in any part of the world for any such Intellectual Property and shall do all instruments and things necessary for vesting the same absolutely and as sole beneficial owner in the Company of such other person as the Company may specify.

14.3. You hereby irrevocably appoint any director, officer, or agent of the Company to be your attorney in name and on behalf to execute and do any such instrument or thing and generally to use your name for the purpose of giving to the Company the full benefit of this Clause.

14.4. You undertake to observe and comply with all relevant patent and copyright laws and regulations of Singapore of which the Company is bound. You understand that you are prohibited from using any unauthorised/unlicensed software in the Company. You undertake not to remove any software or storage media belonging to the Company or authorised/licensed to the Company for its use of the Company's premises.

15. Duty of Care

15.1. You understand that the Company provides electronic messaging resources to assist in conducting company business. Hence, in the course of your employment with the Company, the Company will assign a unique e-mail address to you ("E-mail"). You undertake that you will use such e-mail address only for purposes required to perform your duties to the Company and shall not use it for and other purpose. You will observe the Company's policies in using the E-mail, exercise utmost care and diligence in receiving and sending e-mails, and observe professionalism and courtesy in your correspondence using the E-mail.

15.2. You will not use the E-mail to:

- send any information that is illegal under applicable laws;
- send e-mails that may cause embarrassment, damage to reputation or other harm to the Company;
- disseminate defamatory, discriminatory, vilifying, sexist, racist, abusive, rude, harassing, annoying, insulting, threatening, obscene or otherwise inappropriate messages or media;
- misrepresent the Company's capabilities, business practices, representations, warranties, pricing or policies; and
- conduct non-company-related business.

16. General Terms and Conditions of Service

16.1. You shall not at any time during your service with the Company either directly or indirectly (without prior written consent from the Company) engage or interest yourself, whether for reward or gratuitously, in any work or business other than that relating to your duties in the Company.

16.2. You shall devote the whole of your time, knowledge, skills and attention in the performance of your duties in the Company and attend at the premises where you shall from time to time be posted by the Company on such days including, if the exigencies of work so require, Sundays and public holidays and at such hours as may be required.

16.3. The Company reserves its right to vary, from time to time, the terms and conditions of service based on needs.

16.4. You shall abide by all terms and conditions of service (including the terms and conditions of this letter), rules, regulations and procedures as may be laid down by the Company or its Management from time to time, and all applicable laws of the Republic of Singapore.

If you accept this offer of appointment, please sign and return to us a duplicate copy of this letter.

We welcome you in joining our company and hope that you will develop a successful career with us.

Yours sincerely
AURISTONE PTE LTD



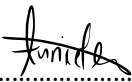
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Chew Jing Ming
Chief Executive Officer

To: Auristone Pte Ltd

ACCEPTANCE OF OFFER

I, Teo Xu Lian Eunice, ID Card No., S8624195A, have read and understood the above terms and conditions of service offered by the company. I hereby accept the Company's offer and agree to abide by the terms and conditions stated herein.

I will commence work on 1st November 2021.



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Signature

20th August 2021

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Date

Schedule 1

Terms and Conditions of Options Issuance to Employee
(Clause 4)

1. You shall be granted options to exercise for 2,000 Ordinary Shares. For avoidance of doubt, the Company shall bear all costs for issuance of the Ordinary Shares upon exercise of the options save for any personal income taxation liable on your part due to the grant of such shares, which shall be borne by you.
2. Grant date: 1 October 2021
Vesting conditions: Vesting Tranche 1 – 600 options on 1 October 2022
Vesting Tranche 2 – 700 options on 1 October 2023
Vesting Tranche 3 – 700 options on 1 October 2024
Exercise price: SGD 1.00 for each tranche of ordinary shares
Expiry date: 30 October 2024 or prior to termination of employment, whichever is earlier
3. Cancellation of options
 - a. If you cease to be an employee of the Company for any reason other than those set out below in Clause 4 (“Good Leaver”), all options that have not vested as at the date that you cease to be an employee of the Company (“Good Leaver Date”) will be cancelled without compensation on that date, and all options that have vested as at the Good Leaver Date must be exercised during such period as will be determined by the Board in its sole discretion at the relevant time, and any options not exercised within that period will lapse, unless the Board determines otherwise.
 - b. If the Executive ceases to be an employee of the company due to the reasons set out below in Clause 4 (“Bad Leaver”), all options, vested or otherwise, will be cancelled without compensation on the date that you cease to be an employee of the Company (“Bad Leaver Date”), and the Company will have the option to purchase some or all of the option shares held by you at the exercise price paid by you for those option shares (“Call Option”). The Company may exercise the Call Option by notice in writing to you at any time during the period from the Bad Leaver Date to the date that is 12 months following the Bad Leaver Date, specifying the number of option shares that the Company wishes to purchase.
4. Bad leaver clauses include:
 - a. if you are convicted of or otherwise found guilty by any court of competent jurisdiction, or pleads guilty to, any offence involving fraud or dishonesty, or of a felony, serious misdemeanour or crime involving moral turpitude; or
 - b. if you become bankrupt or has a receiving order made against you or makes any general composition or arrangement with your creditors; or
 - c. if you are guilty of any act or thing which may bring discredit or disrepute to the Company; or

- d. if you neglect or refuse, without reasonable cause, to attend to the business of the Company to which you are assigned duties; or
- e. if you fail to observe and perform any of the duties and obligations imposed by this Employment Agreement or by law; or
- f. if you act in breach of this Agreement; or
- g. if you are guilty of dishonesty; or
- h. if you become of unsound mind; or
- i. if you are incapacitated by reason of health or accident from performing your duties and obligations hereunder and shall have been so incapacitated for a total period of ninety (90) days or more (whether or not consecutive) in the preceding six (6) months.