

Private and Confidential

12 March 2025

Imran Bin Bustamam

Dear Imran Bin Bustamam,

Letter of Employment

We are pleased to offer you an appointment as a full-time **Chief Human Resources Officer** (or such other position as the parties may agree from time to time) with **You Technologies Group (Singapore) Pte. Ltd.** (the "**Company**") in Singapore, commencing on **June 16, 2025 (tentative)**.

The primary duties and responsibilities of this position are set out in Schedule A. The employment is subject to:

- (i) confirmation of your right to work in Singapore;
- (ii) a satisfactory reference, background check and conflicts of interest clearance; and
- (iii) the Company's Standard Terms of Employment (a copy of which is attached).

The first three (3) months will be a probationary period during which either party can give one (1) week's notice to terminate the employment; thereafter three (3) months' notice is required on both sides. We reserve the right, in all cases to pay one (1) week's or three (3) months' remuneration, as the case may be in lieu of notice. The Company may also at its sole discretion, waive or extend the probationary period.

Your total remuneration on appointment will be [REDACTED] per month on a twelve-month basis. The company conducts a salary review on an annual basis.

Your normal working hours are 9:00 a.m. to 6:00 p.m. (inclusive of a 1-hour lunch break) Monday to Friday, or 40 hours each week on a shift basis (or such other working hours as the parties may agree from time to time). However, you may be required to work additional hours, including on a Saturday, Sunday or public holiday, to complete your duties without additional compensation.

With regards to benefits, upon completion of your probationary period, you will be entitled to:

- (i) a paid annual leave of fifteen (15) working days (which the Company may increase at its sole discretion) that will be pro-rated in the case of an incomplete year of service; and
- (ii) such other applicable benefits specified in the Employee Handbook.

Please indicate your understanding and acceptance of the above terms and conditions by signing and returning a duplicate copy of this letter to us not later than three (3) days from the date of this letter, failing which our offer will lapse.



Caecilia Chu
Chief Executive Officer
You Technologies Group (Singapore) Pte. Ltd.

Agreed and accepted by:



Imran Bin Bustamam
NRIC No.: S8703472J
Date: Mar 12 2025 17:14 SGT