



XFERS PTE. LTD.

LETTER OF OFFER

Date: 17 May 2024

To: Daniel Lee Tai Tong

danielleett@gmail.com

4 Cairnhill Rise #11-03 Singapore 229740

Dear Daniel,

We are pleased to offer you employment with XFERS PTE. LTD. on the following terms:

1. Position	Head of Financial Controls and Accounting
2. Employee Classification	PMET
3. Job Grade	VP-1
4. Commencement Date	3 June 2024
5. Working Days and Hours	• Mondays to Fridays • 9 am – 6 pm
6. Working Location	Singapore
7. Annual Leave	18 days
8. Medical Leave	14 days (outpatient) 60 days (hospitalization, inclusive of 14 days outpatient)
9. Probation (if any)	3 months
10. Salary	
11. Bonus	Annual Variable Performance bonus: 0 - 3 months, dependent on individual and company performance.



XFERS PTE. LTD.

12. Employee Stock Options	The employee will be entitled to Employee Stock Option Plan (ESOP), granted from 3 June 2024 to be vested over 4 (four) years. The ESOP contains 1-year cliff period and 12 vesting periods. The vesting period will be exercised quarterly after passing the cliff period from the grant date. The employee will be granted [REDACTED] number of Fazz Financial Group [REDACTED] with an indicative value of [REDACTED] using 3-month average moving foreign exchange rate of 1 USD = SGD 1.32) for the 4 (four) year period. Further terms and details for these ESOP grants are set out in ESOP documentation & Deed as approved by FFG shareholders and majority investors.
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Your employment is subject to XFERS' Terms of Employment as outlined below.

We look forward to welcoming you on board and wish you a successful career with XFERS!

Please confirm your acceptance of the above by signing and returning to us the duplicate copy of this Letter of Offer within 7 days of the date indicated on this Letter.

Yours Sincerely,

DocuSigned by:

Anita Tsai

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Anita Tsai
People Partner
XFERS PTE. LTD.