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October 21 2025

Mr Brian Ong Wei Kitt
Blk 550 Serangoon North Avenue 3 #02-41,
Singapore 550550

CONTRACT FOR SERVICE AGREEMENT

This Contract For Service Agreement ("Agreement") is made between the following parties.

- a) Speedoc Pte Ltd ("Company"), located at Blk 71 Ayer Rajah Crescent #05-14 Singapore 139951
- b) Brian Ong Wei Kitt, NRIC : S9115604J.

1. SERVICES

The Contractor has agreed to provide the following services ("Services"), as Joint-BV segment lead for the Company for a period of 6 months from the start date. The start date is 22 October **2025**. This contract is mutually renewable for subsequent 6 months or longer subject to the same terms and conditions at the expiry of this contract.

2. CONTRACTOR FEE & DETAILS

- i. The Contractor shall be on a monthly consulting rate of S\$ [REDACTED]
- ii. The Contractor is not eligible for any other benefits, payments, or bonuses.
- iii. At any time prior to the expiration of the contract, the Company may extend the contract term by mutual written agreement. An extension of the term of this agreement will be affected through an amendment to the Agreement.

3. SERVICE LEVEL AGREEMENT

- i. The Contractor agrees to meet the following service level requirements:
 - a) To drive the monthly revenue and new patient sign ups for Baby Vaccination product with a target threshold of 7% revenue month-on-month growth. In addition to your monthly consulting fee, you are also eligible for the monthly BV incentive of 4% of the incremental month-on-month revenue growth beyond the 7% target threshold. The BV incentive will be based on recognized revenue subject to actual collections.

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- b) Endeavour to be present, punctual and on-time for pre-agreed meetings and calls.
- c) To ensure that all assigned tasks and requests are met in a timely manner.

4. STATUS AND TAX LIABILITY

- i. The Contractor will, as far as is required by law, be responsible for and will account to the appropriate authorities for all income tax liabilities in respect of the Fee and/or expenses paid in respect of the Services.
- ii. Where the Contractor comprises of a single contractor, the parties declare that it is their intention that the Contractor shall have the status of a self-employed person and shall not be entitled to any pension, bonus or other fringe benefits from the Client and it is agreed that the Contractor shall be responsible for all income tax liabilities and contributions to the Central Provident Fund or similar contributions in respect of the Fees and the Contractor agrees to indemnify the Client against all demands for any income tax, penalties and interest made against it in respect of the Services hereunder and against its costs of dealing with such demands.

5. TERMINATION OF AGREEMENT

Either party in this Agreement may terminate this Agreement by giving no less than 1 month's written notice to the other party.

6. CONFIDENTIALITY

- i. **"Confidential Information"** means all and any information of a confidential nature or which the Contractor should reasonably have known is of a confidential nature (whether recorded in documentary form or otherwise) relating to the business methods or affairs, corporate plans, management systems, marketing plans, finances, suppliers, customers, new business opportunities or research and development projects of the Company or any Group Company and any and all trade secrets, secret formulae, processes and techniques, inventions, designs, know-how, improvements, discoveries, technical specifications, drawings, plans, or other technical information relating to the creation, production or supply of any past, present or future product or service of the Company or any Group Company, but does not include information that is already in the public domain.



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ii. The Contractor acknowledges:

- a) that the Confidential Information is valuable to the Company and other Group Companies;
- b) that the Contractor is provided with access to Confidential Information so that the Contractor are properly able to carry out the duties pursuant to this Agreement;
- c) that the Contractor owes, without limitation, a duty of trust and confidence to the Company and other Group Companies and a duty to act at all times in the best interests of the Company and other Group Companies;
- d) that the disclosure of any Confidential Information to any customer or actual or potential competitor of the Company or any Group Company would place the Company and other Group Companies at a serious competitive disadvantage and would cause immeasurable damage to the Company's businesses and therefore the restrictions contained herein are reasonable to protect the Company and other Group Companies.
- e) The Contractor shall not release any statement to the press on behalf of the Company without having obtained prior written authorisation from the Company.

iii. The Contractor undertakes that the Contractor shall keep secret and shall not at any time (whether during the provision of Services or thereafter) use for the Contractor's own or another's advantage, or reveal to any person, firm, company or organisation, and shall use the Contractor's best endeavours to prevent the publication or disclosure of, any Confidential Information.

7. NON-COMPETE

- i. During the term of this Agreement and for a period of twelve (12) months after the termination of this Agreement, Contractor shall not, directly or indirectly, own, manage, operate, control, or participate in the ownership, management, operation or control of, or be connected as an officer, employee, partner, director, individual proprietor, lender, consultant or otherwise, or have any financial interest in, or aid or assist anyone else in the conduct of, any entity or business, which directly competes with Speedoc or any of its affiliates, in any area or market where Speedoc or any of its affiliates are or were conducting business during the term of this Agreement. Contractor also agrees that, during the term of this Agreement and for a period of twelve (12) months after the termination of this Agreement, he will not, directly or indirectly, in any areas in which Speedoc has customers, either by himself or through any person, firm, or corporation for which he perform services or in which he has an interest, call upon, solicit, divert, or attempt to solicit any customers of Speedoc, who were customers during the term of this Agreement, for the purpose of selling or providing some or all of the same products and/or services



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as those sold or provided by Speedoc, or its affiliates. This paragraph shall survive expiration or termination of this Agreement.

8. INTELLECTUAL PROPERTY

- i. **“Intellectual Property”** means patents, trademarks, service marks, logos, get-up, trade names, domain names, rights in designs, copyright (including rights in computer software) and moral rights, database rights, semi-conductor topography rights, utility models, rights in Confidential Information and any other intellectual property rights arising now or in the future, in each case whether registered or unregistered and including applications for registration and all rights or forms of protection having equivalent or similar effect anywhere in the world.
- ii. It shall be part of the Contractor normal duties or other duties specifically assigned to the Contractor (whether or not during shift hours and whether or not performed at the Contractor’s normal place where the Services are provided) at all times to consider in what manner and by what new methods or devices the products, services, processes, equipment or systems of the Company with which the Contractor are concerned or for which the Contractor is responsible might be improved and may as part of such duties produce work, either alone or with others, in which Intellectual Property may subsist (Service Product). Accordingly:
 - a) the Contractor shall forthwith disclose full written details of Service Product in confidence to the Company and shall regard the Contractor in relation to Service Product as a trustee for the Company;
 - b) the Contractor shall, at the Company’s request and in any event on the termination of the Contractor’s Services, give the Company all originals and copies of correspondence, documents, papers and records on all media which record or relate to any Intellectual Property or Service Product;
 - c) the Contractor agrees that all right, title and interest, present and future in and to all Service Product shall vest absolutely in the Company which shall be entitled, so far as the law permits, to the exclusive use thereof;
 - d) notwithstanding (c) above, the Contractor agrees to assign to the Company all right, title and interest, present and future, anywhere in the world in copyright and in any other intellectual property rights in respect of all Service Product during the continuance of the Services;



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- e) the Contractor hereby waives to the extent permitted by law, all moral rights as author under the Copyright Ordinance or any equivalent laws in respect of any Service Product and to the extent these cannot be waived, agrees not to exercise such moral rights in a manner prejudicial to the Company;
 - f) the Contractor agrees and undertakes that at any time during or after the termination of Services, the Contractor shall execute such deeds or documents and do all such acts and things as the Company may deem necessary or desirable to vest in, secure for, substantiate or obtain in the name of the Company or its nominees, rights in respect of the matters referred to above including for the purpose of obtaining letters patent or other privileges in all such countries as the Company may require;
- And
- g) the Contractor warrant that all Service Product are original and do not infringe the rights of any third party and will hold the Company harmless against any claims by third parties that the Service Product infringe such third party rights.
- iii. During the provision of Services or at any time following the Termination Date, the Contractor shall not use or register or attempt to register any trademark, logotype or domain name, or patent or other intellectual property that is the same as or a colourable imitation of any trademark, logotype or domain name or other intellectual property now or at any time and from time to time registered or owned or used by the Company or any Group Company anywhere in the world.

9. PERSONAL DATA

The supply of your personal data to the Company is important for the Company to maintain services provided to you during the course of your service. Such services include, but not limited to, payment, facility access and insurance coverage. Any usage, storage, disclosure and transfer of your personal data will be in compliance to the Personal Data Protection Act (2012).

10. DATA PROTECTION

You are expected to be compliant to all obligations and provisions under the Personal Data Protection Act (2012) (PDPA). A deck on this will be provided to you when you start your service with the Company. You are expected to consult the Company Data Protection Officer whenever you are unsure.

11. CODE OF CONDUCT



You are expected to demonstrate behaviours to project professionalism and to protect the interest, reputation and safety of the Company and its Employees and Contractors. **Healthcare Comes to You**

If you are found to have committed any of the following acts in the workplace or otherwise stated would be considered to have committed a major work conduct infringement. Such an infringement could result in immediate termination of this Agreement without any notice period of termination compensated by the Company, or any other disciplinary action deemed appropriate by the Company.

- (i) Proven guilty to have committed an act of crime under the Singapore Penal Code;
- (ii) Bringing into dispute the reputation of the Company in public including but not limiting to social and print media;
- (iii) Theft or inappropriate removal or possession of Company's property;
- (iv) Falsification of timekeeping records;
- (v) Receiving or trying to receive monetary rewards or rewards in kind illegally from vendors, suppliers or any other party inside or outside of the Company;
- (vi) Found in possession of illegal items such as firearms, drugs, pornographic materials substances or items;
- (vii) Working under the influence of alcohol or illegal drugs;
- (viii) Sexual or other unlawful or unwelcome harassment;
- (ix) Insubordination or other disrespectful conduct;
- (x) Fighting or threatening violence;
- (xi) Taking part or organising gambling or similar unlawful activities;
- (xii) Taking part or organising political and/or religious activity without getting official approval from the management;
- (xiii) Taking part or organising boisterous or disruptive activities;
- (xiv) Violation of safety or health rules and regulations;
- (xv) Negligence or improper conduct leading to the damage of Company-owned and/or customer-owned property;
- (xvi) Smoking in non-designated areas;



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- (xvii) Unauthorised use of telephones, mail system or any other Company –owned property;
- (xviii) Unauthorised disclosure of Company's information, including but not limited to business plans, customers' data, employees' data, product and services information and other information that would impact on the Company negatively;
- (xix) Frequent absenteeism without approval;
- (xx) Unauthorised absence from work station during the workday;
- (xxi) Unsatisfactory work performance despite repeated notifications and assistance given by the Company;
- (xxii) Misrepresentation or provision of false information / declaration during application of employment with the Company;
- (xxiii) Work for other company, including self-employment, without getting approval;
- (xxiv) Failure to inform or consult the Company when you are in a position that could reasonably compromise the Company in any negative way, such as but not limited to any potential conflict of interest;
- (xxv) Any other acts that can be reasonably considered as a major work conduct infringement by the Company.

A deck on this will be provided to you when you start your service with the Company.

12. GENERAL TERMS AND CONDITIONS OF SERVICE

- i. The Contractor shall not, at any time during the Contractor provision of Services under this Agreement, without prior written consent of the Company, directly or indirectly engage or interest the Contractor, whether for reward or gratuitously, in any work or business other than in respect of the Contractor duties to the Company.
- ii. The Contractor shall not hold the Company liable for any injury suffered during the course of the provision of Services and that the Contractor is self-insured adequately to pay for the treatment of such injuries.
- iii. The Contractor shall not hold the Company liable for any damage suffered on any personal property or item, such as but not limited to handphones and motor vehicles, regardless of whether the property or item is used during the course of the provision of Services.

- iv. The Contractor shall compensate the Company for any damage to the equipment or device assigned to the Contractor during the course of the provision of Services, if the damage is deemed to be the result of wilful or negligence act by the Contractor.



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- The Contractor agrees that the courts of Singapore are to have exclusive jurisdiction to settle any disputes (including claims for set-off and counterclaims) which may arise in connection with the creation, validity, effect, interpretation or performance of, or the legal relationships established by, this Agreement or otherwise arising in connection with this Agreement and for such purposes irrevocably submits to the jurisdiction of the Singapore courts.
- vi. If any unlawful and/or unenforceable clause would be lawful or enforceable if part of it were deleted, that part will be deemed to be deleted, and the rest of the clause will continue in effect (unless that would contradict the clear intention of the parties, in which case the entirety of the relevant clause will be deemed to be deleted).
- vii. The Contractor shall not, directly or indirectly, through any third party or person, accept any payment, offer, promise or authorization of any payment, benefits, gratuities or compensation from any contractor, agents, service provider, vendor, supplier, customer, client or consultant of the Company (including the subsidiaries, related entities, officers, directors, employees, agents and any party acting on behalf of such contractor, agents, service provider, vendor, supplier, customer, client or consultant of the Company). It is the Contractor's obligation to inform the Company immediately in the event the Contractor are aware of any such attempt made or to be made to the Contractor. The Company shall, without hesitation, exercise its rights to take any legal or disciplinary actions available (be it civil or criminal) against the Contractor in the event the Contractor fail to adhere strictly to this clause. Further, the Contractor acknowledges that the Contractor's breach of this clause will cause actual and significant damage to the Company business and operations and therefore the Contractor agrees that the Contractor is liable to compensate the Company at an amount deemed reasonable by both parties or by any legal proceeding.

13. ENTIRE AGREEMENT

- i. This Agreement shall supersede all prior representations, arrangements, understandings, and agreements (whether written or oral) made between the Contractor and the Company.
- ii. The above terms and conditions are subject to satisfactory reference check(s) which may be conducted by the Company.



- iii. If the Contractor are agreeable to the terms and conditions as set out above, kindly signify the acceptance of this offer below by signing and returning to the undersigned a duplicate copy of this letter on or before 3 days from the date of this letter, failing which our offer will lapse.

- iv. This Agreement shall be valid for 4 hours per work day from the start date stated in Paragraph 1 or until such time that the Agreement is terminated.

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Yours Sincerely

**Kenneth Toh
Group Director
People and Culture**

ACKNOWLEDGEMENT OF AGREEMENT

I, Brian Ong, holder of NRIC No. S9115604J hereby declare that I have read and fully understood the content of this of Agreement, and confirm my unconditional agreement and acceptance of all terms and conditions stipulated in this Agreement.

By signing on this Agreement, I also declare that I do not have any medical condition that would impede my ability to provide the services stated in the Agreement, and that I have been truthful in the information on my personal background, academic achievements, professional experiences and skillsets that I have provided to the Company. I understand that this Agreement shall be terminated if this declaration is found to be false in any way.

Signature

10 / 22 / 2025

Date

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File name	Contract_for_serv...ian_Ong_v2.1.docx
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Status	● Signed

Document history

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