

You Technologies Group (Singapore) Pte. Ltd.

Company Registration No. 201628225C

9 Raffles Place, #26-01, Singapore 048619



Private and Confidential

16 March 2026

Kang Shaoquan

Dear Kang Shaoquan,

Letter of Employment

We are pleased to offer you an appointment as a full-time **Product Manager I** (or such other position as the parties may agree from time to time) with **You Technologies Group (Singapore) Pte. Ltd.** (the "**Company**") in Singapore at 67 Ayer Rajah Crescent #06-05, Singapore 139950 (or such other location as the parties may agree from time to time), commencing on **April 27, 2026**.

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 one (1) month's notice is required on both sides. We reserve the right, in all cases to pay one (1) week's or one (1) month's 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 _____ 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.

Agreed and accepted by:

Imran Bustamam
Chief Human Resources Officer
You Technologies Group (Singapore) Pte. Ltd.

Kang Shaoquan
NRIC No. _____
Date: _____