



World Wide Fund for Nature (WWF) Singapore
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21 April 2026

Goh Kim Lee
481 Yio Chu Kang Road
04-10
Singapore 787056

Dear Kim Lee,

LETTER OF EMPLOYMENT

This Letter sets out the terms and conditions of your employment with WWF-WORLD WIDE FUND FOR NATURE (SINGAPORE) LIMITED (“**WWFS**”) and supersedes all previous arrangements or agreements whether oral or in writing between you and WWFS in relation to the matters dealt with in it.

1 Commencement and Continuous Employment

- 1.1 Your employment with WWFS shall be subject to and conditional upon WWFS being satisfied that your nationality status is a Singapore Citizen or Singapore Permanent Resident. Alternatively, if you are a foreign national, then your employment shall be subject to and conditional upon you obtaining and maintaining a valid Singapore work pass applied and obtained through WWFS. Your employment shall be terminated immediately in the event that you cease to be a Singapore Citizen or Singapore Permanent Resident or your work pass is terminated or revoked for any reason whatsoever.
- 1.2 WWFS is entitled to inspect your Singapore NRIC or work pass (as the case may be) and keep a file copy thereof, as documentary proof of your nationality or immigration status.
- 1.3 Your term of employment (“**Employment Term**”) with WWFS is from **04 May 2026 (“Commencement Date”)** unless terminated as provided under Clause 17 below.
- 1.4 Save as provided in Clause 1.5 below or unless with the prior written consent of WWFS, no previous employment counts as part of your Employment Term with WWFS and therefore the Commencement Date is the date of the commencement of your period of continuous employment.
- 1.5 You will be placed under probation for an initial period of six (6) months, which, depending on circumstances, may be extended to nine (9) months (“**Probation Period**”), in which you will be notified in writing. During the Probation Period, WWFS shall be entitled to terminate the employment herein at any time (and without having to furnish any reason whatsoever) by giving to you the appropriate notice in writing or paying your salary in lieu of notice to you. Upon confirmation, your Probationary Period will be considered as part of the Employment Term.

2 Job Title

Your job title is **Director, Operations, Asia Pacific**. You shall report directly to **Regional Director, East, Central Asia and the Pacific with a dotted line to Regional Director, Southeast Asia**

3 Job description and duties

- 3.1 Your main tasks and responsibilities are as set out in Part 1 of the attached Appendix I.