



Date: 21st January 2019

"Private and Confidential"

Dear Mr. Peter

LETTER OF APPOINTMENT

On behalf of the Board of Directors (the "Board") of Proceq Asia Pte Ltd (the "Company"), we are pleased to offer you the appointment as **Head of Sales** of the Company.

Term of Employment

Subject to Clause 6, your employment with the Company shall be for a fixed term of three (3) years commencing from **16th March 2019** ("**Commencement Date**") and ending on **15th March 2022**, or until such time as the parties enter into a new service agreement.

Compensation & Benefit:

During your employment, the Company shall pay you

1. **Fixed Annual Base Salary:** Your annual base salary will be **SGD 13,0000** (including AWS)
 - a. Monthly Salary: SGD10,000 per month payable in arrears at the end of each calendar month
 - b. AWS:
 - a) One fixed monthly salary: SGD 10,000
 - b) In full employment on 31st December
 - c) Will be prorated if not in full employment year
2. **Variable Performance Bonus: SGD0 – SGD25,000** awarded subject to the following criteria:
 - a. Company overall performance
 - b. Team Performance, including revenue and profit, positive dynamic
 - c. Personal overall performance

Variable Performance Bonus will be amended or withdraw at any time at the sole and absolute direction of the company and do not form any part of your employment contract.

3. **Flexible Healthy Benefit:** SGD250/Y
4. **Insurance Plan:** Employee group insurance / Corporate travel insurance/ Work injury insurance

Responsibilities:

Supporting the General Manager and the Management as and when needed in the following: -

1. With overall responsibility for the sales function across APAC the emphasis will be on **achieving assigned revenue target** and **sustainably growing the sales revenue and profits** across the region. You need to identify potential areas for growth and be able to positively mentor and guide the existing sales team and deal effectively with any management issues that arise.
2. Responsible for supporting and leading an existing team of sales force whilst further developing and executing specific regional sales strategies across the region. You will also be responsible for helping to manage some of the company's key accounts and most strategic distribution partners. Also associated support functions (marketing, finance, logistics).
3. You and your sales team will continue to provide value to your customers through a **high quality and market leading product range** and in-depth industry knowledge and expertise.
4. All other sales and marketing, operations, general and ad-hoc support as and when needed.



Should you accept the terms of this offer, please sign and return the duplicate of this letter in confirmation of your understanding and acceptance of the above terms and conditions.

Yours sincerely



Name: **Angela Qian**

Designation: **General Manager**

I, Lim Yew Choon I/C No S7143176B hereby confirm my understanding and acceptance of the terms and conditions of the above offer of employment.

Signed by

Date: 18/02/2019