

PAK WING GROUP (HOLDINGS) LIMITED

柏榮集團(控股)有限公司

Private and Confidential

Ee Kok Wai, Thomas
39A-3A, The Westside 2,
No. 3, Jalan Residen Utama,
Desa Parkcity, 52200,
Kuala Lumpur, Malaysia

Date: 1 September 2016

Dear Mr. Ee Kok Wai, Thomas

Executive directorship with Pak Wing Group (Holdings) Limited 柏榮集團(控股)有限公司 (the "Company")

- (1) The Company is pleased to offer to appoint you as an executive director of the Company. Your appointment as an executive director of the Company shall be governed by the terms of this letter and shall be subject to the articles of association of the Company (the "Articles"), the Rules Governing the Listing of Securities (the "GEM Listing Rules") on the Growth Enterprise Market of The Stock Exchange and the Companies Law, Cap. 22 (Law 3 of 1961, as consolidated and revised) of the Cayman Islands (the "Companies Law") (as in force or applicable from time to time).
- (2) Subject paragraphs 1, 11, 12 and 13 of this letter, the term of your appointment will commence and become effective from 1 September 2016 (or such other date as agreed by the parties hereto) (the "Effective Date"), and shall continue for an initial term of three (3) years, subject to renewal as confirmed by the Company until terminated in accordance with the provisions herein and/or the provisions of the Articles, the GEM Listing Rules and the Companies Law, your period of office shall be shortened accordingly.
- (3) In consideration of your agreeing to accept this appointment, the Company shall pay you a director's fee in the amount of HK\$360,000 per annum, such payment

shall be made by the Company in twelve monthly instalments of HK\$30,000 each, payable on the last day of each calendar month or, if the date of payment is not a business day, on the immediately preceding business day, and with respect to the payment of your director's fee for any period of less than one calendar year, the amount of the director's fee payable shall be determined on the basis of a 365 day year and the actual number of days elapsed. For the purpose of this clause, "business day" shall mean a day (excluding Saturdays) on which banks are open for business in Hong Kong. You shall be entitled to participate in the Company's stock option scheme on terms as shall be adopted by the Company from time to time and discretionary payment and other benefits that your position is entitled to from the Company as from time to time in force.

- (4) The Company shall reimburse your costs, fees and expenses reasonably incurred while performing your duties as an executive Director of the Company, including reasonable meal, travel and accommodation expenses, upon production of valid receipts or supporting documents.
- (5) You agree to carry out your duties and services as a director of the Company ("**Director**") in compliance with the Articles, board practices and procedures and codes of conduct of the Company from time to time in force and provided to you as well as applicable laws and regulations of the Cayman Islands, (including the Companies Law) and Hong Kong (including but not limited to the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) (the "**SFO**") and rules made thereunder, the Hong Kong Codes on Takeovers and Mergers and Share Buy-backs, and the GEM Listing Rules) from time to time in force, and as an executive Director in compliance with the specific requirements as set out in the GEM Listing Rules in force from time to time including Chapter 5.

In Particular, you shall, during the continuance of his employment hereunder:

- (a) Serve the Company as an executive director if the Company and, in such capacities, perform the duties and exercise the powers from time to time assigned to or vested in you by the board of directors of the Company (the "**Board**") in pursuance of your duties hereunder, perform such services for the Company and (without further remuneration unless otherwise agreed) accept such offices in the Company and its subsidiaries (the "**Group**") as the Board may from time to time reasonably require and, without limiting the generality of this paragraph, you will perform those duties at such place or places in Hong

Kong or elsewhere as the Board may from time to time absolutely determine;

- (b) Comply with and conform to any lawful instructions or directions from time to time given or made by the Board and faithfully and diligently serve the Group and use your best endeavors to promote the business and interests thereof;
- (c) Devote yourself diligently to the business and interests of the Group and personally attend thereto during usual business hours and during such other times as the Company may reasonably require (without further remuneration unless otherwise agreed) except in case of incapacity through illness or accident in which case you shall forthwith notify the secretary of the Company of such incapacity and shall furnish to the Board such evidence thereof as it may require;
- (d) Keep the Board promptly and fully informed (in writing if so requested your conduct of the business or affairs of the Company or Group and provide such explanations as the Board may require in connection therewith; and
- (e) Carry out your duties and exercise your powers jointly and collectively with any other director or executive of any member of the Group as shall from time to time be appointed by the Board to act jointly with you and the Board may at any time require you to cease performing or exercising any of his duties or powers under this letter.

You may be required by the Board to sit on one or more committees as the Company may establish, including the Remuneration Committee and/or the Nomination Committee with effect from the Effective Date and undertake the duties associated with that position as required by the GEM Listing Rules. You further agree to provide your service and opinion in circumstances anticipated by Chapter 20 of the GEM Listing Rules.

- (6) You shall not, either during the term of your appointment as an executive Director or thereafter:-
 - (a) Use to the detriment or prejudice of the Group or divulge or communicate to any person, any trade, secret or confidential information concerning the business or affairs of the Group (except to employees or directors of the Group whose province is to know the same or to the professional advisors or agents of the Group owing a duty of confidentiality of the Group) which may have come

to your knowledge; or

- (b) Use for your own purpose or for any purpose other than those of the Group any information or knowledge of a confidential nature which you, may from time to time acquire in relation to any member of the Group but so that this restriction shall cease to apply to any information or knowledge which may come into the public domain (otherwise than through your default) and shall not apply to information or knowledge developed independently or acquired through means without breach of confidentiality obligations with the Company.
- (7) You shall not, during the term of your appointment, be a director of any company (other than any member of the Group) or be directly or indirectly engaged or interested in any other companies which compete with the business of the Group without the prior written consent of the Board, such consent not to be unreasonably withheld or delayed.
- (8) You shall keep the Board informed (in writing if so requested) of any of your business or other activities which would cause you to be in conflict with the interest of the Company.
- (9) You shall promptly upon request by the Company or in any event upon your ceasing to be a Director deliver to the Company all list of clients or customers, correspondence and all other documents, papers and records which may have been prepared by you or have come into your possession as director of the Company, and you shall not be entitled to and shall not retain any copies thereof. Title and copyright therein shall vest in the Company.
- (10) The Directors of the Company may be prohibited under the Articles and the GEM Listing Rules, from voting at or being counted towards quorum of Director's meetings in respect of any resolution in which they are interested, except for those matters permitted by the relevant provisions of the Articles and the GEM Listing Rules.
- (11) Under the Articles, the office of a Director is liable to be vacated in certain circumstances. In addition, one-third of the Directors are required to retire from office by rotation at each annual general meeting (they may, however, offer themselves for re-election), and any Director appointed to fill any casual vacancy or as an addition to the then existing Board shall hold office until the next annual

general meeting (he may, however, offer himself for re-election). Furthermore, the Articles also provide that the shareholders of the Company may, at any general meeting convened and held in accordance with the Articles, by ordinary resolution remove a Director at any time before the expiration of his period of office notwithstanding anything in the Articles or in any agreement between the Company and such Director.

- (12) The Company shall be entitled (but not obliged) to terminate your appointment as a Director of the Company by not less than 3 month's prior notice in writing (or by payment in lieu of notice) given at any time. Furthermore, under the provisions of the Articles, the GEM Listing Rules and/or the Companies Law, the Company shall be entitled to terminate your office without prior notice. Such circumstances arise, inter alia, if you shall become bankrupt or have made any arrangement or composition with your creditors generally, or have been convicted of a criminal offence or The Stock Exchange of Hong Kong Limited (the "Stock Exchange") shall become of the view that you do not have the character, experience and integrity to fulfil your role effectively or are unable to demonstrate a standard of competence commensurate with your position as a director of a listed company on the Stock Exchange.
- (13) You are entitled to resign as Director of the Company at any time by giving the Company not less than 3 month's prior notice in writing and shall comply with the GEM Listing Rules and other applicable provisions of the GEM Listing Rules and the Companies Law in respect of your resignation. In so doing, you shall simultaneously tender resignation from all your offices (including, without limitation, membership of the Remuneration Committee, the Legal Compliance Committee, the Nomination Committee and/or the Audit Committees and/or any other committees of the Board) and positions (as the case may be) in the Company and its subsidiaries, associates and affiliated companies as required by the Company.
- (14) You shall be permitted to participate in the share option schemes of the Company subject at all times to the requirements and/or restrictions of the Companies Law and the GEM Listing Rules.
- (15) You hereby represent and warrant to the Company that:-
- (a) You not bound by or subject to any court order, agreement, arrangement or undertaking which in any way restricts or prohibits him from entering into this

letter or from performing your duties hereunder;

(b) You have prior to the date of this letter, disclosed all this personal interests whether as a shareholder, investor, director, consultant, advisor or otherwise in any undertaking which has any business dealings with a member of the Group or which competes with a member of the Company; and

(c) You have fully disclosed to the Company all circumstances in respect of which there is, or is likely to be, a conflict of interest between you or any member of your family and a member of the Company.

(16) You hereby undertake to the Company to inform the Company as soon as practicable if there is any subsequent change of circumstances which includes, but without limitation to, any of the circumstances set forth in paragraph 15, which may affect your appointment as an executive Director.

(17) We agree and undertake that we will on or shortly after the Effective Date, take out adequate Directors Liability Insurance for you with a reputable insurance company on such terms and coverage as you may deem reasonable necessary. We undertake to produce and make available to you, as and when so required by you, such policy of insurance together with the receipt for the last payment of premium and a certificate from the insurance company that the policy is fully paid up and in all respects valid and subsisting.

(18) In consideration of your agreement to act as an executive Director, we agree and undertake to indemnify and keep indemnify and hold you harmless against all actions, suits, claims (whether or not any such claim involves or results in actions or proceedings), demands, investigations, judgments, awards, proceedings from time to time instituted, made or brought or threatened or alleged to be instituted, made or brought against or otherwise involve and all losses, liabilities and damage suffered and all payments, expenses(including all legal expenses and taxes), costs and charges which you may incur or suffer as a result of agreeing to act as our executive Director in accordance with the terms herein caused otherwise than by you adjudicated gross negligence, wilful default, conscious and fraudulent bad faiths.

(19) You undertake to keep confidential all documents and information provided by the Company to you in the course of your duties as a Director.

(20) This letter is governed by and construed in accordance with Hong Kong SAR law.
The parties hereby submit to the non-exclusive jurisdiction of Hong Kong Courts.
This letter replaces and supersedes all previous contracts, whether written or oral,
between you and the Company.

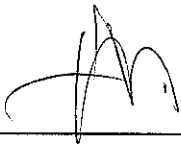
If you are in agreement with the terms set out above, please sign below and return the
duplicate of this letter to us for our records.

Yours faithfully

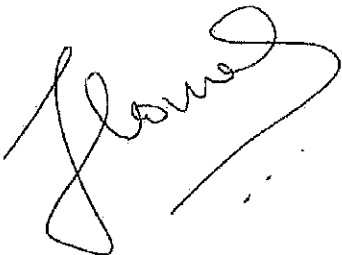
For and on behalf of

PAK WING GROUP (HOLDINGS) LIMITED

柏榮集團(控股)有限公司



I, Ee Kok Wai, Thomas, agree to the above terms of appointment as an executive
Director of Pak Wing Group (Holdings) Limited 柏榮集團(控股)有限公司



Date: 1 September 2016