



**Lazada South East Asia Pte. Ltd.**  
51 Bras Basah Road, #01-21 Lazada One  
Singapore 189554  
Company Registration Number: 201201679C

**10 August 2022**

**Wang, Jiangyi**  
**G3753146X**  
**373882**

Dear Jiangyi,

**RE: End of Contract**

This letter is to acknowledge that per the terms of your employment contract, your employment with Lazada South East Asia Pte. Ltd. ("**Company**") will cease with effect from close of business on 12 August 2022.

As agreed, the terms are as follows:

1. Your salary will be paid up to 12 August 2022.
2. In addition, the Company will make all payments due to you under your employment contract or such other applicable policies of the company, less any amount that the Company is required to withhold or deduct, whether pursuant to a tax authority or statutory requirement. The Company shall also deduct from any and all payments due to you any amounts that you owe the Company, and which remain outstanding as at your last employment date with the Company.
3. Save for (i) any expense claims in accordance with clause 6 below; and (ii) any equity related compensation which will be addressed in a separate agreement, you acknowledge that the payments made in accordance with this letter constitute full and final settlement of any and all claims of any nature whatsoever which you may have, against the Company and any other company affiliated or related to the Company,, arising out of your employment with the Company and the ending of such employment, and you hereby release the Company and any other company affiliated or related to the Company, and all their respective successors and assigns, their subsidiary companies, their Directors, secretaries, officers, servants and agents and each of them from all claims of whatsoever nature and howsoever arising out of the course of your employment and the ending of your employment. In addition, you will sign the Receipt, Release and Waiver attached to this letter before the end of the business day.
4. You agree to assist with the smooth transition of your position with the Company and all the responsibilities related thereto, and you will adhere to any reasonable request of the Company in connection with the smooth transfer of work responsibilities.
5. You will not remove any books, documents, keys or other property of or relating to the business of the Company from its premises. If you have any such property in your possession, you will return the same to us by your last working day. You also agree to adhere to the Company's policies on non-disclosure of confidential information concerning or belonging to the Company.
6. Handing over Company Assets, Files - You will return all Company provided items, manuals and equipment, including but not limited to, personal computer (laptop, laptop charger, laptop bag and mouse), etc on your last working day. For charges on credit card and mobile phone, you will submit all claims in accordance with company policy as soon as possible but no later than 5.30 pm, on your last working date.



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7. The Company, and yourself, confirm that each has signed this agreement of their own free will without influence or interference on the part of any party, whether a party to this agreement or otherwise.
8. This agreement constitutes the entire agreement between the Company and yourself, and supersedes all prior agreements, promises, representations and understandings, written or oral, between the Company and yourself regarding the subject matter hereof.
9. Your signature on the attached copy of this letter will confirm your acknowledgement and understanding to the terms of this agreement.

I would like to thank you on behalf of the business for the valuable contribution you have made to the Company and wish you all the success in your future endeavours.

Yours faithfully

For or on behalf of  
**Lazada South East Asia Pte. Ltd.**

DocuSigned by:  
*Daniel Poon*  
020FFC22AC26489...

**Daniel Poon**  
**Head of Compensation & Benefits**



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**RECEIPT, RELEASE AND WAIVER**

I acknowledge and accept that the terms set out in the abovementioned letter constitute full and final settlement of all and any claims that I may have against the Company and any other company affiliated or related to the Company (each, a "Group Company") as well as their directors, officers, employees and agents, relating to my employment with, and the cessation of my employment by, the Company or any matter howsoever.

I confirm that I have no claims pending or outstanding against the Company and any Group Companies, and I waive any claims I may have against the Company and any Group Companies for compensation, loss of office, employment or otherwise.

I hereby release and discharge the Company and every Group Company from all actions, proceedings, claims, demands and costs and expenses, whether contractual, statutory or otherwise, and liability of any nature whatsoever that I have or may have, now or in the future, against the Company or any Group Company, or against the shareholders, officers or employees of the Company or any Group Company, arising out of, or in connection with, my employment, the cessation of my employment, any loss of office, or any matter howsoever.

In consideration of the abovementioned payment, I confirm that I have no further claim or demand of any nature whatsoever against the Company or any Group Company, in respect of my employment, the cessation of my employment or otherwise, and I waive any claims I may have for compensation, loss of office, employment or otherwise.

I have returned all books, documents, papers, materials, documents (including, without limitation, all copies in any form whatsoever), keys or other property of, or relating to the business of, the Company, its customers, clients and suppliers.

**Signed:**

WANG JIANG YI

**NRIC / EP / Passport Number:**

EJ3787247

**Date:**

11/08/2022