


In any case, if the employee decided not to join the company after signature of this appointment letter, earth9 will reserve the rights to demand for a month's notice period from the employee as a form of opportunity cost.

Yours faithfully,

Accepted by:

Shirley Lim
Managing Director
Earth9.com Pte Ltd



Name: Zhou Kai
FIN : G5189332N
Date: 31 March 2015