

PRIVATE & CONFIDENTIAL

21/5/2024

Yap, You Quan

Dear **You Quan**

Re: Offer of Employment

We are pleased to extend our offer of employment to you. This letter agreement (the “Agreement”) sets forth the terms and conditions of your employment with **Ant International Services (Asia) Sdn. Bhd.** (the “Company”). In this Agreement, “Group” shall mean the Company and any of the affiliates and subsidiaries of the Company’ s ultimate parent company, Ant Group Co., Ltd.

1. Duties

- 1.1 You shall be employed as Assistant Engineer in Test. Your job grade is 9. You will be based in Kuala Lumpur - G Tower, and will report to Senior Engineer in Test.
- 1.2 You shall diligently and faithfully perform all duties required in your position. You shall devote your full time, effort and attention to the performance of your duties and shall act in all respects in accordance with the instructions and directions given to you by your immediate supervisor.
- 1.3 You shall comply with all requirements, recommendations, directions or regulations, as amended from time to time, of all regulatory authorities relevant to the Company and any code of practice issued by the Company (as amended from time to time).
- 1.4 You will be subject to, and must comply with, the provisions of the Company’ s policies, rules and regulations implemented from time to time during the course of your employment, including organizational changes affecting your title, responsibilities and reporting structure. The Company reserves the right to

amend, alter and/or change the Company' s policies, rules and regulations from time to time.

- 1.5 You shall not commit any act which shall prejudice or is detrimental to the Company' s reputation or business.

2. Term of Employment

Your employment shall commence on a date to be agreed to between you and the Company (the "Effective Date"), which shall be no later than 07 Oct,2024, and will continue unless terminated in accordance with the terms of this Agreement. However, this offer of employment is conditional upon the check of references by the Company to its satisfaction; satisfactory health check results confirming your ability to perform the inherent requirements of your position, and the issuance and continued validity of any immigration-related permits required for the lawful exercise of your role and responsibilities under this Agreement (if necessary); and you holding and maintaining all regulatory approvals and / or certifications relevant to your role. Your employment is also subject to your signing of the Company's data privacy form and notice to provide your consent to the Company to use and process your personal data for the administration and other related purposes in connection with your employment with the Company. In addition, the Company reserves the right to modify your compensation, benefits, position, duties or reporting relationship to meet business needs, subject to the requirements of applicable law.

3. Working Hours

- 3.1 Your normal working hours are from 9:00 a.m. to 6:00 p.m. (with one hour lunch break) from Monday to Friday. However, considering your activities, you will not be subject to the restricted discipline of the working hours and you will perform your activities for all the time as are necessary to achieve the proper fulfillment and best performance of your duties. As such, to the extent you do not fall within the purview of the Employment Act 1955, there will be no additional payment for hours worked in excess of the normal working hours and your remuneration includes any work activities that you will render in the interest of the Company and the Group, even when these will be performed outside your normal working hours. If you fall within the purview of the Employment Act 1955 and in the event you are required to work beyond the

assigned working hours, you will be entitled to overtime pay as prescribed under the Employment Act 1955.

4. Remuneration

4.1 Base Salary

Your monthly base salary will be MYR4,500, payable monthly on a 12-month basis in accordance with the Company's customary payroll practices as in effect from time to time.

4.2 Discretionary Bonus

The Company may in its absolute discretion pay you an annual bonus, for such amount, if any, as the Company may determine taking into account your performance and contribution to the Company's business, the financial performance of the Company's business, and other factors as the Company deems appropriate in its absolute discretion from time to time. The award and payment of any discretionary bonus awarded is subject to the Company's absolute discretion and any policies in place from time to time and is conditional on: (a) you remaining employed by the Company and not under notice of termination of employment (whether given by the Company or by you), (b) you not being subject to a formal disciplinary warning which remains active, and (c) you not serving a period of suspension whilst the Company investigates misconduct allegedly committed by you or with which you have allegedly been involved, at the time of award and payment of the bonus. The Company may suspend or discontinue the payment of a bonus at any time in the interests of the Company whether generally or in relation to you only. Any bonus awarded may be paid at such intervals, in such form and subject to such conditions as the Company may decide in its absolute discretion. Receipt of a bonus shall not oblige the Company to make any further bonus payments to you.

4.3 Deductions and Off-Set

- (a) All payments made to you will be subject to any statutory deductions as may be required in accordance with applicable legislation in force from time to time including but not limited to employees provident fund, social security organization and individual income tax, as required by law.

- (b) To the extent permitted by law, the Company shall be entitled at any time to deduct from your remuneration and benefits any monies due from you to the Company including but not limited to any repayment to the Company pursuant to the terms and conditions of this Agreement, outstanding loans, advances, the cost of repairing and / or replacing any damage to or loss of the Company' s property caused by you (and of recovering the same) and any other monies owed by you to the Company. For the avoidance of doubt, the Company shall, at its sole discretion, determine such cost of repairing and / or replacing any damage to or loss of the Company' s property.

If at any time money is owed and payable by you to the Group whether under the provisions of this Agreement or otherwise, you agree that the Company may deduct the sum or sums from time to time owing to the Group from any payment due to you under this Agreement.

5. Annual Leave

- 5.1 The number of paid annual leave that you will be entitled to will be subject to the Company' s policy (which may be amended from time to time in our sole discretion). The number of paid annual leave under current policy of the Company applicable to employees of your job level based in Malaysia is 16 working days of paid annual leave each year for the first two years' of completed service.

Any leave shall be taken at such times as your immediate supervisor shall approve having regard to the commercial requirements of the Company' s business. The taking of annual leave, carrying forward of such leave, etc. are subject to the Company' s policy. If your employment commences or terminates part way through any calendar year, your annual leave entitlement for that year shall be assessed on a pro rata basis.

- 5.2 Upon termination of employment, we shall be entitled to make deductions from your final pay for any leave taken in excess of your annual leave entitlement.

6. Health Benefits

On the first day of employment, you shall be entitled to health insurance coverage as established by the policies of the Company, which may be amended from time to time.

7. Restriction on Other Employment

During your employment with the Company, you may not without our prior written consent engage in any form of business or employment other than your employment with the Company, whether inside or outside your normal hours of work. At no time shall you engage, whether directly or indirectly, in any activity that is or may be in conflict with, or that might place you in a position of conflict with the Company. You shall adhere to the Company's policies with respect to ethical code of conduct, conflict of interest and business opportunities.

8. Intellectual Property

You acknowledge and agree that all intellectual or creative property discovered or developed by you during the course of your employment, regardless of its value, including but not limited to form of documents, agreements, business models, business plans, marketing plans, financial forecasts and models, computer programs, codes (whether source codes or object codes), algorithms, know-how, formulas, processes, ideas, inventions (whether patentable or not), schematics and other technical, business, marketing, financial and product development plans, forecasts, strategies and information (collectively, the "Intellectual Property") shall belong to the Group. The Intellectual Property shall be deemed to originate in the course of your employment and termination of your employment shall not divest the Group of exclusive ownership of any such Intellectual Property. You shall, at any time during the term of this Agreement or at any time thereafter, assist the Group in obtaining and maintaining any patent, copyright, trademark or other protection for the Intellectual Property in any country. You agree to execute an inventions assignment agreement or any other document in order to achieve the purposes of this Section 8. In addition, you agree that your base salary includes reasonable and/or equitable compensation for the loss of intellectual property rights and/or any economic gain from the exploitation of the intellectual property and irrespective of the economic value the intellectual property subsequently attains.

9. Confidentiality

- 9.1 You acknowledge that in the course of your employment, you will have access to and be entrusted with information with respect to the business, operations, legal matters, financial standing, shareholding and corporate structure, contractual agreements, technology, infrastructure, transactions, affairs, ideas, concepts, know-how, methodologies and trade secrets of the Group, our shareholders, customers or business partners, all of which information is or may be confidential.
- 9.2 You hereby agree that you shall not (except in connection with the proper discharge of your duties) during or after the period of your employment divulge to any party or otherwise make use of (and shall use your best efforts to prevent the publication or disclosure of) any trade secret or any confidential information of the Group, our shareholders, customers or business partners, including without limitation, the Intellectual Property.
- 9.3 You agree to execute any confidentiality agreement or any other document relating to the protection of such confidential information as may from time to time be required by the Group, our shareholders, customers or business partners.
- 9.4 All notes, files and documentation, whether in paper or electronic form, containing any of the Group's trade secrets or confidential information which are acquired, received or made by you during the course of your employment and all personal property, including without limitation, all books, manuals, records, reports, notes, contracts, lists, blueprints and other documents or materials, or copies thereof, and equipment furnished to or prepared by you during the course of your employment and containing any of the Group's trade secrets or confidential information shall remain the property of the Group, and you shall surrender the same to a designated person of the Group at the termination of your employment or at the request of the Group at any time during the course of your employment.

10. Non-solicitation

- 10.1 You covenant that during the term of your employment and for a period of 6 months after the termination of your employment, you shall not, either on your own behalf or on behalf of any third party, solicit, entice away or attempt to

solicit or entice away any person, firm or company who was a customer of or was in any business arrangement with the Company or the Group and with whom you had material dealing in the course of your employment during the period of 12 months prior to the termination of your employment.

- 10.2 You covenant that during your employment and for a period of 6 months after the termination of your employment, you shall not, either on your own behalf or on behalf any third party, solicit, induce or attempt to solicit or induce any employee of the Company or the Group to leave the employment of the Company or the Group.

11. Termination

- 11.1 The Company shall have the right to terminate your employment immediately without compensation for Cause or upon any other ground pursuant to any applicable employment law. For the purposes of this Agreement, "Cause" means, without limitation:

- (i) the commission by you of an act of theft, embezzlement, fraud, dishonesty, ethical breach or other similar acts, or commission of any criminal offence;
- (ii) a material breach of any agreement or understanding between you and the Group including, without limitation, any applicable invention assignment, employment, non-competition, confidentiality or other similar agreement;
- (iii) misrepresentation or omission of any material fact in connection with your employment;
- (iv) a material failure to perform your duties, to obey a reasonable direction of a supervisor or to abide by the policies or codes of conduct of the Company;
- (v) a failure or ceasing to continue to meet the requirements, recommendations or regulations of any regulatory body whose consent is required to enable you to undertake all or any of your duties;

- (vi) you are guilty of a serious breach of the rules or regulations as amended from time to time of any regulatory authorities relevant to the Company; or
- (vii) any conduct that is materially adverse to the name, reputation or interests of the Group.

- 11.2 Your probationary period is from **07 Oct,2024** to **06 Jan,2025** (both dates inclusive) accordingly. Your probationary period may be terminated, shortened or extended at the discretion and by the unilateral notification of the Company and you will only be confirmed upon the Company issuing written notification to you. The Company is entitled to shorten your probationary period and terminate your employment if it is found that you are not suitable and/or compatible. You may at any time terminate your employment without notice of payment in lieu of notice during the first month of probation or by giving to the other seven (7) days' notice or payment in lieu of notice after the first month of the probationary period (including any extension thereof). You may at any time terminate your employment by giving one (1) month' s notice or payment in lieu of notice after probation. The same termination notice period shall apply for termination by the Company.
- 11.3 The Company reserves the right to require you not to serve out any period of termination notice irrespective of the party who had given notice and in such case, payment in lieu of termination notice calculated in the same manner shall be made to you.
- 11.4 Upon the issuance of such termination notice as set out in Clause 11.2, the Company shall be entitled to immediately relieve you from all your duties and responsibilities as an employee and to appoint any other person to undertake any such duties and responsibilities. You shall obey and comply with any instructions or directions pertaining to the relief of such duties and responsibilities issued by the Company and shall not be entitled to claim any compensation whatsoever from the Company in respect of such relief.
- 11.5 Following termination of your employment, you shall fully cooperate with us in all matters relating to the winding up of pending work and the orderly transfer of work to other employees of the Company. All property and confidential information (in any and all forms) including but not limited to books, manuals,

records, reports, plans, presentations, financial and operating data, notes, contracts, lists, blueprints and other documents or materials regarding the business of the Group, and equipment furnished to you in the course of or incident to your employment, shall be the property of the Company (the “Company Property”). You shall not remove any Company Property at any time without proper advance authorization and shall return all Company Property in your possession or under your control to designated persons of the Company upon termination of your employment.

12. Garden Leave

The Company reserves the right to require you, at any time during your employment, cease carrying out your duties and/or to exclude you from any premises belonging to the Company and/or the Group and the Company shall have no obligation to provide you with any work. During such period or periods, the Company shall continue to pay and provide to you your remuneration and contractual benefits and you must continue to comply without exception with all of your obligations under this Agreement including duty of good faith and fidelity.

13. Data Protection

13.1 You acknowledge and agree that the Company and/or the Group is permitted to hold personal data about you as part of its personnel and business records and that the Company and/or the Group may use such data for purposes including, but not limited to the provision of benefits, compensation and payroll, facilitating performance reviews and appraisals, career development activities, completion of tax returns, reviewing of employment decisions and other purposes directly related to your employment. Apart from information provided by you, the Company may obtain personal data on you from various reference checks, background checks or from the various governmental authorities. You agree that the Company may transfer and store such data in any location other than Malaysia.

13.2 You agree that the personal data which the Company collects may be transferred to other companies within the Group, its insurers, bankers and professional advisers, medical practices providing medical cover (if any), administrators or managers of its provident fund scheme and governmental departments and regulatory authorities (including tax authorities) to be used for the purposes

mentioned above.

13.3 Failure to supply such personal data may affect the ability of the Company to perform its obligations under the employment contract or your ability to enjoy the benefits of your employment with us.

13.4 Under the Personal Data Protection Act 2010 you have a right to request access to, and to request correction of, your personal data in relation to your employment. If you wish to exercise these rights, please provide the Company with a completed data access request form.

14. Provisions Surviving Termination

The termination of your employment shall not terminate those provisions of this Agreement which impose a continuing obligation on you after such termination.

15. Acknowledgements

15.1 You acknowledge that you have carefully reviewed all the terms and obligations contained in this Agreement and understand fully the character and extent of the restrictions and obligations imposed upon you during and after the term of your employment. You hereby expressly agree that the restrictions and obligations are reasonable and are necessary for the proper protection of the Company.

15.2 You agree that if any one or more of such restrictions shall be judged to be void as going beyond what is reasonable in the circumstances for the protection of the Company but would be valid if words were deleted therefrom or if the restriction periods were shortened, such restrictions shall apply with such modifications as may be necessary to make them valid and effective and any such modification shall not thereby affect the validity of any other restriction contained herein.

15.3 The provisions herein shall not preclude any party from injunctive or other relief for any breach of any term of this Agreement.

16. General

16.1 In the event that any of the provisions of this Agreement shall be determined to

be invalid, void or unenforceable, such provision shall be deemed to be deleted from this Agreement and the remaining provisions of this Agreement shall continue in full force and effect.

- 16.2 This Agreement is personal to you and cannot be assigned to any third party.
- 16.3 This Agreement may be signed and accepted in counterparts and by the parties on separate counterparts, each of which when executed shall be an original but all counterparts shall together constitute one and the same document.
- 16.4 Unless stated otherwise in this Agreement, this Agreement (and Appendix A), any inventions assignment and confidentiality agreement, and any applicable employee incentive award agreement(s) (if applicable) shall constitute the entire agreement between us and supersede all previous communications, representations and agreements, whether oral or written, with respect to the subject matter of this Agreement.
- 16.5 Except with respect to provisions on any form of equity compensation (which shall be governed by the governing law under any applicable employee incentive award agreement(s)), this Agreement shall be governed by the laws of Malaysia.
- 16.6 Except with respect to any dispute or claim on any form of equity compensation (which shall be subject to the jurisdiction under any applicable employee incentive award agreement(s)), any and all disputes, controversies or claims between you and the Company (including without limitation the Company's affiliates, officers, executives, representatives or agents) arising out of, relating to or in connection with this Agreement, including, without limitation, any dispute regarding its existence, validity or termination, or the performance or breach thereof, shall be referred to and finally resolved by arbitration in accordance with the Arbitration Act 2005. The number of arbitrator(s) shall be one (1) appointed by the Director of the Kuala Lumpur Regional Centre for Arbitration ("KLRCA") in accordance with the KLRCA Arbitration Rules ("Rules"). The arbitration shall be held in Kuala Lumpur, Malaysia at the KLRCA and governed by the Rules. The language to be used in the arbitral proceedings shall be English.

The parties waive, to the fullest extent permitted by law, any rights to appeal, or to review of, any arbitrator's award by any court.


You and the Company agree to maintain confidentiality as to all aspects of the arbitration, except as may be required by applicable law, regulations or court order, or to maintain or satisfy any suitability requirements for any license by any state, federal or other regulatory authority or body, including, without limitation, professional societies and organizations; provided that, nothing herein shall prevent you or the Company from disclosing information regarding the arbitration for purposes of enforcing the award. You and the Company further agree to obtain the arbitrator's agreement to preserve the confidentiality of the arbitration.

- 16.7 In the event of any claim, dispute, lawsuit, arbitration or other proceeding (collectively "Legal Action") between the parties in relation to any matter resulting from a breach of this Agreement by or negligent acts or omissions of or any illegal activity of the Employee (or any of his/her agents or sub-contractors), the Company is entitled to recover from the Employee all reasonable attorneys' fees, legal costs and other expenses in relation to such Legal Action including but not limited to any appeals thereof, if the Company is the successful or prevailing party in such Legal Action, unless otherwise provided by applicable law. The Company may deduct such sum from any payment due from the Company to the Employee, if permitted under applicable law. The Employee's payment of attorneys' fees, legal costs and other expenses under this clause is in addition to any other relief to which the Company may be entitled.

We are excited that you will be joining us, and we very much look forward to working with you.

Yours faithfully,

Ant International Services (Asia) Sdn. Bhd.

DocuSigned by:

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[Signature]

HR Manager

To: Ant International Services (Asia) Sdn. Bhd.

I have read and understood the terms of the above Agreement and hereby accept such terms as stated.

Name: Yap, You Quan

Date:

In Process

Appendix A**Statements / Representations**

Ant International Services (Asia) Sdn. Bhd. (together with its parents, subsidiaries, and affiliates referred to as the “Company”) respects the right of every company to protect its confidential and proprietary information. No Company employee should have, use, or disclose at the Company, any confidential, proprietary, or trade secret information of any other company. Similarly, no Company employee should have, use or disclose any confidential, proprietary, or trade secret information of the Company, except as necessary to perform his or her duties as a Company employee. As a new employee of the Company, I certify my compliance with the following:

1. I have returned or destroyed without retaining copies any property of my former employers. This includes all business, marketing, sales, technical, financial and other company documents, any keys, badges, equipment (including laptop computers, tablets, digital storage devices, smartphones, pagers, etc.), or other tangible property, and any calendars, notebooks, contact lists in paper or electronic form, and other business papers concerning my former employer’ s business.
2. I have not brought and will not bring any property, files, or papers of my former employers, containing confidential information of those entities, onto the Company’ s premises, and have not and will not use any such material for any purpose while working for the Company.
3. I have not used and will not use any confidential, proprietary, or trade secret information of any former employer in violation of any contractual or legal obligation to any of my former employers or in performing my job duties for the Company, and I will not disclose such information to any Company employee.
4. I will not access any e-mail, voicemail, or other computer systems of any former employer for any purpose (either directly or by forwarding it to some other e-mail or voicemail address), unless my former employer has authorized it in writing.
5. I understand that any misrepresentation by me in this Statement or my violation

of any of the terms of this Statement may result in disciplinary action, up to and including termination of my employment.

6. I hereby agree to indemnify the Company and its current and former directors, supervisors, officers, employees, contractors, insurers, and agents (the “Indemnified Parties”) on a continuing basis immediately on demand against all liabilities, including any interest, penalties, reasonable legal costs and expenses (including reasonable legal and professional fees and disbursements) that the Indemnified Parties incur as a result of any misrepresentation by me in this Statement or my violation of any terms of this Statement.

I confirm the accuracy and truth of the above statements/representations and my agreement to the above terms. I understand that the Company relies on these statements/representations to offer me employment with the Company.

In Process

Name:Yap, You Quan

Date:

Ant International Services (Asia) Sdn. Bhd.

**EMPLOYEE PROPRIETARY INFORMATION
AND INVENTIONS AGREEMENT**

In consideration of my employment or continued employment by Ant International Services (Asia) Sdn. Bhd. (the “Company”) and the compensation now and hereafter paid to me and as a condition of such employment, I hereby represent to and agree with the Company as follows:

1. PROPRIETARY INFORMATION.

I understand that the Company is engaged in a continuous program of research, development, production and marketing in connection with its business and that it is critical for the Company to preserve and protect its Proprietary Information (defined below), its rights in Inventions (defined below) and in all related intellectual property rights. Accordingly, I am entering into this Employee Proprietary Information and Inventions Agreement (“Agreement”) as a condition of my employment with the Company, whether or not I am expected to create inventions of value for the Company. At all times during my employment and thereafter, I will hold in strictest confidence and will not disclose, use, lecture upon or publish any of the Proprietary Information (defined below), except as such disclosure, use or publication may be required in connection with my work for the Company, or unless an officer of the Company expressly authorizes such in writing. “Proprietary Information” shall mean any and all confidential and/or proprietary knowledge, data or information of the Company, its parent, its subsidiaries, its affiliated entities, or its customers and suppliers, or of a third party that relates to the business of Company, its parent, its subsidiaries, its affiliated entities, or its customers and suppliers, including but not limited to information relating to products, processes, know-how, designs, formulas, methods, developmental or experimental work, improvements, discoveries, inventions, ideas, source and object codes, training materials, data, programs, other works of authorship, and plans for research and development. During my employment by the Company I will not improperly use or disclose any confidential information or trade secrets, if any, of any former employer or any other person to whom I have an obligation of confidentiality, and I will not bring onto the premises of the Company any such confidential information or trade secrets, and any documents,

materials, intangibles or any property belonging to any former employer or any other person to whom I have an obligation of confidentiality or that are not generally available to the public or have not been legally transferred to the Company, unless consented to in writing by that former employer or person.

2. ASSIGNMENT OF INVENTIONS.

2.1 Proprietary Rights; Moral Rights.

The term “Proprietary Rights” shall mean all trade secrets, know-how, patents, patent applications and disclosures, patent rights, rights of priority, copyrights, copyright registrations, moral rights, mask work rights, trademarks, trade names, service marks, service names, logos, trade dress and packaging, goodwill and other intellectual property rights or proprietary rights throughout the world, whether or not filed, perfected, registered or recorded and whether now or hereafter existing, filed, issued or acquired. The term “Moral Rights” means any rights to claim authorship of or credit on an Assigned Invention (as defined below), to object to or prevent the modification or destruction of any Assigned Inventions or Prior Inventions licensed to Company under Section 2.5 (Prior Inventions), or to withdraw from circulation or control the publication or distribution of any Assigned Inventions or Prior Inventions licensed to Company under Section 2.5 (Prior Inventions), and any similar right, existing under judicial or statutory law of any country or subdivision thereof in the world, or under any treaty, regardless of whether or not such right is denominated or generally referred to as a “moral right.”

2.2 Inventions.

The term “Inventions” shall mean any and all trade secrets, inventions, mask works, ideas, processes, formulas, source and object codes, data, programs, original and other works of authorship, know-how, improvements, discoveries, developments, compositions of matter, computer software programs, databases, designs and techniques that I make or conceive or first reduce to practice or create, either alone or jointly with others and whether or not patentable, copyrightable or protectable as trade secrets.

2.3 Work for Hire; Assignment of Inventions.

I acknowledge and agree that any copyrightable works and Inventions, regardless of its value, prepared by me within the scope of my employment are “works for hire”

under the Copyright Act and that the Company will be considered the author and owner of such copyrightable works. I agree that all Inventions made during my employment with the Company or within one (1) year thereafter that (i) are developed during the course of my employment with the Company, whether using equipment, supplies, facilities or trade secrets of the Company, (ii) result from work performed by me for the Company, or (iii) directly relate to the Company's business or actual or demonstrably anticipated research and development (collectively, the "Assigned Inventions"), will be the sole and exclusive property of the Company. To the extent that any such Assigned Inventions do not automatically become the sole and exclusive property of the Company by law, I agree to assign, and do hereby assign to the Company all right, title and interest in and to any and all Assigned Inventions (and all Proprietary Rights with respect to or relating thereto). In addition to the foregoing assignment of Assigned Inventions (as defined below) to the Company, I agree to assign, and do hereby irrevocably transfer and assign, to the Company: (i) all worldwide patents, patent applications, copyrights, mask works, trade secrets and other intellectual property rights, including but not limited to rights in databases, in any Assigned Inventions, along with any registrations of or applications to register such rights; and (ii) any and all "Moral Rights" that I may have in or with respect to any Assigned Inventions. I also hereby forever waive and agree never to assert any and all Moral Rights I may have in or with respect to any Assigned Inventions, even after termination of my work on behalf of the Company. I agree to execute such further documents and instruments and to take such further actions as may be reasonably necessary to carry out the purposes and intent of this Agreement including but not limited to, at the Company's request, promptly executing a written assignment to the Company of any such Assigned Invention.

2.4 Prior Inventions.

I have set forth on Exhibit A (List of Prior Inventions) attached hereto a complete list of all Inventions that I have, alone or jointly with others, made prior to the commencement of my employment with the Company that I consider to be my property or the property of third parties and that I wish to have excluded from the scope of this Agreement (collectively referred to as "Prior Inventions"). If no such disclosure is attached or if the attached Exhibit A is not filled in, I agree that it is because there are no Prior Inventions and I represent and warrant the same to the Company. I agree that I will not incorporate, or permit to be incorporated, or include any Prior Inventions in any of the Assigned Inventions or any of the Company's products or services without the Company's prior written consent. Notwithstanding

the foregoing, if, in the course of my employment with the Company, I incorporate or include a Prior Invention into a Company product, process, machine or service or if I use any of the Prior Inventions in the scope of my employment, I hereby grant to the Company a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license (with rights to grant sublicenses through multiple tiers of sub-licensees) to make, have made, use, sell, offer to sell, import, modify, create derivative works of and works based on, copy, perform, display and distribute such Prior Inventions.

2.5 Obligation to Keep Company Informed.

I will promptly and fully disclose in writing to the Company all Inventions that I make or conceive or first reduce to practice or create, either alone or jointly with others, during the period of my employment, whether or not in the course of my employment, and whether or not patentable, copyrightable or protectable as trade secrets. In addition to my other obligations under this Agreement, I agree to assist in every proper way and to execute those documents and take such acts as are reasonably requested by the Company to obtain, sustain and from time to time enforce patents, copyrights and other rights and protections relating to Inventions that are Assigned Inventions in the United States or any other country.

2.6 Government or Third Party.

I also agree to assign all right, title and interest in and to any particular Assigned Invention to a third party in any location, including without limitation the government of Malaysia or the United States, as directed by the Company.

2.7 Waiver.

I acknowledge that my remuneration as agreed from time to time with the Company constitutes sufficient remuneration for my contribution in the conception, creation, development or reduction to practice of any Inventions in respect of my employment with the Company and includes reasonable and/or equitable compensation for the loss of intellectual property rights and/or any economic gain from the exploitation of the intellectual property and irrespective of the economic value the intellectual property subsequently attains. I hereby waive any statutory right to a reward or additional remuneration in respect of any such contribution. I hereby also waive any statutory preemptive right of first refusal in respect of a license or assignment of any Invention or technological work of the Company, and any claim to attribution or ownership in

any Invention.

3. CONFLICTING EMPLOYMENT.

I understand that my employment with the Company requires my undivided attention and effort. As a result, during my employment, I will not, without the company's express written consent, engage in any other employment or business that (i) directly or indirectly competes with the current or future business of the Company; (ii) uses any Company information, equipment, supplies, facilities or materials; or (iii) otherwise conflicts with the Company's business interest and causes a disruption of its operations. I further agree that, during the term of my employment with the Company, I will devote full time to the business of the Company and will not directly or indirectly, engage, individually or as an officer, director, employee, consultant, advisor, partner or co-venturer, or as a stockholder or other proprietor owning more than a five percent (5%) interest in any firm, corporation, partnership or other organization (in case of any such ownership or participation) in the business of manufacturing, selling or distributing products and/or services in competition with the products and/or services of the Company or its subsidiaries or affiliates. I shall furnish to the Board of Directors of the Company a detailed statement of any outside employment or consulting services in which I seek to engage or invest, and, as from time to time requested by said Board, resubmit for approval a detailed statement thereof. In the event said Board determines in good faith that such violation or conflict exists, I shall refrain from such employment, consulting services or investment. It is intended and agreed that during the term of my employment, I will knowingly perform no act which may confer any competitive benefit or advantage upon any enterprise competing with the Company, its subsidiaries, affiliates or any successor.

4. NON-SOLICITATION.

I agree to comply with the provisions set out in the "Non-solicitation" clause of my employment contract as if each such obligation was repeated and set out in full in this Agreement. The Company and I agree that the provisions of this Section 4 contain restrictions that are not greater than necessary to protect the interests of the Company. In the event of the breach or threatened breach by me of this Section 4, the parties, in addition to all other remedies available to it at law or in equity, will be entitled to seek injunctive relief and/or specific performance to enforce this Section 4.

5. NO CONFLICTING OBLIGATION.

I represent that my performance of all the terms of this Agreement and as an employee of the Company does not and will not breach any invention assignment, proprietary information, confidentiality or similar agreement with any former employer or other party prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any agreement either written or oral in conflict herewith.

6. RETURN OF COMPANY PROPERTY.

Upon termination of my employment with the Company for any reason whatsoever, voluntarily or involuntarily, and at any earlier time the Company requests, I will deliver to the person designated by the Company all properties of any nature pertaining to my work with the Company including all originals and copies of all documents and other property of the Company or Group or its customers in my possession, under my control or to which I may have access. I will not reproduce or appropriate for my own use, or for the use of others, any property, Proprietary Information or Company Inventions, and will not take with me or retain any properties including documents or materials or copies thereof containing any Proprietary Information, failing which the Company shall be entitled at its discretion, to deduct from the payments that I entitled to obtain at the end of my employment. In the event of the termination of my employment, I agree to sign and deliver the "Termination Certification" attached hereto as Exhibit B.

7. LEGAL AND EQUITABLE REMEDIES.

Because my services are personal and unique and because I may have access to and become acquainted with the Proprietary Information of the Company, I understand that in the event of a breach or threatened breach of this Agreement by me the Company will suffer irreparable harm and that the Company shall have the right to enforce this Agreement and any of its provisions by injunction, specific performance or other equitable relief, without bond and without prejudice to any other rights and remedies that the Company may have for a breach or threatened breach of this Agreement.

8. NOTICES.

Any notices required or permitted hereunder shall be given to the appropriate party at

the address specified below or at such other address as the party shall specify in writing. Such notice shall be deemed given upon personal delivery to the appropriate address or if sent by certified or registered mail, three (3) days after the date of mailing.

9. EMPLOYMENT.

I agree and understand that nothing in this Agreement shall confer any right with respect to continuation of employment by the Company and that this Agreement does not constitute a contract of employment or obligate the Company to employ me for any stated period of time, nor shall it interfere in any way with my right or the Company's right to terminate my employment at any time, with or without cause or prior notice. I understand that I am an employee of the Company and that my employment can be terminated at any time, with or without prior notice and with or without cause, for any reason or for no reason, by either the Company or myself. I acknowledge that any statements or representations to the contrary are ineffective, unless put into a writing intended for that purpose and signed by an authorized officer of the Company. I further acknowledge that my participation in any stock option or benefit program (if any) is not to be construed as any assurance of continuing employment for any particular period of time.

10. USE OF NAME & LIKENESS.

I hereby authorize the Company to use, reuse, and to grant others the right to use and reuse, my name, photograph, likeness (including caricature), voice, and biographical information, and any reproduction or simulation thereof, in any form of media or technology now known or hereafter developed, both during and after my employment, for any purposes related to the Company's business, such as (but not limited to) marketing, advertising, credits, newsletters, and presentations.

11. GENERAL PROVISIONS.

This Agreement will be governed by and construed according to the laws of Malaysia without giving effect to any principles of conflict of laws that would lead to the application of the laws of another jurisdiction. In case any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, such provision will be enforced to the maximum extent possible given the intent of the parties hereto and such invalidity, illegality or unenforceability shall not affect the other provisions of this Agreement,

and this Agreement shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein. Except as otherwise provided in this Agreement, this Agreement and the rights and obligations hereunder will be binding upon my heirs, executors, administrators and other legal representatives and will be for the benefit of the Company, its successors, and its assigns. The Company may assign any of its rights and obligations under this Agreement. No other party to this Agreement may assign, whether voluntarily or by operation of law, any of its rights and obligations under this Agreement, except with the prior written consent of the Company. The provisions of this Agreement shall survive the termination of my employment. No delay or failure to require performance of any provision of this Agreement shall constitute a waiver of that provision as to that or any other instance. No waiver by the Company of any breach of this Agreement shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this Agreement shall be construed as a waiver of any other right. The obligations pursuant to Sections 1 and 2 of this Agreement shall apply to any time during which I was previously employed, or am in the future employed, by the Company as a consultant if no other agreement governs nondisclosure and assignment of inventions during such period. This Agreement is the final, complete and exclusive agreement of the parties with respect to the subject matter hereof and supersedes and merges all prior discussions, understandings and agreements, whether oral or written, between or among the parties hereto with respect to the specific subject matter hereof. No modification of or amendment to this Agreement, nor any waiver of any rights under this Agreement, will be effective unless in writing and signed by the party to be charged. Any subsequent change or changes in my duties, salary or compensation will not affect the validity or scope of this Agreement. I hereby authorize the Company to notify third parties, including, without limitation, customers and actual or potential employers, of the terms of this Agreement and my responsibilities hereunder. This Agreement may be executed in any number of counterparts, each of which when so executed and delivered will be deemed an original, and all of which together shall constitute one and the same agreement. The exchange of a fully executed Agreement (in counterparts or otherwise) by electronic transmission in .PDF format or by facsimile shall be sufficient to bind the parties to the terms of this Agreement.

This Employee Proprietary Information and Inventions Agreement shall be effective as of the first day of my employment by the Company, which is 07 Oct,2024.

(Signature)

Yap, You Quan
(Printed Name)

ACCEPTED AND AGREED TO:
Ant International Services (Asia) Sdn. Bhd.

By: 
Name: LEE, Chew Ying
Title: HR Manager
Date: 21/5/2024

In Process

EXHIBIT A
LIST OF PRIOR INVENTIONS

TO: Ant International Services (Asia) Sdn. Bhd.

FROM: _____

DATE:

SUBJECT:List of Prior Inventions

1. Except as listed in Section 2 below, the following is a complete list of all inventions or improvements that have been made or conceived or first reduced to practice by me alone or jointly with others prior to my engagement by Ant International Services (Asia) Sdn. Bhd. (“Company”):

- ☐ No inventions or improvements.
- ☐ See below:

☐ Additional sheets attached.

2. Due to a prior confidentiality agreement, I cannot complete the disclosure under Section 1 above with respect to inventions or improvements generally listed below, the proprietary rights and duty of confidentiality with respect to which I owe to the following party(ies):

	Invention or Improvement	Party(ies)	Relationship
1.	_____	_____	_____
2.	_____	_____	_____

3.

☐ Additional sheets attached.

In Process

EXHIBIT B

TERMINATION CERTIFICATION

This is to certify that I do not have in my possession, nor have I failed to return, any devices, records, software, data, notes, reports, proposals, lists and sources of customers, lists of employees, proposals to customers, drafts of proposals, business plans and projections, reports, job notes, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproductions of or documents (whether in physical or electronic form) the contents of which incorporate or are based on any aforementioned items or parts thereof belonging to Ant International Services (Asia) Sdn. Bhd. (the “**Company**”), its Affiliates (as defined in the Employee Proprietary Information and Inventions Agreement (the “**Agreement**”) signed by me), successors or assigns.

I further certify that I have complied with all terms of the Agreement, including the reporting of any inventions and original works of authorship (as defined therein) conceived or made by me (solely or jointly with others) covered by the Agreement, as applicable.

I further agree that, in compliance with the Agreement, I have preserved and will preserve as confidential all trade secrets, confidential knowledge, data or other proprietary information relating to products, processes, know-how, designs, formulas, developmental or experimental work, computer programs, data bases, other original works of authorship, customer lists, business plans, financial information or other subject matter pertaining to any business of the Company or its Affiliates or any of their respective customers, suppliers, consultants, actual or prospective business partners or licensees, personnel or representatives (the “**Confidential Information**”).

I hereby confirm that I have not disclosed and will not disclose and have deleted and removed any and all Confidential Information transferred to personal portable devices or external cloud servers etc. and have not retained copies of any such Confidential Information.

I further certify that any terms of the employment contract (as subsequently varied) (the “**Employment Contract**”) and those of the Agreement which are expressed to continue in force beyond the termination of my employment shall remain in full force

and effect. In particular, I affirm any express or implied duties and restrictions relating to **post-termination non-solicitation and non-competition, confidentiality and/or intellectual property** in my Employment Contract, the Agreement and any equity agreements I have entered into. In the case of any breach of the Employment Contract, the Agreement or such equity agreements, I agree and accept legal liability for such breach, including but not limited to civil litigation and criminal prosecution and any forfeiture or reduction of rights to any equity or equity-related remuneration that I have under any equity or other incentive plans of the Company or any of its Affiliates (if applicable).

Date:

Yap, You Quan

In Process