

**DATED 21 JUNE 2017**

**GT STEEL CONSTRUCTION GROUP LIMITED**  
**(as the Company)**

**AND**

**KOH SIEW KHING**  
**(as the Executive)**

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**SERVICE AGREEMENT**

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**MICHAEL LI & CO.**  
19th Floor, Prosperity Tower  
39 Queen's Road Central  
Central, Hong Kong

(Ref: CCL/CW/JLO/LY/1610445)

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**THIS AGREEMENT** is made on 21 June 2017

**BETWEEN:**

- (1) **GT STEEL CONSTRUCTION GROUP LIMITED**, a company incorporated in the Cayman Islands with limited liability having its registered office at Cricket Square, Hutchins Drive, P.O. Box 2681, Grand Cayman, KY1-1111, Cayman Islands and its head office and principal place of business in Hong Kong at 19th Floor, Prosperity Tower, 39 Queen's Road Central, Central, Hong Kong (the "**Company**"); and
- (2) **KOH SIEW KHING** of 1 Li Po Avenue, Teacher Housing Estate, Singapore 788704 (the "**Executive**").

**WHEREAS:**

The Company has agreed to employ the Executive and the Executive has agreed to serve the Company as an executive director of the Company on the terms and conditions set out below.

**NOW IT IS AGREED AS FOLLOWS:**

**1. INTERPRETATION**

**1.1** In this Agreement, unless the context otherwise requires:

<b>"Articles"</b>	articles of association of the Company
<b>"Associate(s)"</b>	shall have the meaning ascribed thereto under the GEM Listing Rules
<b>"Board"</b>	the board of directors of the Company from time to time
<b>"Business"</b>	the business and affairs carried on from time to time by the Company and/or any members of the Group
<b>"Commencement Date"</b>	the date on which the shares of the Company commence listing on GEM
<b>"Companies Ordinance"</b>	the Companies Ordinance, Chapter 622 of the Laws of Hong Kong
<b>"GEM"</b>	the Growth Enterprise Market of the Stock Exchange
<b>"GEM Listing Rules"</b>	the Rules Governing the Listing of Securities on GEM, as amended, supplemented or otherwise modified from time to time
<b>"Group"</b>	means the Company and its subsidiaries

<b>“Hong Kong”</b>	the Hong Kong Special Administrative Region of the People’s Republic of China
<b>“month”</b>	calendar month
<b>“Salary”</b>	the salary payable to the Executive pursuant to Clause 5.1
<b>“Stock Exchange”</b>	The Stock Exchange of Hong Kong Limited
<b>“subsidiary”</b>	shall have the meaning ascribed thereto in section 15 of the Companies Ordinance
<b>“Term”</b>	the period from the Commencement Date until its expiry or termination pursuant to Clause 2 or 13
<b>“this Agreement”</b>	this agreement as may from time to time be amended, modified or supplemented pursuant to Clause 17.2
<b>“working day”</b>	Monday to Saturday, a Saturday being reckoned as a half working day, in each case except where such day falls on a public or statutory holiday
<b>“S\$”</b>	Singapore dollars, the lawful currency of Singapore

1.2 In this Agreement:

- (a) references to Clauses and Sub-clauses in this Agreement are references to clauses and sub-clauses of this Agreement;
- (b) reference to any ordinance, regulation or other statutory provision includes reference to such ordinance, regulation or provision as may be modified, consolidated or re-enacted from time to time;
- (c) unless the context otherwise requires, words denoting a singular number include the plural and vice versa, words denoting one gender include both genders and the neuter and words denoting a person include a corporation, sole proprietorship, firm, joint venture or syndicate and, in each case, vice versa; and
- (d) the rule known as ejusdem generis shall not apply, so that words and phrases in general terms following or followed by specific examples shall be construed in the widest possible sense and shall not be construed as limited or related to the examples given.

1.3 The headings in this Agreement are for ease of reference only and do not form part of this Agreement.

2. **APPOINTMENT**

- 2.1 Subject to the terms set out in this Agreement, the Company appoints the Executive and the Executive accepts his appointment as an executive director of the Company on a full-time basis with the duties described in Clause 3 for an initial term of three years from the Commencement Date (subject to retirement by rotation or otherwise and disqualification from office according to the Articles) renewable automatically for successive terms of one year each commencing from the day next after the expiry of the then current term of the Executive's appointment, unless terminated by not less than three months' notice in writing served by either party expiring at the end of the initial term or at any time thereafter. The same terms as set out in this Agreement shall apply to any renewed term of appointment of the Executive, save as to the Salary, the applicable amount of which shall be such as may be prevailing in the immediately preceding term of this Agreement.
- 2.2 The Executive represents and warrants that he is fully capable of and 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 Agreement or from performing all of his obligations and duties hereunder and he is not aware of any reason which may render him unsuitable to act as an executive director of the Company as at the date of this Agreement.

### 3. **DUTIES**

#### 3.1 The Executive shall during the Term:

- (a) serve the Company in the capacity of a director of the Company with such executive and management responsibilities and duties with regard to the operations of the Group and the development and expansion of its business as the Board may reasonably direct, and discharging his fiduciary duties to the Company diligently ;
- (b) unless prevented by ill health (in which case he shall forthwith notify the secretary of the Company of such incapacity and shall furnish to the Board such evidence thereof as it may require) or engaged in businesses or offices in which the Executive is permitted to engage under Clause 4, devote his time, attention and abilities exclusively (except where the Board agrees otherwise) during normal business hours and such additional hours as may reasonably be required to administer, supervise and manage the business of the Group and use his best endeavours to promote the business interests and welfare of the Group and manage and supervise the business of the Group;
- (c) faithfully and diligently perform all such duties as shall be reasonably required by the Board and carry out all lawful and reasonable instructions of the Board according to the best of his skill and ability and in compliance with all resolutions and regulations from time to time passed or made by the Board; and
- (d) at all times keep the Board promptly and fully informed (in writing if so requested) of all matters relating to or in connection with the performance and

exercise of his duties and powers under this Agreement, and provide such explanations as the Board may require in connection therewith;

- (e) perform all duties required to be performed by him as an executive director of the Company as set out in the Articles;
- (f) carry out his duties and exercise his 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 and the Board may at any time require the Executive to cease performing or exercising any of his duties or powers under this Agreement;
- (g) not demand or accept or permit any member of his family to demand or accept from third parties any gifts, benefits or advantages offered or given to the Executive or a member of his family by reason of his employment with the Company; and
- (h) ensure that he is fully aware of, and comply with, his legal obligations, and all his obligations under the Articles of Association, the GEM Listing Rules (including rules in relation to dealings in shares, debentures or other securities of the Company or any other members of the Group and in relation to unpublished price-sensitive information affecting the shares, debentures or other securities of the Company or any other members of the Group and the relevant restrictions and obligations contained in the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong), and other relevant laws, regulations and requirements, as a director of the Company.

- 3.2 The Executive shall, if and so long as he is required by the Company and in consideration of the Salary, carry out the duties of his office on behalf of any member of the Group, act as director, officer or employee of any member of the Group and carry out such duties attendant on any such appointment as if they were duties to be performed by him on behalf of the Company under this Agreement and, if so required by the Company, enter into such secondment agreement for such purpose with other members of the Group on the same terms as this Agreement mutatis mutandis (so far as applicable and save as regards all entitlements to the Salary or other benefits whatsoever, which shall not apply).
- 3.3 The Company may from time to time and at any time assign any title to the Executive and any other duties to the Executive in addition to or in substitution of any title then held by the Executive (including, for the avoidance of doubt, that of a director of any member of the Group) and the duties (if any) then assigned to him.
- 3.4 The Executive shall work at any place in Singapore or any part of the world which the Board may from time to time require for the proper performance and exercise of his duties and powers under this Agreement.
- 3.5 The Executive shall exercise his best endeavours to procure the Company's compliance with the GEM Listing Rules, the Hong Kong Codes on Takeovers and Mergers and Share Buy-backs, the memorandum and articles of association of the Company, and all

applicable laws, rules, regulations, guidelines and practice notes which are binding on or applicable to the Group or the Executive including, without prejudice to the generality of the foregoing, Corporate Governance Code for the time being in force and the Executive's undertaking to the Stock Exchange.

#### **4. OUTSIDE INTERESTS**

4.1 Subject to Clause 4.2, the Executive shall not at any time during the Term without the prior written consent of the Board be or become a director, or be employed, engaged, concerned or interested directly or indirectly in any other business, undertaking, trade or occupation of any company (other than the Company or any other member of the Group).

4.2 Nothing in this Agreement shall prevent the Executive from:

- (a) being engaged, concerned or interested in any other business, trade or occupation with the prior written consent of the Board (such consent shall not be unreasonably withheld);
- (b) subject to Clause 11.6(a), holding or being beneficially interested in any class of securities in any company if such class of securities is listed on a stock exchange and the relevant company does not carry on any business which competes in any way with the business of the Group; or
- (c) being a director of any company in which his appointment as director was prior to the date of this Agreement.

4.3 The following provisions shall apply in relation to any application for consent under Clause 4.2(a):

- (a) the Executive shall furnish the Board with a detailed statement of the exact nature of the business, trade or occupation in which he wishes to engage, the exact nature of the duties and obligations imposed on and the extent of commitment required of or to be assumed by him and the amount of time that he intends to devote and is likely to be devoted for such purpose and such other documents or information as the Board may require from time to time;
- (b) if the Board is reasonably satisfied that the nature of the business, trade or occupation in which the Executive wishes to engage is unlikely to compete with and that the time likely to be devoted by the Executive for such business, trade or occupation is unlikely to adversely affect the Executive managing business of the Group, consent shall be given to the Executive for his engagement in such business, trade or occupation;
- (c) the Executive shall (as a condition precedent to such consent) furnish the Board with an undertaking that the matter represented in the statement referred to in Clause 4.3(a) will at all times during the Term remain true and accurate and that he will not during the Term act in variance thereof; and

- (d) the Executive shall abstain from voting and being counted in the quorum in respect of the resolution concerned.

- 4.4 Without prejudice to Clauses 3 and 4, the Executive shall promptly notify the Board if he is becoming aware of any conflict of interest situation that may arise in relation to the performance of his duties as an Executive of the Company.

## **5. REMUNERATION AND EXPENSES**

- 5.1 In consideration of the performance by the Executive of his duties herein contained, the Company shall (subject to Clause 6) during the Term pay or procure its subsidiaries to pay to the Executive a Salary at the rate of S\$6,000.00 for each month of the Term on a twelve month basis subject to such increase as the Board may, subject to compliance with the provisions of the Articles for the time being in force, determine from time to time in its absolute discretion.
- 5.2 The Salary shall be payable on the last working day of every month during the Term or, if that day is not a bank business day, on the immediately preceding bank business day. Such payment date may be varied by the Company from time to time but the Salary for a particular month shall not be paid later than the last day of that month in any event.
- 5.3 The amount of the Salary will be reviewed by the Company in or around December of each year during the Term. Any increase in Salary shall, unless specified by the Board, become effective for all periods after December of the year in which it is notified to the Executive.
- 5.4 The Executive shall also be entitled to medical benefits as provided under the Company's medical benefits scheme, if any.
- 5.5 The Executive may be entitled to a management bonus in respect of each financial year of the Company in an amount to be determined by the Board in its absolute discretion.
- 5.6 Payment of such bonus shall be made on such date as the Board may resolve. The Executive may not vote on any resolution of the Board regarding the amount of the management bonus payable to the executive directors of the Company.
- 5.7 The Executive may, at the discretion of the Board, be granted share options entitling the Executive to subscribe for shares in the capital of Company under any share option scheme from time to time adopted by the Company.
- 5.8 The Company shall reimburse the Executive of all reasonable out-of-pocket expenses properly incurred by the Executive in connection with the performance of the duties of the Executive under this Agreement, in each case subject to such expenses being evidenced and vouched for in such manner as the Board may reasonably require.

## **6. SICK LEAVE ENTITLEMENTS**

The Executive shall be entitled to his full Salary during any period of absence due to ill-health or sickness properly vouched for in accordance with the reasonable requirements



of the Board provided that the aggregate period of absence in any 12 months' period does not exceed 14 working days.

**7. CENTRAL PROVIDENT FUND PARTICIPATION**

7.1 The Executive shall be entitled during the Term to participate in and the Company shall procure that the Executive is offered participation in the Central Provident Fund Scheme ("CPF") and/or such other scheme as the same may from time to time be supplemental thereto or for the replacement thereof. The terms on which participation in such scheme (and/or such other scheme as aforesaid) shall be offered to the Executive shall be the same as those applicable to other employees of the Group.

7.2 It is agreed that the Company may deduct from the Salary the amount of any contribution payable by the Executive under the scheme in which the Executive may elect to participate.

**8. HOLIDAYS**

The Executive shall during the Term be entitled to paid leave of 18 working days (in addition to the usual public and statutory holidays) for every consecutive period of 12 months, which shall be taken by the Executive at such time or times as shall be mutually convenient to the Executive and the Company.

The Company reserves the right to change the annual vacation schedule for business reasons.

**9. CONFIDENTIALITY**

The Executive shall not and shall procure his Associates not to, either at any time during or after the Term use, divulge or communicate to or cause or enable any third party (other than any officer or employee of any member of the Group whose province it is to know the same) to become aware of or use, take away, conceal, destroy or retain for his own or some other person's advantage or to the detriment of any member of the Group any secret, confidential or other information, including but not limited to any of the technological knowhow or information used or applied or which may be used or applied by the Group in relation to its business or potential business or which the Group has obtained from any third party on terms that restrict its disclosure or use, other confidential technical information, any of the trade secrets, client list, accounts, financial or trading information or other confidential or personal information which the Executive may receive or obtain in relation to the business, finances, dealings or affairs of any member of the Group or any principal, joint venture partner, contracting party or client of the Group including any information regarding the products, services, research programme, projects or other technical data, knowhow or specifications, whether in human or machine readable form and whether stored electronically or otherwise, or the finances, proposals, contractual arrangements, principals, joint venture partners, contracting parties, clients, employees or agents of any member of the Group, provided that the provisions of this Clause shall not apply to any information or material which is in the public domain other than as a result of any unauthorised disclosure. This clause shall survive notwithstanding termination of this Agreement.

## 10. COPYRIGHT AND INVENTIONS

- 10.1 In consideration of the Salary payable to the Executive under this Agreement, the Executive acknowledges that all intellectual property rights, including copyright, design, trade and service marks, created as a result from or by anything arising in the course of or in connection with his employment under this Agreement (in particular but without limitation rights to all concepts, designs, drawings, sketches, schemes, models and specifications, whether in human or machine readable form and whether stored electronically or otherwise) shall belong absolutely to the Company and the Executive hereby assigns the same to the Company by way of present and future assignment to hold the same unto the Company absolutely throughout all countries and places of the world.
- 10.2 If at any time during the Term, the Executive shall either alone or jointly make, discover or acquire any business concept or idea, invention, discovery, design, copyright work, development, improvement, process and secret whatsoever or any interest therein (whether the subject of letters patent or not) which shall relate to or concern any of the services, products or methods of conducting business or the production of any matter whatsoever of or by any member of the Group or any of the clients of the Group (hereafter together referred to as an "**Invention**") or if details of any Invention shall be communicated to the Executive by any other employee of any member of the Group, then:
- (a) the Executive shall forthwith in writing communicate full details thereof including all necessary plans and models to the Board or as the Board may direct;
  - (b) any Invention made or discovered by the Executive or his share therein if made or discovered jointly shall belong to and be the absolute property of the relevant member of the Group;
  - (c) at the request of the relevant member of the Group and both during the Term and after its expiry or termination the Executive shall at the expense of that member of the Group or its nominee as part of his duties under this Agreement join with and assist that member of the Group or its nominee in obtaining and/or renewing letters patent, copyright, design and/or trade or service mark registration or other like protection in such countries as the Board may direct for any Invention and shall execute such deeds and documents and carry out such acts as may be necessary for vesting in that member of the Group or its nominee as the case may be the sole beneficial right in any Invention; and
  - (d) none of the members of the Group shall be under any liability to account to the Executive for any revenue or profit derived or resulting from any Invention.
- 10.3 The Executive hereby irrevocably and by way of security appoints each director of each member of the Group from time to time to be his attorney and in his name and on his behalf to do and execute any such act or instrument as may be necessary for the purpose of implementing the provisions of this Clause 10. The Executive agrees to confirm and ratify all such acts and instruments.

## **11. RESTRICTIVE COVENANTS**

11.1 The Executive covenants with and undertakes to the Company that he shall not and that he will procure that none of his Associates will:

- (a) at any time during the Term or within 12 months from the date of the expiry or the sooner determination of the Term in any part of the world either alone or jointly with or as manager or agent for any person, firm or company directly or indirectly and whether or not for gain:
  - (i) engage, employ or solicit for employment by any person whether directly or indirectly in any business any employee, former employee, agent or former agent of any member of the Group (save and except former employees whose employment with the Group has been terminated for a period of not less than 12 months prior to their engagement by the Executive); or
  - (ii) be interested in any project or proposal on behalf of or for the benefit of any person who within 12 months prior to the expiry or sooner determination of the Term is a principal, joint venture partner, contracting party or client or a potential principal, joint venture partner, contracting party or client of the Group or an Associate of any of the foregoing and, for this purpose, a potential principal, joint venture partner, contracting party or client is any person to whom the Group has made a proposal or presentation with a view to securing appointment as a consultant or the provision of services of the Group, co-operation for a business venture or undertaking, the entering into any material contract for the development of the Group's business or instructions for an assignment;
  - (iii) be interested in any project or proposal for the acquisition, turning to account, development of or investment in:
    - (aa) any business or asset in which any member of the Group was during the Term considering to acquire, turn to account, develop or invest, unless the Group shall have decided against such acquisition, turning to account, development or investment or invited the Executive or his Associates in writing to participate in, or consented in writing to the Executive or his Associates' acquisition, turning to account or development of or investment in, such business or asset; or
    - (bb) any asset of any member of the Group, unless such asset is offered by the relevant member of the Group for sale to, turning to account or development by third parties; or
  - (iv) be engaged or interested in or concerned with any principal businesses carried on from time to time by any member of the Group during the Term;

- (b) at any time after the expiry of the Term or its sooner determination use for any purpose whatsoever the name or trading style of any member of the Group in Hong Kong, Singapore or any other part of the world or represent himself or themselves as carrying on or continuing or being connected with any member of the Group or (where applicable) any of its shareholders or their respective business.
- 11.2 Since the Executive has obtained and is likely to obtain in the course of his employment hereunder Trade Secrets (as defined below) and other Confidential Information (as defined below) and since the Executive has and is likely to obtain during the course of his employment hereunder personal knowledge and influence over principals, joint venture partners, contracting parties, clients, staff, officers and agents of the Group, the Executive hereby agrees with the Company that in addition to the restriction contained in Clause 9 he will and will procure his Associates not to, either not at any time during or for a period of 12 months after the expiry of the Term or its sooner determination use either on his own account or for others or partly for himself and partly for others or to the detriment of any member of the Group such Trade Secrets or other Confidential Information, save in each case with the prior written consent of the Company.
- 11.3 The Company hereby covenants with and undertakes in favour of the Executive that neither it nor any member of the Group will after the expiry of the Term or its sooner determination use the Executive's name or represent that the Executive is carrying on or continuing to be or being connected with any member of the Group or their businesses whether in Hong Kong, Singapore or elsewhere.
- 11.4 For the purposes of Clause 11.1:
- (a) “**employee**” includes any staff of any of the sub-contractors of any member of the Group or any successors thereof; and
  - (b) “**assets**” include intellectual property rights and know-how of all forms and descriptions that are related to any of the principal businesses carried on from time to time by any member of the Group during the Term and all licences and rights to use or apply any such rights or know-how.
- 11.5 For the purposes of Clause 11.2:
- (a) “**Trade Secrets**” means trade secrets including knowledge of and know-how in connection with the Group or any of its businesses or proposed products or businesses which are confidential as to require protection as trade secrets; and
  - (b) “**other Confidential Information**” means:
    - (i) any information imparted to the Executive on the express basis that it is confidential; and
    - (ii) any other information or knowledge received or obtained by the Executive which if used, divulged or communicated to any person other

than in accordance with Clause 9 would have infringed the restriction in that Clause.

11.6 Nothing in this Clause 11 (other than Clauses 11.2 and 11.7) shall apply to:

- (a) the direct or indirect holding of any securities listed on a stock exchange where the total voting rights exercisable at general meetings of the company concerned as represented by such holding do not exceed five per cent. of the total voting rights attaching to the securities of the same class as that held by the Executive and/or his Associates, provided that neither the Executive nor any of his Associates participates in or are otherwise involved in the management of the Company; or
- (b) the holding by the Executive or any of his Associates of any securities of the Company or its holding company.

11.7 The Executive warrants to and in favour of the Company that save through his interests and the interests of his Associates in the Company or his employment by the Company pursuant to this Agreement, neither he nor any of his Associates on the date of this Agreement engages or is interested in or is concerned with in Hong Kong, Singapore or elsewhere any of the specific businesses referred to in Clause 11.1(a)(iv). The warranty contained in this Clause shall be deemed repeated by the Executive every day during the Term.

11.8 While the restrictions contained in this Clause 11 are considered by the parties to be reasonable in all the circumstances it is agreed that if any one or more of such restrictions shall either taken by itself or themselves together be adjudged to go beyond what is reasonable in all the circumstances for the protection of the legitimate business of the Group but would be adjudged reasonable if any particular restriction or restrictions were deleted or if any part or parts of the wording thereof were deleted, restricted or limited in a particular manner, then the restriction contained in this Clause 11 shall apply with such deletion, restriction or limitation as the case may be.

11.9 In the event of and notwithstanding the expiry of the Term or its sooner determination, each of the parties covenants with and undertakes to the other that it or he will at all times and in all respects continue to observe and comply with the provisions of this Clause 11 during the periods stipulated in this Agreement.

## **12. SHARE DEALINGS**

The Executive shall comply where relevant with every rule of law, every regulation of the Stock Exchange or other market on which he deals and every regulation and the Articles in force for the time being in relation to dealings in shares, debentures or other securities of any member of the Group and in relation to unpublished price-sensitive information affecting the shares, debentures or other securities of any member of the Group provided always that in relation to overseas dealings the Executive shall also comply with all laws of the state and all regulations of the stock exchange, market or dealing system in which such dealings take place.

### 13. TERMINATION

13.1 The Company may forthwith terminate the appointment of the Executive under this Agreement summarily and without thereby entitling the Executive to any claim for damages or compensation (save and except any salary properly accrued and payable) prior to the expiry of the Term by service of a notice in writing to such effect to the Executive if:

- (a) the Executive shall be prohibited by or disqualified to act as a director of any member of the Group under the respective constitutional documents of the Group, any applicable law (including the Companies Ordinance) or rules of any stock exchange including the Stock Exchange;
- (b) the Executive shall be removed from office in accordance with the Articles or upon retirement by rotation or otherwise pursuant to the Articles, is ineligible for re-election to office or is otherwise not re-elected to office by the Company's shareholders;
- (c) the Executive shall be guilty of any gross misconduct or wilful neglect in the discharge of duty or shall commit any continued material breach of the terms of this Agreement after written warning (other than a breach capable of remedy which is remedied by the Executive to the satisfaction of the Board within 30 days upon his being called upon to do so in writing by the Board);
- (d) the Executive acts or conducts himself in a manner which, in the opinion of the Board, is or likely to bring himself, the Company or any member of the Group into disrepute or is otherwise prejudicial to the best interest of the Company or any member of the Group;
- (e) the Executive shall become bankrupt or make any arrangement or composition with his creditors generally or has a receiving order made against him;
- (f) any company (other than any member of the Group) in which the Executive is a director or a direct or indirect shareholder goes into liquidation or becomes insolvent or suffers the presentation of a winding-up petition or analogous proceedings brought against it;
- (g) the Executive is convicted of any criminal offence or fraudulent activity (other than an offence which in the reasonable opinion of the Board does not affect his position in the Company), whether or not in connection with the Business;
- (h) the Executive persistently refuses to carry out any reasonable lawful order given to him in the course of his employment or persistently fails diligently to attend to his duties hereunder;
- (i) the Executive shall during the Term be absent (other than during periods of holiday) for an aggregate period of 120 working days;

- (j) there is any material or persistent deviation by the Executive from any matter or circumstances represented by him in the statement referred to in Clause 4.3(a);
- (k) the Executive is in material breach of any of the terms of the undertaking referred to in Clause 4.3(c);
- (l) become a lunatic or of unsound mind;
- (m) become permanently incapacitated by illness or other like causes so as to prevent the Executive from performing his duties and obligations hereunder;
- (n) absent himself from the meetings of the Board during a continuous period of three (3) months, without special leave of absence from the Board, and his alternate director (if any) shall not during such period have attended in his stead;
- (o) be convicted of any offence which in the reasonable opinion of the Board will seriously prejudice the performance of his duties hereunder, or in any way detrimental to the interests of the Company or any member of the Group, or be identified as an insider dealer under any statutory enactment or regulations relating to insider dealing in force from time to time;
- (p) persistently without cause refuse to carry out any reasonable and lawful order given to him by the Board during the term of his employment hereunder or persistently fail to attend to his duties hereunder;
- (q) be prohibited by law from fulfilling his duties hereunder; or
- (r) improperly divulge to any unauthorised person any business secret of the Business, organisation or clientele of the Company and/or any member of the Group.

13.2 The Executive shall have no claim against the Company for damages or otherwise by reason of termination under this Clause 13 and no delay or forbearance by the Company in exercising any such right of termination shall constitute a waiver of that right. For the avoidance of doubt, the Executive's properly accrued and payable salary shall not be affected under this Clause 13.

#### **14. EFFECT OF TERMINATION**

14.1 All documents, records, correspondence, client lists, accounts, statistics, drawings, equipment or other property relating to the businesses or affairs of any member of the Group (including all those items referred to in Clause 9) kept in the possession or under the control of the Executive and all copies thereof or extracts therefrom made by or on behalf of the Executive shall be and remain the property of the relevant member of the Group and shall be delivered up to the Company upon the expiry of the Term or its sooner determination.

14.2 If the Executive is at any time appointed a director of any member of the Group, he shall on or after the expiry of the Term or its sooner determination resign in writing from any

office held by him as such director and from all other offices held by him with any member of the Group and to execute an acknowledgment under seal to the effect that he has no claims against the Company or any other member of the Group (as the case may be) for compensation for loss of office, remuneration, severance payments or otherwise.

- 14.3 The Executive shall upon the expiry of Term or its sooner determination transfer, without payment and in such manner as the Company may require, all such shares in any of the Company's subsidiaries or associated companies as are held by him as nominee for any member of the Group.
- 14.4 In the event of the Executive failing to take any of the actions required to be taken by him under Clauses 14.2 or 14.3 forthwith on request by the Company, the Company is hereby irrevocably and by way of security appointed the attorney of the Executive to appoint such person in the name of and on behalf of the Executive to sign, seal and deliver resignations to the relevant member of the Group and instruments of transfers of the relevant shares and to file such returns or take such other action as may be necessary or desirable under the Companies Law Cap. 22 (Law 3 of 1961, as consolidated and revised) of the Cayman Islands, the Companies Ordinance, the Stamp Duty Ordinance (Chapter 117 of the Laws of Hong Kong) and other applicable legislation. The Executive agrees to confirm and ratify such documents and acts.

## **15. INDEMNITY**

- 15.1 The Company agrees to indemnify and hold harmless the Executive on demand from and against any and all reasonable losses, claims, damages, liabilities, and expenses, including without limitation, any proceedings brought against the Executive, arising from the performance of his duties pursuant to or his appointment under this Agreement, so far as permitted by law, except in any case where the matter in respect of which indemnification is sought under this Clause was caused by the serious or default or neglect of the Executive.
- 15.2 The Company shall if so required by the Executive during the Term take out and maintain for the benefit of the Executive an insurance policy against director's liability for such an amount and on such terms as to cover as the parties may reasonably agree.

## **16. EFFECT OF RECONSTRUCTION**

The Executive acknowledges that if before the expiration of the Term, this Agreement is terminated by reason of the liquidation of the Company or the transfer of its business to another company for the purposes of reconstruction or amalgamation and he is offered employment with any concern or undertaking resulting from such reconstruction or amalgamation on terms and conditions which are both in form and substance no less favourable taken as a whole than the provisions of this Agreement, he will have no claim against the Company in respect of such termination, provided that there is no change of business or control resulting from such reconstruction or amalgamation, otherwise the Executive shall be entitled to terminate this Agreement, but neither the Company nor the Executive shall have any claim in respect of such termination.

## **17. ENTIRE AGREEMENT**



17.1 This Agreement embodies all the terms and provisions of and relating to the employment of the Executive by the Company and/or by any member of the Group.

17.2 The terms of this Agreement may only be varied in writing by the parties hereto or their duly authorised agents.

## 18. PRIOR AGREEMENTS

18.1 This Agreement is in substitution for and shall supersede all former and existing agreements or arrangements made orally or in writing for the employment of the Executive by any member of the Group, which shall be deemed to have been cancelled with effect from the date of this Agreement and no party shall have any claim in respect of any such superseded agreements or arrangements.

18.2 In the event of any variation of the remuneration payable to the Executive hereunder being made by consent of the parties hereto such variation shall not constitute a new agreement but (subject to any express agreement to the contrary) the employment of the Executive hereunder shall continue subject in all respects to terms and conditions of this Agreement with such variation as aforesaid.

## 19. SERVICE OF NOTICE

19.1 Any notice, claim, demand, court process or other communication under this Agreement (collectively "**communication**" in this Clause 19) shall be in the English language or the Chinese language and may be served or given personally or sent to the address or facsimile numbers (if any) stated after the relevant party's name at the beginning of this Agreement or to such other address or facsimile numbers as may from time to time be notified in writing by one party to the other with specific reference to this Agreement, by the following means and the addressee of such communication shall be deemed to have received the same within the time stated adjacent to the relevant means of despatch:

<u>Means of despatch</u>	<u>Time of deemed receipt</u>
Local mail or courier	24 hours
Facsimile	on despatch
Air courier/Speedpost	3 days
Airmail	5 days

19.2 A communication served in accordance with Clause 19.1 shall be deemed sufficiently served and in proving service and/or receipt of a communication it shall be sufficient to prove that such communication was left at the addressee's address or that the envelope containing such communication was properly addressed and posted or despatched to the addressee's address or that the communication was properly transmitted by facsimile to the addressee. In the case of facsimile transmission, such transmission shall be deemed properly transmitted on receipt of a satisfactory report of transmission printed out by the sending machine.

- 19.3 Nothing in this Clause 19 shall preclude the service of communication or the proof of such service by any mode permitted by law.

**20. ASSIGNMENT**

Save as provided under Clause 3.2, none of the rights or duties of the Company or the Executive under this Agreement may be assigned, transferred, sub-contracted or delegated.

**21. PROPER LAW AND FORUM**

This Agreement shall in all respects be interpreted and construed in accordance with and governed by Hong Kong law and each of the parties hereto hereby irrevocably submits to the non-exclusive jurisdiction of the Hong Kong courts and waives all defences to any action arising hereunder brought in the courts of Hong Kong on the ground that such action is brought in an inconvenient forum.

**22. MISCELLANEOUS**


- 22.1 If at any time any provision of this Agreement is or becomes illegal, invalid or unenforceable in any respect, the legality, validity and enforceability of the remaining provisions of this Agreement shall not be affected or impaired thereby.
- 22.2 Subject to Clause 22.3 below, the Executive's personal data may be used, held and/or stored (by whatever means) for (i) promotion and marketing of the Company; (ii) making disclosure required by laws, rules and regulations; (iii) facilitating task distribution within the Company; (iv) compiling statistical information and employee profiles; (v) establishing benefit entitlements; and (vi) any incidental purposes relating to the above, and any other purpose which the Executive may from time to time agree.
- 22.3 Data held by the Company relating to the Executive will generally be kept confidential but the Company may make all enquiries as we consider necessary to confirm the accuracy of the personal data. In particular, the Company may disclose, obtain, transfer (whether within or outside Hong Kong) the Executive's personal data to, from or with (i) any regulatory or government bodies; (ii) any other persons or institutions in connection with the Company's business, insurers, clients and potential investors; and (iii) any other person to which the Company considers such as disclosure, obtaining or transfer to be necessary or desirable for the purposes set out above.
- 22.4 Unless expressly provided to the contrary in this Agreement, a third party who is not a party to this Agreement has no right under the Contracts (Rights of Third Parties) Ordinance (Cap 623 of the Laws of Hong Kong) to enforce or to enjoy the benefit of any term of this Agreement. Notwithstanding any term of this Agreement, the consent of any third party who is not a party to this Agreement is not required to rescind or vary this Agreement at any time.

**IN WITNESS** whereof the parties hereto entered into this Agreement the day and year first above written.

**THE COMPANY**

**SIGNED** for and on behalf of  
**GT STEEL CONSTRUCTION GROUP**  
**LIMITED** by **ONG CHENG YEW**  
one of its directors,  
in the presence of :

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)  
)  
)  
)



**THE EXECUTIVE**

**SIGNED** by  
**KOH SIEW KHING**  
in the presence of :

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)  
)

