



23 February 2018

二零一八年二月 廿三 日

Private and Confidential

保密協議

Name: Yau Chi Chiu 邱智超

HKID: K653011(7)

Address: Flat H, 28/F, Tower 3, Lake Silver, Ma On Shan, NT, Hong Kong

### Employment Contract

### 受聘書

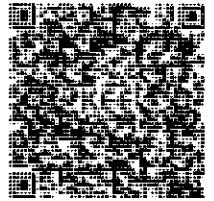
We are pleased to offer your position with KEE Holdings Company Limited (the "Company") as **Chief Financial Officer and Company Secretary**, with effective from **26 February 2018** on the following terms and conditions:

根據以下條款，利真香港貿易有限公司（“本公司”）聘請您出任為本公司之首席財務官兼任公司秘書，受聘及就職日期為 二零一八年 二月 廿六 日：

1. Working hours: From Mondays to Fridays, 09:00 - 17:30  
工作時間：星期一至星期五 上午九時 至 下午五時三十分
2. Working location: Suite 510, 5/F, Charter House, 8 Connaught Road Central, Hong Kong  
辦公地點：香港中環干諾道中 8 號 遮打大廈 5 樓 10 室
3. Salary  
薪酬條款

**HK\$ 85,000** per month to be paid in arrears. Total annual salary will be twelve times of your monthly salary. In addition, a year-end bonus equivalent to a one-month's salary (or pro-rata according to your period of continuous service in the first calendar year) will be paid at the end of each January.

您的工資是每月港幣 捌萬伍仟元正。您全年總工資分十二個月發放，以及相等於一個月工資的年終花紅（如入職不足一年將會按比例計算）會在每年一月份發放。



#### 4. Probationary period

##### 試用期條款

You will be on probation for the first three months of your employment subject to an extension at company's discretion. Upon satisfactory performance, your employment will be confirmed in writing at the end of the probation period.

您受聘的首三個月是試用期，但公司有權延長您的試用期。當公司對您工作表現滿意，會以書面通知您正式受聘用。

#### 5. Remuneration

##### 福利條款

After probation with official employed, each employee is welcome to enjoy the Company's standard medical insurance plan.

試用期滿及獲正式聘用，每位僱員歡迎參加本公司之醫療保險計畫。

#### 6. Labour Insurance

##### 勞工保障條款

As per Employment's Compensation Ordinance, the Company has complied with the Ordinance and purchased labour insurance for each employee.

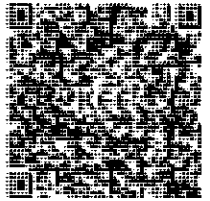
根據勞工保障條例，本公司已按照規定提僱員購買勞工保險。

#### 7. Termination of Employment

##### 終止聘用

During the probation, either you or the company may terminate this employment with immediate notice within the first month; thereafter until the end of the probation, either party may terminate the employment by giving one week's written notice or payment of one week's salary in lieu of notice. After probation, either you or the company may terminate the employment by giving one month's written notice or payment of two month's salary in lieu of notice.

On termination of your employment you must immediately return to the Company all correspondence, documents, papers, memoranda, notes, records and all other properties belonging to the Company which may be in your possession or under your control.



在試用期間的第一個月，您或公司任何一方可以即時要求終止受聘或受僱。期後的試用期，任何一方要求終止受聘或受僱，必須在一個星期前呈交離職通知書或以一星期工資代替。在試用期滿後，任何一方要求終止受聘或受僱，必須要兩個月前呈交離職通知書或以兩個月工資代替。

在公司與您的僱傭關聯終止時，您必須立即向公司歸還所有信件、檔、文書、備忘錄、筆記，和所有其他可能由您所擁有或控制的公司財產。

## 8. Leave entitlement

### 有薪假期

Your annual leave entitlement is 18 working days per calendar year plus all Hong Kong general holidays. Holidays arrangements are subject to approval by the Company to ensure the smooth conduction of business.

您每年享有十八個工作天的有薪金假期及享有香港法定的公眾假期。有薪年假必須在放假前向公司申請及獲得批准，以確保不會嚴重影響公司日常運作。

## 9. Mandatory Provident Fund:

### 強制性公積金

You are required to join the Company's Mandatory Provident Fund Scheme.

根據強積金法例，您必須參加本公司強制性公積金計劃供款。

## 10. Confidential nature of employment

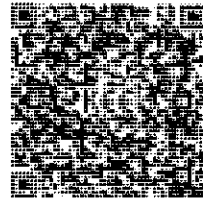
### 工作保密協議

You are restricted at any time either during the continuance of or after your employment with the company divulge any of the affairs or secrets of the company to any person nor use or attempt to use any information which you acquire in the course of your employment in any manner which may injure or cause loss or calculate to cause injury or loss to the company. You will be liable to the company loss arising from your breach of the above agreement.

無論在任何時間，不論在職期間或離職後，您均不能對任何人洩露本公司內部資料及公司機密資料。您也不得運用或企圖運用在工作期間獲得公司資料，來損害本公司或引致本公司損失。如您違反以上工作保密協議，您需要為本公司損失負上責任。

## 11. If there is any inconsistency between the English and the Chinese of this Agreement, the English version shall prevail.

如本協議的英文及中文版本有任何不相符之處，會以英文版本為準。



12. Governing Law

法律約束

All other terms and conditions of your employment will be governed in accordance with the Employment Ordinance of Hong Kong SAR and our instructions to employee from time to time.

您其他受聘用的條款及細則，受香港特別行政區的僱傭條例約束。公司不時提供指引給員工參考。

Please confirm your acceptance and agreement to the above terms by signing the returning this letter to us at your earliest convenience.

請簽署確認您接受及同意上述所有條款，並把此函交回給我們。

KEE Holdings Company Limited

Agreed & accepted by

本人同意及接受

David Wu  
Managing Director

Date: 26-2-2018



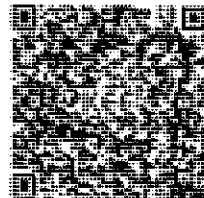
Full name: YAU CHZ CHZA

HKID No.: K65311(7)

Date: 26/2/2018

Enclosed with appendix I

附件 I



Appendix :

附註:

1. You will be appointed as an authorized person and company secretary for “KEE Holdings Company Limited” (HKSE002011).  
(閣下會被委任為“開易控股有限公司”的授權人及公司秘書.)
2. Your name will be named on Hong Kong Stock Exchange Limited and Securities and Future Commission  
你的姓名將會被掛在香港聯合交易所及証監會