

Rimbaco Group Global Limited
(Incorporated in the Cayman Islands with limited liability)

Date: 28 January 2026

To: Mr. Tong, Kai Tak

Dear Mr. Tong,

Renewal of Appointment of Non-Executive Director

We hereby write to confirm the terms and conditions of the renewal of your appointment as a non-executive director of Rimbaco Group Global Limited (the “**Company**”):-

1. We shall retain you to act as a non-executive director of the Company (an “**Non-Executive Director**”) and you shall continue to serve the Company as a Non-Executive Director and where necessary, a director of any member of the Group as determined by the board (the “**Board**”) of directors (the “**Directors**”) of the Company from time to time subject to the articles of association of the Company (the “**Articles**”) and the terms and conditions hereinafter provided.
2. Your appointment as a Non-Executive Director shall continue for a period of one (1) year commencing from 1 March 2026 and shall be terminable by either of us by giving the other party not less than three (3) months’ prior notice in writing. Upon the expiry of the aforesaid term of one (1) year, your reappointment as a Non-Executive Director shall be subject to the Articles and the Board decision. Without prejudice to the above, your appointment hereunder shall be subject to termination by the Company at any time by summary notice with immediate effect in writing if you commit any breach of any of your material obligations and/or undertakings hereunder or commit an act of bankruptcy or commit any act which would, under the Articles or any other applicable laws, permit the Company to terminate your appointment by a summary notice.
3. You shall be entitled to annual director’s fee of HK\$126,000 or pro-rata amount for any incomplete year, payable in arrears at the end of each calendar month on a 12-month basis. You are recommended to seek professional advice on whether the amount of any remuneration payable to you as a director of the Company is subject to any tax including salaries tax, profits tax, capital gains tax, withholding tax and you are responsible in making your own tax filings. In addition to the fee mentioned above, the Company will reimburse you for all reasonable out-of-pocket expenses incurred in the discharge of your duties hereunder to be monitored by the Chairman and Chief Executive Officer of the Company.


4. Your appointment is subject to the provisions of the Articles in force from time to time, the Companies Act (as revised) of the Cayman Islands (as in force or applicable from time to time) and, the Rules (the “**Listing Rules**”) Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). Save as required by applicable law or regulation, the Company undertakes not to amend the Articles in a manner which has the effect of reducing the indemnity available to the Directors.
5. You shall participate in the Board committees as may from time to time be required by the Board or as required by the Listing Rules to be attended by you.
6. You shall devote such of your time, your attention and skills as may reasonably be required to the duties of your position as a Non-Executive Director and shall faithfully and diligently perform such functions and exercise such powers as are appropriate to your position as a Non-Executive Director. These will include (but not limited to) attending Board meetings and general meetings of the Company, the dates and details of which shall be notified to you sufficiently in advance to enable you to schedule your attendance.
7. In the discharge of your duties and functions as a Non-Executive Director, you shall observe and comply with all reasonable directions from, and all laws applicable to and all regulations of, the Company including, without prejudice to the generality of the foregoing, all laws and regulations from time to time in force with respect to confidentiality, dealings in shares and notifications required to be made by a director to the Company and/or any other regulatory body. In addition, you shall observe, and use your reasonable endeavors to procure that the Company observes, the rules and regulations of the Stock Exchange and The Codes on Takeovers and Mergers and Share Buy-backs.
8. You shall not, either during the term of your appointment as a Non-Executive Director or after the termination of your appointment without limit in point of time:-
 - (a) use to the detriment or prejudice of the Company, its subsidiaries and its associated corporations (the “**Group**”) or divulge or communicate to any person, any trade secret or confidential information concerning the business or affairs of the Group (except to employees or directors of the Group whose responsibility is to know the same or to the professional advisers or agents of the Group owing a duty of confidentiality to the Group) which may have come to your knowledge; or
 - (b) use of your own purpose or for any purpose other than those of the Group any information or knowledge of a confidential nature which you may from time to time acquire in relation to any member of the Group but so that this restriction shall cease to apply to any information or knowledge which may come into the public domain (otherwise than through your default).

9. You shall not, during the term of your appointment and for six (6) months thereafter, be a director or employee of, or have any other material financial interest or involvement in (other than shareholdings of one (1) percent or less in any such company) any business for enterprise which is engaged primarily in the construction industry in Malaysia and which competes directly with the business of the Company, without the prior written consent of the Board, such consent not to be unreasonably withheld or delayed.
10. You shall at all times keep the Board promptly and fully informed (in writing if so requested) of any of your business or other activities which would or is likely to cause you to be in conflict with the interests of the Company.
11. You shall promptly upon request by the Company or in any event upon your ceasing to be a Non-Executive Director deliver up to the Company all lists of clients or customers, correspondence and all other documents, papers and records which may have been prepared by you or have come into your possession as a director of the Company, and, saved as required by law or regulation, you shall not be entitled to and shall not retain any copies thereof. Title and copyright therein shall vest in the Company.
12. You shall have no claim against the Company for damages or otherwise by reason of termination of this appointment letter, other than for any remuneration (to the extent due and unpaid) and other expenses due under Clause 3 herein.
13. You hereby undertake to the Company to provide to the Stock Exchange, pursuant to Rule 3.20 of the Listing Rules, immediately upon your resignation as a Non-Executive Director, an up-to-date contact information, including an address for correspondence from and service of notices and other documents by the Stock Exchange and telephone number;
14. This appointment letter embodies all the terms and provisions of and relating to your appointment as a Non-Executive Director by the Company and is in substitution for and shall supersede all former and existing agreements or arrangements made orally or in writing for your appointment as a Non-Executive Director by the Company.
15. The terms of this appointment letter may only be varied in writing by the parties hereto or their duly authorised agents. In the event of any variation of the remuneration payable to you 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) your appointment as a Non-Executive Director hereunder shall continue subject in all respects to terms and conditions of this appointment letter with such variation as aforesaid.
16. None of the Company's or your rights or duties under this appointment letter may be assigned, transferred, sub-contracted or delegated.

17. The term of this appointment letter shall be governed by and construed in accordance with the laws of the Hong Kong Special Administrative Region of the People's Republic of China. Each of the parties hereto hereby irrevocably submits to the non-exclusive jurisdiction of the Hong Kong courts in respect of all disputes and proceedings arising hereunder.


Please sign, date and return to us the duplicate copy of this appointment letter to confirm your acceptance of its terms.

Yours faithfully,
For and on behalf of
Rimbaco Group Global Limited



Name: Low Seah Sun
Position: Executive Director

I, Tong, Kai Tak, accept the renewal of my appointment as a Non-Executive Director on the terms and conditions as set out above. I further confirm that I fully understand my duties and obligations as a Non-Executive Director of the Company.

Signed: 
Date: 27/4/2026