

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

Date: 6 March 2026

To: Lau Ah Cheng

Dear Mr. Lau,

Renewal of Appointment of Executive Director

We hereby write to confirm the terms and conditions of your renewal of appointment as an executive director of RIMBACO GROUP GLOBAL LIMITED (the “**Company**”):-

1. We shall retain you to act as an executive director of the Company (an “**Executive Director**”) and you shall continue to serve the Company as an Executive Director and where necessary, a director of any subsidiary of the Company (the Company, its subsidiaries and associated companies collectively as 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 an Executive Director shall continue for a period of one (1) year commencing from 28 April 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 an Executive Director shall be subject to the Articles and the Board. 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 director's fees of HK\$37,800 per annum with effect from 28 April 2026 while you remain a director of the Company, or pro-rata amount for any incomplete year, payable in arrears at the end of each calendar month on a 12-month basis from the Company. If you are appointed as a director of another Group company, the arrangements in relation to that directorship will be set out in an agreement to be separately entered with such member of the Group. You are recommended to seek professional advice on whether any amounts paid to you as a director of the Company is subject to any tax including salaries tax, profits tax, capital gains tax, withholding tax in any jurisdiction and you are responsible in making your own tax filings. In addition to the fees mentioned above, the Company will reimburse you for all reasonable out-of-pocket expenses incurred in the discharge of your duties hereunder.

4. For the duration of your appointment, you shall:
- (a) devote such of your time, your attention and skills as may reasonably be required to the duties of your position as an Executive Director and shall faithfully and diligently perform such functions and exercise such powers as are appropriate to your position as an Executive Director;
  - (b) attend 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;
  - (c) use your best endeavours to carry out your duties hereunder and to protect, promote and act in the best interests of the Group;
  - (d) in the discharge of your duties and in the exercise of your powers, observe and comply with all resolutions, regulations and lawful directions from time to time made or given by the Board;
  - (e) devote yourself exclusively (except where the Board agrees otherwise) and diligently to the business of the Group and use your best endeavours to ensure the development and growth of the business of the Group;
  - (f) not, without the prior written consent of the Board, directly or indirectly carry on or be engaged in any other business, trade or occupation, or be concerned or interested in any business which gives rise or which is likely to give rise to an actual or potential conflict in terms of interest or time with your duties to the Company or any other Group Company, however this prohibition does not apply if your involvement is limited to holding, directly or through nominees, 5% per cent or less in aggregate of any class of shares, debentures or other securities of any company quoted or traded on any recognised investment exchange or stock exchange (as defined by the Malaysian Capital Markets and Services Act, the Hong Kong Companies Ordinance or any equivalent applicable statutory provision);
  - (g) comply with (and use your best endeavours to procure the Company's compliance) with the Articles, the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**") (the "**Listing Rules**") and all other rules and regulations of the Stock Exchange, the Codes on Takeovers and Mergers and Share Buy-backs (the "**Hong Kong Takeover Code**"), the Companies Ordinance, the Securities and Futures Ordinance (Chapter 571 of the Laws of Hong Kong) (the "**SFO**") and all other applicable law, rules, regulations, guidelines and practice notes which are binding on or applicable to the Group or the Director from time to time; and
  - (h) not demand or accept or permit any member of your associates to demand or accept from third parties any gifts, benefits, bribes or other advantages offered or given to you or your associates by acting as an Executive Director of the Company.

5. You shall chair and participate the Nomination Committee and other 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. During the term of your appointment and for twelve (12) months after the termination, you covenant with the Company (on its own behalf and as trustee for any other Group Company) that you will not you will not either alone or jointly, with or on behalf of any person, directly or indirectly:
  - (a) anywhere in the Territory be engaged in or concerned with or interested in any other business, be a shareholder or employed whether as a director, executive partner, agent or otherwise, in any Competitive Business provided that this shall not prohibit the holding (directly or through nominees) of not more than five (5) percent of the issued shares or other securities of any company listed on any recognised stock exchange;
  - (b) solicit or attempt to solicit any business from any of the Company's Customers, Customer Prospects, or Vendors with whom you had material contact during the last 12 months of your appointment;
  - (c) recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any non-clerical employee of the Company with whom you had material personal contact or influence over to terminate their employment relationship with the Company.

You hereby acknowledge and agree that the restrictions contained in this clause are reasonable with respect to their duration, geographical area and scope. You further acknowledge that the restrictions contained in this clause are reasonable and necessary for the protection of the legitimate business interests of the Company, that they create no undue hardships, that any violation of these restrictions would cause substantial injury to the Company and such interests, and that such restrictions were a material inducement to the Company to enter into this Agreement. While you and the Company (and each other Group Company as may be applicable) mutually acknowledge and agree that the restrictions are considered reasonable in all the circumstances, it is hereby agreed that if for any reason, 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 Company's or other Group Company's (as the case may be) legitimate interest, the restrictions shall be effected to the fullest extent permissible under applicable law. If any provision or part of a provision in this clause is held or found to be void, invalid or otherwise unenforceable, it shall be deemed to be severed from such clause but the remainder of such clause shall remain in full force and effect.

The Company shall be entitled to seek to enforce any of the above restrictions not only on behalf of itself but also on behalf of any other Group Company.

You also acknowledge that any breach by you of any provision of this clause is likely to cause irreparable harm to the Company and/or any other Group Company and their respective interests. You accept that monetary damages are unlikely to adequately compensate the Company and/or any other Group Company in such event and hence in the event of any actual or threatened breach of any provision of this clause, you agree that the Company (whether acting on its own account or on behalf of another Group Company) and any other Group Company shall be entitled to injunctive or other equitable relief from any court of competent jurisdiction to enjoin such breach (without being required to post any bond or other security therefore), and you expressly submit to the jurisdiction of any such court for such purpose. You also consent to the issuance by such court of a temporary restraining order to maintain the status quo pending the outcome of any substantive proceedings.

For the purpose of this clause,

“**Competitive Business**” means any business which is the same or substantially similar to any business conducted or carried out by the Company or any other Group Company and with which you were involved to a material extent during your appointment;

“**Customer Prospects**” means any person or entity who is or was a prospective client or customer of the Company or any other Group Company;

“**Customers**” means any person or entity who is or was a client or customer of the Company or any other Group Company;

“**Territory**” means Malaysia, Hong Kong and any other territory in which the Company or any other Group Company conducts business and with which you were involved to a material extent during your appointment; and

“**Vendors**” means any person or entity who is or was a vendor or supplier of the Company or any other Group Company.

7. You shall not (other than in the proper performance of your duties or unless ordered by a court of competent jurisdiction) and you shall procure your associates shall not at any time (either during your appointment or after its termination) disclose or communicate to any person, or use for your own benefit, or the benefit of any person other than a Group Company, any Confidential Information. You must, during your appointment, use your best endeavours to prevent the unauthorised publication or misuse of any Confidential Information. These restrictions in clause shall not apply to any:
  - (a) disclosure or use arising in the proper performance of your duties under this agreement;
  - (b) disclosure or use previously authorised in writing by the Company or relevant Group Company (as applicable);

- (c) information already in the public domain provided that you are not in a position to use that information more readily than others who have not worked for the Company or any other Group Company; or
- (d) disclosure ordered by a court of competent jurisdiction or required by any statutory or regulatory authority.

During your appointment and after your appointment ends you must promptly disclose to the Company or relevant Group Company (as applicable) full details of any knowledge or suspicion you have of any actual or potential disclosure, communication or misuse of Confidential Information by any person including yourself. You must also provide such co-operation and assistance as the Company or relevant Group Company (as applicable) may reasonably require in connection with any action it takes in respect of such disclosure, communication or misuse.

You must not remove from the Company's or relevant Group Company (as applicable) premises or e-mail externally any documents or tangible items which contain any Confidential Information at any time without prior approval from the Board.

All documents, notes, memoranda and other materials (whether in physical or electronic form) containing any trade secret or other Confidential Information or concerning the business dealings, affairs, or conduct of the Company, any other Group Company, its or their staff, suppliers, agents, distributors, customers or other business partners or any similar matters shall be the property of the relevant Group Company and you shall hand them over at the request of and as directed by the Company or relevant Group Company (as applicable) at any time.

For the purposes of this clause, "**Confidential Information**" means information (whether represented in tangible or electronic or any other form) about the Company or any other Group Company and its or their Customers, Customer Prospects, and/or Vendors that is not generally known outside of the Company or relevant other Group Company, which you will learn of in connection with your appointment with the Company. Confidential Information may include, without limitation: (1) information or material that gives or could give the Company or any other Group Company some competitive advantage or the disclosure of which could be detrimental to the Company's or another Group Company's interest; (2) the terms of this agreement, except as necessary to inform a subsequent company of the restrictive covenants contained herein and/or your attorney, spouse, or professional tax advisor only on the condition that any subsequent disclosure by any such person shall be considered a disclosure by you and a violation of this agreement; (3) the Company's or other Group Company's business policies, procedures, finances, systems, ideas, research, strategies and business plans; (4) the Company's or other Group Company's financial projections, including but not limited to, annual sales forecasts and targets and any computation(s) of the market share of Customers and/or Customer Prospects; (5) sales information relating to the Company's or other Group Company's product roll-outs; (6) marketing tools, and/or supplies that you will be provided access to by the Company or other Group Company and/or will create; (7) the identity of the Company's or other Group Company's Customers,

Customer Prospects, and/or Vendors (including names, addresses, and telephone numbers of Customers, Customer Prospects, and/or Vendors); (8) any list(s) of the Company's or other Group Company's Customers, Customer Prospects, and/or Vendors; (9) the account terms and pricing upon which the Company or other Group Company obtains products and services from its Vendors; (10) the account terms and pricing of sales contracts between the Company or other Group Company and its Customers; (11) the proposed account terms and pricing of sales contracts between the Company or other Group Company and its Customer Prospects; (12) the names and addresses of the Company's or other Group Company's employees and other business contacts of the Company or other Group Company; (13) information regarding the personal data, skills or compensation of the Company's or another Group Company's employees and business contacts; (14) the existence of any business discussions, negotiations, or agreements between the Company or another Group Company and a third party; (15) the techniques, methods, and strategies by which the Company or other Group Company designs, develops, manufactures, markets, distributes, and/or sells any of the products sold by the Company or any other Group Company and (16) any information which is a trade secret of the Company or any other Group Company or is otherwise the confidential property of the Company or other Group Company or a licensor or licensee of the Company or another Group Company.

8. 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 conflict with the interests of the Company.
9. You shall promptly upon request by the Company or in any event upon your ceasing to be an 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.
10. 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.
11. 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 an 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.
12. This appointment letter embodies all the terms and provisions of and relating to your appointment as an 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 an Executive Director by the Company.

13. The terms of this Agreement 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 an Executive Director hereunder shall continue subject in all respects to terms and conditions of this Agreement with such variation as aforesaid.
14. None of the Company's or your rights or duties under this Agreement may be assigned, transferred, sub-contracted or delegated.
15. 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.

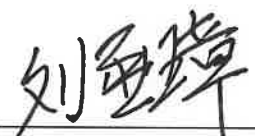
Please sign, date and return to us the duplicate copy of this appointment letter to confirm your acceptance of its terms.

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



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Name: Low Seah Sun  
Position: Executive Director

I, Lau Ah Cheng, accept my appointment as an Executive Director on the terms and conditions as set out above. I further confirm that I fully understand my duties and obligations as an Executive Director of the Company.

Signed:   
\_\_\_\_\_  
Name: Lau Ah Cheng  
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Date: 31st March 2026  
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