

**TFW Management Services Sdn. Bhd.**

(Company No. 202101021064 (1421364-U))  
38, Jalan Perjiranan 15/9,  
Bandar Dato Onn,  
81100 Johor Bahru,  
Johor, Malaysia

5 September 2025

**STRICTLY PRIVATE & CONFIDENTIAL**

Ms. Chia Wen Li  
Lot 2799, Taman Season,  
81500 Pekan Nanas,  
Johor, Malaysia

Dear Wen Li,

**LETTER OF APPOINTMENT**

We refer to your recent interview and are pleased to offer you the position of **Senior Associate** in our Assurance Department based on the terms and conditions as set out below and should be read together with the enclosed detailed policies.

**1. PERIOD OF EMPLOYMENT**

- 1.1 The employment period shall commence from 1<sup>st</sup> October 2025 with a probationary period of three (3) months or as determined by the Management. The Company may extend the probation period at its sole discretion.

**2. DUTIES**

- 2.1 Your duties will be fully explained to you by your manager upon your joining.

**17. NOTICE**

- 17.1 Any notice required to be given under this letter shall be given in writing and in the case of a notice given by the Company to you, service of such notice shall be valid if it is delivered by registered post to your last known place or residence.

**18. OTHER EMPLOYMENT**

- 18.1 You must not, without prior consent of the company be employed in any way for any purpose whatsoever for any part of their time outside business hours.

**19. OTHER TERMS**

- 19.1 The Company reserves at its discretion the right to reassign, transfer, second or rotate you to other divisions, investee companies or companies within the Group as when it deems necessary. If you are re-assigned, your terms of employment shall not be worse off than your prevailing terms.

**20. EMPLOYEE REGULATIONS**

- 20.1 All employees have to conform to the "Employee Regulations" in force from time to time. These regulations will be issued to the employees periodically.

This agreement on your appointment shall be valid for seven (7) days from the date of this letter, after which it will be considered as null and void. If the above terms and conditions are agreeable to you, please confirm your acceptance by signing and returning the duplicate copy of this letter.

We take this opportunity to welcome you to the Company and trust that your association with us will be beneficial and long lasting.

Yours Sincerely,  
For TFW Management Services Sdn. Bhd.

DocuSigned by:



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**Chee Nian Tze**  
Executive Director - Human Capital