

Wing Lee Development Construction Holdings Limited
榮利營造控股有限公司

PRIVATE AND CONFIDENTIAL

Date: 20 September 2024

Mr. Fu He
present

Dear Mr. Fu He,

Independent non-executive directorship with Wing Lee Development Construction Holdings Limited
榮利營造控股有限公司 (the “Company”)

1. Subject to the Company not receiving a written notice of objection from The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) as to your appointment as an independent non-executive director of the Company (the “**Independent Non-Executive Director**”), the Company is pleased to offer to appoint you as an Independent Non-Executive Director. Your appointment as an Independent Non-Executive Director shall be governed by the terms of this letter and shall be subject to the articles of association of the Company (the “**Articles**”), the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Listing Rules**”) and the Companies Act (as revised) of the Cayman Islands (the “**Companies Law**”) (as in force or applicable from time to time).
2. Subject to paragraphs 1, 11, 12 and 13 of this letter, the term of your appointment will commence and become effective from the date which the shares of the Company (the “**Shares**”) are first listed and from which dealings in the Shares are permitted to take place on the Main Board of The Stock Exchange of Hong Kong Limited (or such other date as agreed by the parties hereto) (the “**Effective Date**”), and shall continue for an initial term of three (3) years, subject to renewal, rotation, removal, vacation or termination of such office in accordance with the provisions herein and/or the provisions of the Articles and the Listing Rules, your period of office shall be shortened accordingly.
3. In consideration of your agreeing to accept this appointment, the Company shall pay you a director’s fee in the amount of HK\$300,000 per annum, such payment shall be made by the Company in 12 equal monthly payments of HK\$25,000 each, payable in arrears at or towards the end of each calendar month, pro-rated for part months.
4. The Company shall reimburse your costs, fees and expenses reasonably incurred while performing your duties as an Independent Non-Executive Director, including reasonable meal, travel and accommodation expenses, upon production of valid receipts or supporting documents.

5. You agree to carry out your duties and services as a director of the Company (the “**Director**”) in compliance with the Articles, board practices and procedures and codes of conduct of the Company from time to time in force and provided to you as well as applicable laws and regulations of Hong Kong (including but not limited to the Securities and Futures Ordinance ((Chapter 571 of the Laws of Hong Kong) (the “**SFO**”)) and rules made thereunder, the Codes on Takeovers and Mergers and Share Buy-backs, and the Listing Rules) from time to time in force, and as an Independent Non-Executive Director in compliance with the specific requirements as set out in the Listing Rules in force from time to time including Chapter 3. In particular, as an independent non-executive director of the Company, you will, subject to confirmation of appointment by the Company and your agreement, be required, to sit in one or more committees as the Company may establish, including the Nomination Committee, Remuneration Committee and/or the Audit Committee of the board of directors of the Company (the “**Board**”) with effect from the Effective Date and undertake the duties associated with that position as required by the Listing Rules. You further agree to provide your service and opinion in circumstances anticipated by Chapter 14A of the Listing Rules.
6. You shall (a) devote such of your time, your attention and skills as may reasonably be required to the duties of your office; and (b) faithfully and diligently perform such duties and exercise such powers that are consistent with your office. This will, among other things, include attending Board meetings and general meetings of the Company and meetings of any Board committees of which you become a member.
7. You shall not, either during the term of your appointment as an Independent Non-Executive Director or thereafter (without limit as to time):
 - (a) use to the detriment or prejudice of the Company and its subsidiaries, if any (the “**Group**”) or divulge or communicate to any person, any trade secret or confidential information concerning the business or affairs of the Group (except in the course of your duties and services as a director of the Company to employees or directors of the Group whose province 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 for 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) and shall not apply to information or knowledge developed independently or acquired through means without breach of confidentiality obligations with the Company.
8. You shall not, during the term of your appointment, be a director of any other company (other than any member of the Group) or be directly or indirectly engaged or interested in any other companies which compete with the business of the Group without the prior written consent of the Board, such consent not to be unreasonably withheld or delayed.
9. You shall keep the Board 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 interest of the Company.

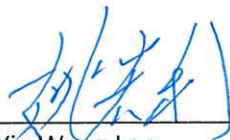
10. You shall promptly upon request by the Company or in any event upon your ceasing to be an Independent Non-Executive Director deliver to the Company all lists of clients or customers, correspondence and all other documents, papers and records which may have been prepared by you or have come into your possession as an Independent Non-Executive Director, and you shall not be entitled to and shall not retain any copies thereof. Title and copyright therein shall vest in the Company.
11. The Directors may be prohibited under the Articles and/or the Listing Rules, from voting at or being counted towards quorum of the directors' meetings of the Company in respect of any resolution in which they are interested, except for those matters permitted by the relevant provisions of the Articles and the Listing Rules.
12. Under the Articles, the office of a Director is liable to be vacated in certain circumstances. In addition, one-third of the directors of the Company are required to retire from office by rotation at each annual general meeting (they may, however, offer themselves for re-election), and any Director appointed to fill any casual vacancy or as an addition to the then existing Board shall hold office until the next annual general meeting (he may, however, offer himself for re-election). Furthermore, the Articles also provide that the shareholders of the Company may, at any general meeting convened and held in accordance with the Articles, by ordinary resolution remove a Director at any time before the expiration of his period of office notwithstanding anything in the Articles or in any agreement between the Company and such Director.
13. The Company shall be entitled (but not obliged) to terminate your appointment as an Independent Non-Executive Director by not less than one (1) month's prior notice in writing (or by payment in lieu of notice) given at any time in accordance with the Listing rules. Furthermore, under the provisions of the Articles and/or the Listing Rules, the Company shall be entitled to terminate your office without prior notice. Such circumstances arise, inter alia, if (i) you shall cease to be, or are removed as, a director pursuant to the provisions of the Listing Rules, (ii) you shall become bankrupt or have made any arrangement or composition with your creditors generally, (iii) you shall become of unsound mind or a person whose estate is liable to be dealt with in any way under a law relating to mental health, (iv) without the permission of the other Directors, you absent yourself from the meetings of the Directors for a continuous period of 6 months; (v) you resign by notice in writing to the Company, (vi) the period for which you are appointed expires, or (vii) you have been convicted of a criminal offence or if you shall cease to be considered independent by the Stock Exchange for the purposes of the Listing Rules, or the Stock Exchange shall become of the view that you do not have the character, experience and integrity to fulfil your role effectively or are unable to demonstrate a standard of competence commensurate with your position as a director of a listed company on the Stock Exchange.
14. You are entitled to resign as Independent Non-Executive Director at any time by giving the Company not less than one (1) month's prior notice in writing (unless a shorter notice period is agreed with the Board) and shall comply with the Articles and the Listing Rules in respect of your resignation. In so doing, you shall simultaneously tender resignation from all your offices (including, without limitation, membership of the Remuneration Committee, the Nomination Committee and/or the Audit Committee and/or any other committees of the Board) and positions (as the case may be) in the Company.

15. You shall be permitted to participate in the share option schemes and the share award schemes of the Company subject at all times to the requirements and/or restrictions of the Listing Rules.
16. You hereby represent and warrant to the Company that:
- (a) you do not hold more than one (1) per cent. of the total issued shares (excluding treasury shares) of the Company, whether legally or beneficially, as at the date of this appointment letter;
 - (b) you have not received any interests in any securities of the Company as a gift or otherwise, or by means of other financial assistance, from a core connected person (as defined in the Listing Rules) of the Company or the Company itself;
 - (c) you are not a director, partner or principal of any professional adviser which currently provides or has within two (2) years immediately prior to the date of your appointment provided services, nor are or were an employee of such professional adviser who is or has been involved in providing such services during the same period, to (i) the Company, its holding company or any of their respective subsidiaries or core connected persons (as defined in the Listing Rules), or (ii) any person who was a controlling shareholder (as defined in the Listing Rules) of the Company, or where there was no controlling shareholder, any person who was the chief executive or a director (other than an independent non-executive director) of the Company, or any of their associates within two (2) years immediately prior to the date of your appointment;
 - (d) you, currently or within one (1) year immediately prior to the date of your appointment, do/did not have any material interest in any principal business activity of or are/were not involved in any material business dealings with the Company, its holding company or their respective subsidiaries or with any core connected persons (as defined in the Listing Rules) of the Company;
 - (e) you are not on the Board of the Company specifically to protect the interest of an entity whose interests are not or may not be the same as those of the shareholders of the Company as a whole;
 - (f) you are not and were not connected (as defined in the Listing Rules) with any Director, the chief executive or any substantial shareholder of the Company within two (2) years immediately prior to the date of your appointment;
 - (g) you are not and have not at any time during the two (2) years immediately prior to the date of your appointment been, an executive or director (other than an independent non-executive director) of the Company, of its holding company or of any of their respective subsidiaries or of any core connected persons (as defined in the Listing Rules) of the Company;
 - (h) you are not financially dependent on the Company, its holding company or any of their respective subsidiaries or core connected person (as defined in the Listing Rules) of the Company;

- (i) you do not have any past or present financial or other interest in the business of the Company or its subsidiaries or have any connection with any core connected person (as defined in the Listing Rules) of the Company; and
 - (j) there are no other factors which are relevant in assessing your independence as a director of the Company under Rule 3.13 of the Listing Rules.
- 17. You hereby undertake to the Company:
 - (a) to inform the Company as soon as practicable if there is any subsequent change of circumstances which includes, but without limitation to, any of the circumstances set forth in paragraph 15 above, which may affect your independence in relation to your appointment as an Independent Non-Executive Director; and
 - (b) to provide an annual confirmation of your independence to the Company.
- 18. We agree and undertake that we will on or shortly after the Effective Date, take out adequate directors' liability insurance for you with a reputable insurance company on such terms and coverage as you may deem reasonably necessary. We undertake to produce and make available to you, as and when so required by you, such policy of insurance together with the receipt for the last payment of premium and a certificate from the insurance company that the policy is fully paid up and in all respects valid and subsisting.
- 19. Subject to the Articles, in consideration of your agreement to act as an Independent Non-Executive Director, we agree and undertake to indemnify and keep indemnified and hold you harmless against all actions, suits, claims (whether or not any such claim involves or results in actions or proceedings), demands, investigations, judgements, awards, proceedings from time to time instituted, made or brought or threatened or alleged to be instituted, made or brought against or otherwise involved and all losses, liabilities and damage suffered and all payments, expenses (including all legal expenses and taxes), costs and charges which you may incur or suffer as a result of agreeing to act as our Independent Non-Executive Director in accordance with the terms herein caused otherwise than by your adjudicated gross negligence, wilful default, conscious and fraudulent bad faiths.
- 20. You undertake to keep confidential all documents and information provided by the Company to you in the course of your duties as a Director.
- 21. This letter is governed by and construed in accordance with Hong Kong law. The parties hereby submit to the non-exclusive jurisdiction of Hong Kong courts. This letter replaces and supersedes all previous contracts, whether written or oral, between you and the Company.

If you are in agreement with the terms set out above, please sign below and return the duplicate of this letter to us for our records.

Yours faithfully,
for and on behalf of
WING LEE DEVELOPMENT CONSTRUCTION HOLDINGS LIMITED
榮利營造控股有限公司



Name: Yiu Wang Lee
Director

I, **Fu He**, agree to the above terms of appointment as an independent non-executive director of Wing Lee Development Construction Holdings Limited 榮利營造控股有限公司.



Fu He

Date: 20 September 2024