



NEW SPORTS MANAGEMENT LIMITED
新體育管理有限公司

Unit 2602, 26/F., Lippo Centre, Tower 1, No. 89 Queensway,
Admiralty, Hong Kong
香港金鐘金鐘道 89 號力寶中心第 1 座 26 樓 2602 室

Tel 電話 (852) 2598 8788
Fax 傳真 (852) 2877 8080

STRICTLY PRIVATE & CONFIDENTIAL

20 December 2018

Ms. Zhan Yushan
At Present

Dear Ms. Zhan,

SUPPLEMENTAL SERVICES AGREEMENT FOR CHIEF LEGAL OFFICER

We have pleasure in confirming your appointment as, besides the Non-executive Director of New Sports Group Limited (“**New Sports**”), the Chief Legal Officer (“**CLO**”) of New Sports Management Limited (the “**Company**”) which is subject to your successful application for the local employment under Admission Scheme for Mainland Talents and Professionals (“**ASMTP**”) with Hong Kong Immigration Department.

Reference is made to the Director’s Service Agreement (the “**Agreement**”) dated 26 October 2018 between you and New Sports. Unless the context otherwise requires, terms used herein shall have the same meanings as contained in the Agreement. For sake of avoiding any doubts or misunderstanding, the relevant terms and conditions of CLO are hereby summarized as follows:

1. SALARY AND BONUS

1.1. Date of Commencement

Your appointment will be the next succeeding work day of the official approval date of ASMTP granted by Hong Kong Immigration Department, if successfully applied.

1.2. Probation

No probation period will be specifically applicable to your appointment as CLO whenever you are holding the office of Non-Executive Director of New Sports.

1.3 Basic Salary

Your basic salary for CLO will be **HK\$30,000** per month payable twelve times a year in arrears and paid at the end of each month which is additional to your position as the Non-Executive Director with New Sports according to Section 4.1 of the Agreement.



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The 13th month salary payment in equivalent to your December's base salary will be payable on or before the seventh (7th) day of the following month.

1.4 Performance Bonus

You will be eligible to be considered for an annual discretionary bonus of the Company, the terms of which may vary from time to time. The bonus will be assessed by factors that New Sports Group Limited and its subsidiaries' companies (the "**Group**") determines to be relevant, such as the Group's performance as well as your performance. However, whether any annual discretionary bonus will be paid, and if so, the payment amount is at the sole discretion of the Management.

2. WORKING HOURS

Please refer to Section 3.2 of the Agreement for the corresponding details

3. TERMINATION

Please refer to Section 14 of the Agreement for the corresponding details.

4. LEAVE ARRANGEMENT

Please refer to Section 8 of the Agreement for the corresponding details.

5. BENEFITS

Please refer to Section 6 of the Agreement for the corresponding details.

6. TAXATION

It is your responsibility to pay to the Inland Revenue Department, income tax on salaries, bonuses and other taxable payments received from the Company in line with current taxation regulations.

7. CONFIDENTIALITY

Please refer to Section 11 of the Agreement for the corresponding details.



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8. MISCELLANEOUS

This appointment and any disputes relating to this appointment, including those pertaining to or arising out of its interpretation, performance, amendment or enforcement shall be governed by and construed in accordance with the laws of Hong Kong and the parties submit to the non-exclusive jurisdiction of the Hong Kong Courts and Labour Tribunal.

Yours faithfully
For and on behalf of
New Sports Management Limited

Director

I confirm that I accept the above terms of employment and agree to be bound by the terms and conditions of such employment as stated above.

Zhan Yushan

Date:

2018.12.21