

REFOCUS LIMITED

Florinis 7, GREG TOWER, 2nd floor, 1065 Nicosia, Cyprus
Reg. No.: HE 417421

STRICTLY PRIVATE AND CONFIDENTIAL

Dear #####.

We are pleased to invite you to join the Advisory Board at Refocus.

Refocus is a platform that transforms people into IT professionals in 12 months.

Our Big Ambitious Goal is to employ a million people in the next 5 years and become a unicorn in the SEA region.

What we need from you:

Consulting - 3 hours per week (maximum limit).

Mentioning your name in investor press, on our websites and social media accounts, promotional materials

If more hours are required, they are paid separately at a pre-agreed hourly rate in cash.

Areas where we need help:

- HR management / Recruitment
- Strategic Vision.
- Introductions to partners/investors.
- Spreading the word of mouth about Refocus among various partners and the business community.

Shares we give: 0.1% non-voting shares in the share capital of our holding company Refocus Limited (incorporated in Cyprus) after the execution of the Advisor Agreement between you and Refocus Limited¹. The number of shares may be increased depending on your contribution up to 0.25% non-voting shares in the share capital of our holding company Refocus Limited subject to the approval of the Refocus shareholders.

Examples of contribution that might lead to the increase of incentive in shares:

- Assistance in attracting a large investor.
- Advice that gave a large increase in revenue or allowed for faster scaling.

Membership on the Refocus's Advisory Board is completely terminable "at-will." As a result, either the Company or you are free to terminate the relationship at any time, for any reason or for no reason.

In accepting this offer, you are representing to us that (i) you do not know of any conflict which would restrict your service on the Advisory Board and (ii) you will not provide Refocus with any documents, records, or other confidential information belonging to other parties.

This offer is contingent upon your execution of the Advisor Agreement with Refocus (will be provided to you at the later stage). Nothing in this letter should be construed as an offer of employment or a seat on the Company's Board of Directors. If the foregoing terms are agreeable, please indicate your acceptance to your main contact with Refocus, and we will start the legal work promptly.

¹ The shares will be issued and allotted within sixty (60) days from the date of the execution of the Advisor Agreement, subject to the Refocus shareholders approval and provision of requested KYC documents.