



宏安集團有限公司
WANG ON GROUP LIMITED
(Incorporated in Bermuda with limited liability)

29 October 2008

PRIVATE & CONFIDENTIAL

Mr. Lee Peng Fei, Allen
11 Windsor Park
Ma Ling Ping
Kau To
Shatin
New Territories

Dear Dr. Lee

Wang On Group Limited (the "Company")
Renewal of Service Agreement of Independent Non-executive Director

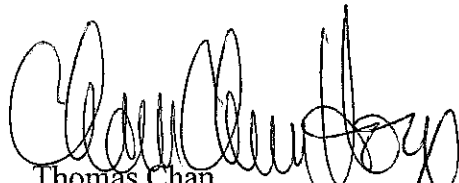
We refer to the service agreement entered into between your goodself and the Company on 1 February 1997 and subsequent renewal(s).

We hereby confirm that the term of your appointment shall continue for a period of 3 calendar years subject to the provisions of the Bye-laws of the Company or any other applicable laws whereby you shall vacate your office. In particular, the term of your appointment shall be subject to your re-election following retirement by rotation or otherwise in accordance with the provisions of the Company's Bye-laws at any subsequent annual general meeting at which you are required to retire.

We also confirm that your annual director's fee shall remain HK\$297,000. Other terms and conditions of your service agreement remain unchanged.

We should be grateful if you could sign the duplicate of this letter to signify your acceptance of the terms and return the same to us for completion of our records.

Yours sincerely,
For an on behalf of
WANG ON GROUP LIMITED


Thomas Chan
Managing Director

I accept my term of
appointment set out herein.


LEE Peng Fei, Allen

29 OCT 2008



宏安集團有限公司
WANG ON GROUP LIMITED
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29 October 2008

PRIVATE & CONFIDENTIAL

Mr. Siu Yim Kwan, Sidney
No. 7, 20th Street
Hong Lok Yuen
Tai Po
New Territories

Dear Mr. Siu,

Wang On Group Limited (the "Company")
Renewal of Service Agreement of Independent Non-executive Director

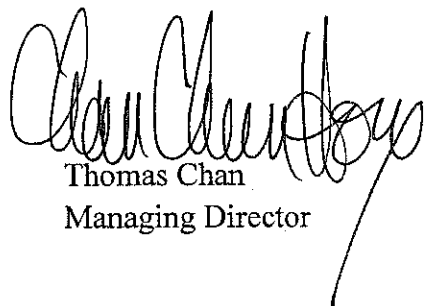
We refer to the service agreement entered into between your goodself and the Company on 1 February 1997 and subsequent renewal(s).

We hereby confirm that the term of your appointment shall continue for a period of 3 calendar years subject to the provisions of the Bye-laws of the Company or any other applicable laws whereby you shall vacate your office. In particular, the term of your appointment shall be subject to your re-election following retirement by rotation or otherwise in accordance with the provisions of the Company's Bye-laws at any subsequent annual general meeting at which you are required to retire.

We also confirm that your annual director's fee shall remain HK\$97,000 and you are also entitled to an additional remuneration of HK\$20,000 per annum determined with reference to your duties as a member of the audit committee of the Company. Other terms and conditions of your service agreement remain unchanged.

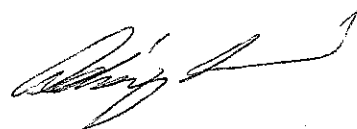
We should be grateful if you could sign the duplicate of this letter to signify your acceptance of the terms and return the same to us for completion of our records.

Yours sincerely,
For an on behalf of
WANG ON GROUP LIMITED



Thomas Chan
Managing Director

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appointment set out herein.



SIU Yim Kwan, Sidney
29 OCT 2008



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29 October 2008

PRIVATE & CONFIDENTIAL

Mr. Wong Chun, Justein
8D, Hibiscus Court
World Wide Gardens
Shatin, New Territories
Hong Kong

Dear Mr. Wong

Wang On Group Limited (the "Company")
Renewal of Service Agreement of Independent Non-executive Director

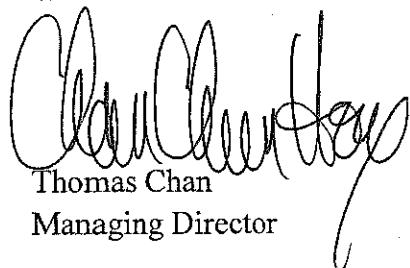
We refer to the service agreement entered into between your goodself and the Company on 1 February 1997 and subsequent renewal(s).

We hereby confirm that the term of your appointment shall continue for a period of 3 calendar years subject to the provisions of the Bye-laws of the Company or any other applicable laws whereby you shall vacate your office. In particular, the term of your appointment shall be subject to your re-election following retirement by rotation or otherwise in accordance with the provisions of the Company's Bye-laws at any subsequent annual general meeting at which you are required to retire.

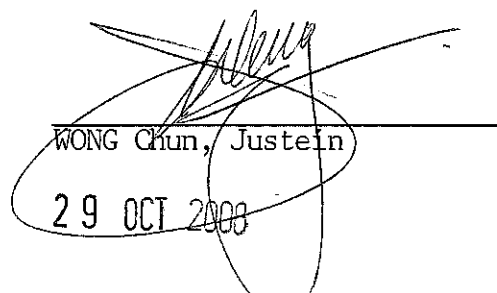
We also confirm that your annual director's fee shall remain HK\$197,000 and you are also entitled to an additional remuneration of HK\$20,000 per annum determined with reference to your duties as a member of the audit committee of the Company. Other terms and conditions of your service agreement remain unchanged.

We should be grateful if you could sign the duplicate of this letter to signify your acceptance of the terms and return the same to us for completion of our records.

Yours sincerely,
For an on behalf of
WANG ON GROUP LIMITED


Thomas Chan
Managing Director

I accept my term of
appointment set out herein.


WONG Chun, Justein
29 OCT 2008



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29 October 2008

PRIVATE & CONFIDENTIAL

Mr. Siu Kam Chau
Flat D, 7th Floor, Tower 8
One Beacon Hill
1 Beacon Hill Road
Kowloon Tong
Kowloon

Dear Mr. Siu,

Wang On Group Limited (the "Company")
Renewal of Service Agreement of Independent Non-executive Director

We refer to the service agreement entered into between your goodself and the Company on 24 September 2004 and subsequent renewal.


We hereby confirm that the term of your appointment shall continue for a period of 3 calendar years subject to the provisions of the Bye-laws of the Company or any other applicable laws whereby you shall vacate your office. In particular, the term of your appointment shall be subject to your re-election following retirement by rotation or otherwise in accordance with the provisions of the Company's Bye-laws at any subsequent annual general meeting at which you are required to retire.

We also confirm that your annual director's fee shall remain HK\$120,000 per month payable bi-monthly in arrears for your services rendered during the term of your services and you are also entitled to an additional remuneration of HK\$20,000 per annum determined with reference to your duties as a member of the audit committee of the Company. Other terms and conditions of your service agreement remain unchanged.

We should be grateful if you could sign the duplicate of this letter to signify your acceptance of the terms and return the same to us for completion of our records.

Yours sincerely,
For an on behalf of
WANG ON GROUP LIMITED

I accept my term of
appointment set out herein.


Thomas Chan
Managing Director


SIU Kam Chau

29 OCT 2008