附件 10 警告函

7 March 2016

BY PROMPT REGISTERED MAIL

Mr. Bao-Ming Lee (李寶明)

Re: Breach of Post-Employment Non-compete Obligations

Dear Mr. Lee:

We, Gloria Pharmaceutical Ltd., Taiwan Branch ("Gloria Taiwan"), hereby notify you that you are in breach of your post-employment non-compete obligations under Article 10 of the employment agreement between you and Gloria Taiwan by virtue of taking up the position as sales manager of Element Pharmaceutical Ltd., Taiwan Branch ("Element Taiwan"), which is a major competitor of Gloria Taiwan.

As the violation of your post-employment non-compete obligations would cause Gloria Taiwan irreparable damage, we hereby demand that you immediately stop working for Element Taiwan and inform Gloria Taiwan in writing (with substantiating documentation) no later than 15 March, 2016 that you have acceded to our demand. If you fail to do so by then, Gloria Taiwan will apply for an injunction and commence any and all other appropriate legal action to prevent you from continuing to breach your post-employment non-compete obligations and to claim for whatever damages that Gloria Taiwan may be entitled to under any applicable law.

We await your prompt response.

Sincerely,

Gloria Pharmaceutical Ltd., Taiwan Branch

General Manager: John Smith