



PRIVATE & CONFIDENTIAL

14 March 2025

Nicolas Tay

BLk 498E Tampines Street 45

#02-404

Singapore 523498

Dear **Nicolas**

Welcome to Razer! We are excited to offer you an employment with **Razer (Asia-Pacific) Pte. Ltd.** (the "**Company**") upon the terms and conditions set out herein (the "**Agreement**"). You will commence full-time work from **21 April 2025 ("Employment Start Date")** unless and until terminated in accordance with the provisions of this Agreement.

Notwithstanding any other provision in this Agreement, your employment with the Company shall be subject to and conditional upon you:

- signing the Confidentiality and Invention Assignment Agreement set out in the Schedule attached to this Agreement;
- successful receipt of satisfactory references from previous employers or suitable referees which the Company may request at any time prior to the Employment Start Date;
- obtaining all necessary governmental approvals and the relevant work passes (where applicable) which are on terms satisfactory to the Company for you to be legally employed in Singapore; and
- not being subject to any ongoing restrictive covenants from any former employer that could prevent you from fully performing your duties at the Company.

The offer of employment contained herein will automatically lapse and shall be of no effect (and this Agreement will not be effective and will have no force or effect) if any of the above conditions are not satisfied or expressly waived by the Company, or if it becomes clear to the Company that any condition will not be satisfied, prior to the Employment Start Date.

Upon acceptance, this Agreement shall supersede any prior terms and conditions of employment between you and the Company (whether express or implied) and you shall be deemed to have accepted the terms and conditions of this Agreement.

We are confident that with your talents and passion, you are the perfect fit for Razer and this position will be an excellent career opportunity for you to make Razer the world's leading lifestyle brand for gamers.

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1. Appointment

- (i) You will hold the appointment of **Product Evangelist (P2)**, or as otherwise specified in writing by the Company.
- (ii) You shall report to Mai Takemori, Associate Manager, Apparel & Partnerships. Notwithstanding Clause 1(i) above, the Company shall have the right, at its sole discretion, to assign you to perform other tasks; to change your duties; to change the location of the place of work (with reasonable notice), transfer your employment to any of Razer Inc. or its subsidiaries and to modify your reporting and organizational structure from time to time and as may be reasonably necessary to respond to the Company's changing business needs.

2. Probation

- i) The first three (3) months of your employment from your Employment Start Date shall be on a probationary basis, during which your performance and suitability for continued employment will be monitored. During the probation period, your employment may be terminated at any time by the Company or you by providing to the other party with two (2) weeks' written notice of termination or salary in lieu of such notice.
- ii) If the Company is satisfied with your work performance, your employment will be confirmed through notification in the Company HRIS system at the end of probation period. However, the Company may, at its discretion, extend the probationary period, and this is without prejudice to the Company's right to terminate your employment before the expiry of the probation period.

3. Remuneration and Benefits

a) **Base Salary**

- i) Your monthly base salary shall be [REDACTED], payable in arrears on the 28th of each Calendar Month ("**Pay Day**") by crediting to your bank account which you have designated to the Company. If the Pay Day falls on a gazetted public holiday or a weekend payment shall be made in advanced to you on the preceding business day.
- ii) Your base salary shall be subject to an annual review in accordance with prevailing Company policy, at the sole discretion of the Company, based on your performance, the external market relativity and affordability of the Company. A salary review does not guarantee you, or confer any entitlement on you to, any increase in your base salary, nor does such review guarantee you, or confer any entitlement on you to, the same increase in your base salary in any subsequent year or period.

For the purposes of this Agreement, "**Calendar Month**" shall mean the period beginning on and including the first day of each calendar month and ending on and including the last day of such calendar month.

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b) Annual Wage Supplement

As an employee of the Company as at 31 December of the relevant calendar year (*notwithstanding that you may have served a notice of termination or have been served with notice of termination as at 31 December of the relevant calendar year*), a sum equal to 1 month's base salary shall be payable to you as the Annual Wage Supplement ("**AWS**") for the relevant calendar year, which sum will be paid together with your salary for the Calendar Month of December of the relevant calendar year. The AWS which you may be entitled to in any calendar year in which you are not employed by the Company for the complete calendar year and any calendar year in which you have taken any period of unpaid leave (including any unpaid infant care leave), will be pro-rated based on your period of employment during such year. Without prejudice to the foregoing conditions, you will not be eligible to receive any AWS, whether in part or in full, if you are no longer in employment with the Company as at 31 December of the relevant calendar year.

c) Performance Bonus

Performance and/or variable bonuses will be at the sole discretion of the Company, based on your performance, the external market relativity and affordability of the Company. Without prejudice to the foregoing, any performance and/or variable bonus which you may be entitled to in any calendar year in which you are not employed by the Company for the complete calendar year (including the calendar year in which you commence employment with the Company and the calendar year in which your employment with the Company is terminated), and any calendar year in which you have taken any period of unpaid leave (including any unpaid infant care leave), will be pro-rated based on your period of employment during such year.

d) Central Provident Fund ("CPF")

If applicable, the payment of your salary shall be subject to such statutory deductions and/or withholdings, including but not limited to, any CPF contributions in accordance with the Central Provident Fund Act (Cap. 36) of the Singapore Statutes.

e) Tax and Deductions

- i) Notwithstanding anything in this Agreement, you acknowledge that you shall be solely responsible for any and all duties, assessments, levies, taxes, withholding taxes, back taxes, social security contributions, penalties, interests, fines, compositions or any other liability imposed by the relevant government authorities arising out of or in relation to your entry into, residence in and/or the exercise of any employment or performance of any services in Singapore or any applicable jurisdiction outside Singapore. You undertake to indemnify the Company and to keep indemnified the Company from all damage, loss and any costs (including without limitation legal costs) in connection with your liabilities mentioned above.
- ii) In addition, subject always to, and to the extent permitted under applicable law, the Company shall be entitled at any time during your employment, or in any event on termination of employment, to deduct from your pay and/or expenses and/or any other monies due to you, the value of any claim

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of whatever nature and in whatever capacity that the Company may have against you, including but not limited to:

- over-payments of salary or expenses;
- loans or advances on wages which the Company may from time to time make to you;
- the cost of repairing any damage or loss to any of the Company's property expressly entrusted to you for custody or for loss of money for which you are required to account, where the damage or loss is directly attributable to your neglect or default;
- any fines or charges imposed upon or any other loss sustained by the Company or any third party, caused by your breach of contract or breach of the Company rules or as a result of your negligence or dishonesty; and
- any sum at any time and for any reason owed by, or which is due and outstanding from, you to the Company.

4. Other Benefits

The Company shall provide employee benefits to you in accordance with its prevailing policies and employee benefits program from time to time. The Company reserves the right to change, modify, discontinue, or terminate, at its sole discretion, its policies and employee benefits program. All benefits provided by the Company are provided subject to the terms and conditions imposed by the Company and/or such third-party providers. You shall not be entitled to any compensation for the loss, or prospective loss, of any employee benefit program arising from any action taken by the Company.

a) Annual Leave

You shall be entitled to 16 days of annual paid leave for each year of service. Your annual leave entitlement shall be taken at a time or times convenient to, and as may be approved by the Company. For incomplete years of service, your annual leave days shall be pro-rated according to the number of months worked in the Holiday Year. Your entitlement of annual paid leave will be adjusted according to the following schedule as per Company's policy:

- 1 to 4 years of service: 16 days
- 5 to 9 years of service: 18 days
- 10 and more years of service: 21 days

The maximum annual paid leave entitlement per Holiday Year is 21 days.



- i) For the purposes of this Agreement, the Company leave year runs from 1 January to 31 December ("**Holiday Year**"). You can carry forward a maximum of five (5) days unutilized annual paid leave to the following Holiday Year to be utilized by end March of the following Holiday Year failing which, any utilized leave will be forfeited.

b) Sick Leave

- i) In the event of any illness, you shall immediately notify the Company and your supervisor by telephone or email, including your anticipated date of return to work.
- ii) You shall, after examination by a medical practitioner/medical officer, be entitled to such paid sick leave as may be certified by the medical practitioner/medical officer, not exceeding in the aggregate: if no hospitalisation is necessary, 14 days in each year; or if hospitalisation is necessary, the lesser of the following: 60 days in each year or the aggregate of 14 days plus the number of days on which you are hospitalised.
- iii) If you fail to comply with the Company's procedures and any statutory procedures relating to sickness notification and to the provision of medical certificates, you may be deemed to have absented yourself from work without the permission of the Company for the days on which you are so absent from work and may forfeit your entitlement to be paid on such days, subject always to applicable law.
- iv) The efficiency of the Company depends on all employees regularly attending work. Any long term or persistent absence may jeopardise the Company's success. In such circumstances, subject to the Company making such investigations as it sees fit, this may result in your employment being terminated. The Company reserves the right, at its sole discretion and at its expense, to require you to undergo a medical examination by a medical practitioner or medical officer of the Company's choice at any time.

c) Other Leave

Subject to your fulfilment of all eligibility requirements, you shall be entitled to all statutory leave of absence including paternity leave, childcare leave, infant care leave, shared parental leave, adoption leave and other statutory leave subject to and in accordance with applicable laws and regulations. In the event the Company is entitled to be reimbursed by the Singapore Government in relation such statutory leave of absence, you undertake to fully cooperate with the Company to ensure that the Company acquires the relevant reimbursement.

d) Public Holiday

You shall be entitled to paid gazetted public holidays in Singapore.



5. Expenses

The Company shall reimburse you in respect of such expenses as may be incurred by you while engaged in the business of the Company as the Company shall consider reasonable (at its discretion), upon the provision to the Company of proper receipts or other evidence of such expenditure, in accordance with the rules and procedures established by the Company from time to time.

6. Working Hours & Place of Work

Your normal place of work is the Company's office in Singapore. The Company reserves the right to change your normal place of work to any other location, giving you reasonable notice. You may also be required to work at different overseas locations from time to time to attend meetings at customer sites and at other Company business locations. If the Company requires you to work overseas, the Company may provide you with written details of any terms and conditions which may apply to that work and to your return to Singapore.

Your normal working hours shall be from 0900 hours to 1800 hours, Monday through Friday, or such other time as stipulated by the Company with a one (1) hour lunch break that you can take anytime between 1130 hours to 1400 hours. You shall be entitled to two (2) rest days per week, Saturday and Sunday.

However, you are expected to use your discretion in managing your time in accordance with business operations needs and maybe required to work beyond normal working hours when necessary for which no overtime or additional remuneration will be paid, unless you are so entitled to, and qualify for, overtime payments under applicable law.

7. Conduct and Discipline

- i) During your employment, you shall faithfully serve the Company and use your utmost endeavours to promote its interests, and devote the whole of your time, attention and abilities to the Company.
- ii) You shall not, during the continuation of your employment, engage in any other employment or activity, in the absence of prior written approval from the Company (which may be withheld by the Company at its sole discretion).
- iii) You shall disclose fully to the Company any and all facts and circumstances in respect of which there is or might be, or which may appear to be, a conflict of interest between the Company or any related corporation and you or persons related to you.
- iv) You shall not enter into any pecuniary obligation which would render you financially embarrassed or allow yourself to be in a situation where your private interest conflicts with the interest of the Company. This includes, without limitation, receiving improper personal benefits as a result of your

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position in the Company or competing with the Company directly or indirectly for business in order to secure personal gains.

- v) The Company is committed to providing and maintaining an environment that is free from all forms of harassment and to treating all individuals with dignity and respect. Harassment of any kind will not be tolerated.
- vi) You agree that collectively employees have a responsibility for safe-guarding and making proper and efficient use of the Company's property. Each employee also has an obligation to protect the Company's property from loss, damage, misuse, theft, embezzlement or destruction. Any situations or incidents that could lead to such result should be reported immediately to your supervisor or manager.

8. Termination

- i) Subject to Clause 2(i) above, this Agreement may be terminated by you or by the Company upon giving the other party one (1) months' written notice of termination or by paying salary in lieu of such notice. Payment for salary in lieu of notice shall consist of your monthly gross salary.
- ii) The Company further reserves the right to suspend you from employment during any period where the Company is investigating any alleged misconduct or breach of any Company policies or regulations by you. The Company reserves the absolute right to require you not to attend work and/or not to undertake all or any of your duties of employment during any period of notice (whether given by you or the Company) ("**Garden Leave**") or during any period of suspension. However, during Garden Leave or suspension from employment, the Company shall continue to pay your salary and contractual benefits whilst you remain employed by the Company.
- iii) Notwithstanding any other provision in this Agreement, the Company shall be entitled to, at its sole discretion, terminate your employment immediately at any time without notice and without any payment of salary in lieu of notice and/or any compensation whatsoever if:
 - you are convicted by a court of law of any criminal offence;
 - you are found guilty of fraud or dishonesty or any conduct tending to bring yourself or the Company into disrepute;
 - you are engaged in serious or persistent misconduct or, without reasonable cause, neglect or refuse to attend to your duties or fail to perform any of your obligations hereunder or breach the terms of this Agreement, or fail to observe the Company's disciplinary rules or any other regulations of the Company from time to time in force or for poor performance;



- the Company has reason to believe that you have been guilty of any gross negligence, gross misconduct, breach of trust or any other act which is likely to damage or adversely prejudice the reputation or interests of the Company;
 - you wilfully or negligently breach any legislation or any regulation to which the Company may be subject which may result in any penalties being imposed on yourself or any directors or other officers of the Company; or
 - be deemed to be unable to pay any debt or enter into any proposal with or convene a meeting of your creditors for the purpose of a composition in satisfaction of any debt or a scheme of arrangement of your affairs or be adjudged a bankrupt.
- iv) Before your Termination Date, you shall deliver to the Company any and all drawings, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to the Company or any reproduction thereof which may have been provided to you during the course of your employment with the Company, and you shall not undertake or cause any action or deed to be done which might in any way affect the Company's reputation or good standing, or those of its products or services.
- v) In relation to all electronic devices, you shall provide to the Company each device together with all peripheral equipment, power leads and software related to each of them and, for each device, a list of all passwords, PINs, user names, combinations, access codes and any other information which may be necessary to access that device, and you shall not delete, copy (including copying through forwarding or other transmission), deliberately alter or manipulate, or make unauthorised use of any data (including metadata) stored on any electronic device before you return it.
- vi) Should you have any unpaid or pending obligations to the Company, monetary or otherwise, upon the termination of your employment for any reason or cause, you expressly agree and authorise the Company to make the necessary deductions from your salary and any other amounts or benefits that may be due to yourself, to effect settlement or payment of your unpaid or pending obligations. This is without prejudice to the right of the Company to effect settlement or payment of your obligations through other legal means should the salary and any other amounts or benefits due to yourself be insufficient to cover your unpaid or pending obligations.
- vii) You agree that you will execute an undertaking that you have complied with your obligations under this Clause 9 if requested to do so by the Company.
- viii) You agree that you will not wilfully or maliciously, falsely criticize, disparage or otherwise demean the Company and its respective affiliates, officers, directors, employees, products and/or services in any way, including on social media.
- ix) The termination of your employment for whatever reason shall be without prejudice to any rights or liabilities of the parties which have accrued on or before the termination of your employment with the Company.

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- x) For the purposes of this Agreement, "**Termination Date**" means date on which your employment with the Company terminates or determines, howsoever arising.

9. Personal Data

- i) You understand and agree that the Company will collect, process and use your personal data (including data obtained during your recruitment process and in the course of your employment), and may disclose such personal data to its service providers, consultants, professional advisors and financial institutions for processing, all for the purposes of:
- managing the Company's human resources including payroll processing and talent development and management;
 - managing or terminating the Company's employment relationship with you, including administering training, staff benefit schemes, leave, medical, attendance and other records, conducting performance appraisals, audits, monitoring usage of Company equipment and computer network resources; and
 - sending communications to you, and handling incidents, complaints and investigations.
- ii) On occasion, the Company may also be required to collect, use and disclose your personal data for carrying out legitimate business processes and activities, including but not limited to publication of your data on the company intranet, for identification verification purposes, safety and security purposes, and/or fulfilling the company's legal or regulatory obligations.
- iii) You hereby consent to the Company's collection, processing, use and disclosure of your personal data in connection with the above.

10. Inventions and Intellectual Property Rights

Any invention, discovery, secret process, improvements or intellectual property made or discovered by you during the term of your appointment arising in connection with or in any way relating to the activities of the Company or capable of being used or adopted for use by the Company shall be disclosed forthwith in writing to the Company and shall belong to and be the absolute property of the Company. You undertake to sign all documents and do all things necessary to ensure that all intellectual property rights are transferred and/or vested in Razer or its designated nominee. It is a strict condition of this employment that the Confidentiality and Invention Assignment Agreement attached as the Schedule to this Agreement is duly executed by you.

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11. Confidentiality

- i) You are required to maintain and keep strictly confidential all information of a confidential nature which is made known to you or which you may acquire during the course of your employment with the Company. You shall not, at any time, during or after the termination of your employment with the Company disclose, use or allow the use of such confidential information or communicate directly or indirectly to any unauthorised person, or retain in your possession or control any document, note or information of a confidential nature. In the course of your employment with the Company, you may be involved in projects which are undertaken by the Company in collaboration with third parties. You shall, if so required, execute confidentiality agreements whether in respect of such projects or otherwise in such form and on such terms as may be determined by the Company.
- ii) You shall not divulge to any person your remuneration and shall do your utmost to prevent such disclosure.

12. Restrictions on Termination of Employment

You hereby agree that you will not for the period of six (6) months immediately following the Termination Date, whether on your own behalf or in conjunction with or on behalf of any other person, company, business entity or other organisation whatsoever, directly or indirectly:

- a) induce, solicit, entice or procure any person who is an employee of the Company to leave the Company's employment; or
- b) be personally involved to a material extent in accepting into employment or otherwise engaging or using the services of any person who is an employee of the Company.

13. Company Regulations

- i) During your employment with the Company, you shall be bound by the terms and conditions of the Company Employee Handbook, regulations, policies and directives of the Company as may from time to time be made or amended. The terms of the Company Employee Handbook, regulations, policies and directives shall be deemed to form an integral part of this Agreement unless expressly stated otherwise.
- ii) The Company shall have the right to alter and amend the Company Employee Handbook, regulations, policies and directives of the Company as well as any of the terms of your employment as it deems fit, and such alteration or amendment shall become fully effective and a binding term of your employment upon such notification to you. It is your responsibility to comply with the most updated version of any of the Company's policies and terms and conditions which may be amended from time to time at the Company's discretion.

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- iii) In the event of any conflict between the terms of this Agreement and the terms of the Company Employee Handbook, the terms of this Agreement shall prevail. A copy of the most current version of the Employee Handbook can be obtained in the Company's Sharepoint webpage.

14. Governing Law

- i) This Agreement shall be governed by and construed in accordance with the laws of Singapore and both you and the Company agree to be subject to the exclusive jurisdiction of the Singapore courts.
- ii) This Agreement, the Schedule, the Company Employee Handbook and the various Company's regulations, policies and directives are strictly personal to you and the Company. You shall not disclose the terms to any third party without the prior written consent of the Company, other than your professional advisers or as may be required by law.

15. Miscellaneous

- i) The Company may assign the benefit of or any rights or obligations under this Agreement at any time, but you may not assign or purport to assign any benefit, right or obligation under this Agreement.
- ii) If any provision of this Agreement is held to be invalid or unenforceable, then such provision shall (so far as it is invalid or unenforceable) be given no effect and shall be deemed not to be included in this Agreement but without invalidating any of the remaining provisions of this Agreement.
- iii) No failure or delay by a party in exercising any right or remedy provided by law under or pursuant to this Agreement shall impair such right or remedy or operate or be construed as a waiver or variation of it or preclude its exercise at any subsequent time and no single or partial exercise of any such right or remedy shall preclude any other or further exercise of it or the exercise of any other right or remedy.
- iv) This Agreement may be executed by the parties in any number of counterparts, each of which is an original but all of which together constitute one and the same instrument. Any party may enter into this Agreement by executing any such counterpart.
- v) The parties agree to perform (or procure the performance of) all further acts and things, and execute and deliver (or procure the execution and delivery of) such further documents, as may be required by law or as the other party may reasonably require to implement and/or give effect to this Agreement and the transactions contemplated by it.
- vi) The provisions of this Agreement which are capable of having or contemplated to have effect after the expiration or termination of this Agreement shall remain in full force and effect following the expiration or termination of this Agreement.



This offer is valid for five (5) days from the date of the letter. Please confirm your acceptance of the above terms and condition by signing and returning us the duplicate copy of this Agreement and the Schedule.

Yours faithfully,

RAZER (ASIA-PACIFIC) PTE. LTD.

A handwritten signature in black ink, appearing to read 'Serene Toh', is written over a dashed line.

Serene Toh
Director, Human Resources

ACCEPTANCE

I, **Nicolas Tay**, holder of NRIC/Passport No./FIN No. ____  ____ hereby confirm that I have read and understand the above terms and conditions and accept all the terms and conditions in this Agreement.

A handwritten signature in black ink, reading 'Nicolas Tay', is written over a dashed line.

Signature

____ 17 Mar 2025 ____

Date



SCHEDULE

CONFIDENTIALITY AND INVENTION ASSIGNMENT AGREEMENT

This Confidentiality and Invention Assignment Agreement (this “**Agreement**”) is entered into on **14 March 2025**, between **RAZER (ASIA-PACIFIC) PTE. LTD.** (the “**Company**”), and **Nicolas Tay** (the “**Employee**”).

WHEREAS:

The Company operates in a very competitive business environment and needs policies such as this relating to Confidential Information and Intellectual Property Rights. The Employee acknowledges this, and agrees (a) to keep in strictest confidence all of the Company’s Confidential Information; (b) to only use the Confidential Information for the exclusive benefit of the Company; (c) that any and all inventions that the Employee creates in the course of employment will be owned by the Company; (d) that the Employee’s prior and continuing activities separate from the Company will be disclosed to the Company and will not conflict with the Company’s development of its proprietary rights; and (e) that upon any termination of employment, the Employee will not use their prior position with the Company to the detriment of the Company.

IN CONSIDERATION of the Company’s payment of compensation and disclosure of Confidential Information to Employee, Employee acknowledges and agrees with the Company as follows:

1. Effective Date

This Agreement shall be effective on the earlier of (1) commencement of Employee’s employment with the Company, or (2) the date and time at which any Confidential Information (as defined below) was or is first disclosed to Employee.

2. Protection of the Company’s Confidential Information

a. Confidential Information

The Company has and will develop, compile and own certain proprietary and confidential information. Confidential Information generally includes all information which is not known to the Company’s competitors and the public, and which has or could have commercial value to the Company’s business. It also includes information disclosed by the Company (or its customers, affiliates or vendors) and information developed or learned by the Employee in the course of their employment with the Company, such as Inventions (defined below).

For the purposes of this Agreement, “**Confidential Information**” means (but shall not be limited to) information about the Company’s technology, computer programs, products, product specifications, techniques, inventions, discoveries, improvements, research, test results, or know-how; information regarding the Company’s customers’ and vendors’ identities, characteristics, performance and agreements; information regarding the Company’s affiliates’, sub-affiliates’ and employees’ characteristics, performance and agreements; and information regarding the Company’s marketing, sales and business plans, strategies, forecasts, unpublished financial information, budgets, projections, and efforts. Employee acknowledges that such information is secret, valuable and owned by the Company, and that the Company has exercised substantial efforts to preserve the information’s secrecy.

b. Protection of Confidential Information

During and after employment, Employee agrees to keep confidential, and not use or disclose directly or indirectly to any party, the Confidential Information of the Company, except for the Company’s benefit and in the course of employment with the Company. Employee agrees not to remove or otherwise transmit Confidential Information or Inventions (as defined below) without the Company’s express prior written consent.

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3. Inventions.

a. Disclosure of Inventions

Employee will promptly disclose in writing to the Company all discoveries, developments, designs, ideas, improvements, inventions, formulas, processes, techniques, know-how, and data (whether or not patentable or registrable under copyright or similar statutes) made, conceived, reduced to practice, or learned by Employee (either alone or jointly with others) during the period of his or her employment, that are related to or useful in the business of the Company, or which results from tasks assigned to Employee by the Company, or from the use of premises owned, leased, or otherwise acquired by the Company. For the purposes of this Agreement, all of the foregoing are referred to as “**Inventions**”.

b. Assignment/Ownership of Inventions

Employee acknowledges and agrees that all Inventions belong to and shall be the sole property of the Company and shall be Inventions of the Company subject to the provisions of this Agreement. Employee undertakes to assign to the Company all right, title, and interest Employee may have or may acquire in and to all Inventions. Employee further agrees to sign and deliver to the Company (either during or subsequent to his or her employment) such other documents as the Company considers desirable to evidence the assignment of all rights of Employee, if any, in any Inventions to the Company and the Company's ownership of such Inventions.

c. Power of Attorney

If for any reason the Company is unable to procure Employee's signature on any document necessary to apply for, prosecute, obtain, or enforce any patent, copyright, or other right to protection relating to any Invention, Employee hereby irrevocably designates and appoints the Company and each of its duly authorized officers and agents as his or her agent and attorney-in-fact, to act for and in his or her behalf and stead to execute and file any such document and to do all other lawfully permitted acts to further the prosecution, issuance, and enforcement of patents, copyrights, or other rights or protections with the same force and effect as if executed and delivered by the Employee.

4. Termination of Employment.

a. Delivery of Documents and Data Upon Termination of Employment

In the event of termination (voluntary or otherwise) of Employee's employment with the Company, Employee agrees, promptly and without request, to delivery to and inform the Company of all documents and data pertaining to his or her employment and the Confidential Information and Inventions of the Company, whether prepared by Employee or otherwise coming into his or her possession or control. Employee will not retain any written or other tangible material containing any information concerning or disclosing any of the Confidential Information or Inventions of the Company.

b. Obligations of Employee after Termination of Employment

In the event of termination (voluntary or otherwise) of Employee's employment with the Company, Employee agrees to protect the value of the Confidential Information and Inventions of the Company and will prevent the misappropriation or disclosure of such Confidential Information and/or Inventions.



5. General Provisions

a. Injunctive Relief

As the Employee acknowledges that any breach of this Agreement may cause the Company irreparable harm for which money is inadequate compensation, Employee agrees that the Company will be entitled to injunctive relief to enforce this Agreement, in addition to damages and other available remedies.

b. Understanding

Employee acknowledges and agrees that the protections set forth in this Agreement are a material condition to his or her employment with compensation by the Company.

c. Amendment and Binding Effect

This Agreement may not be amended except by an instrument in writing signed by both parties. This Agreement shall be binding on the heirs, executors, administrators, and other legal representatives and assigns of Employee, and is for the benefit of the Company and its successors and assigns.

d. Governing Law

This Agreement shall be governed by the laws of the Republic of Singapore.

e. Entire Understanding

This Agreement states the entire understanding of the parties about the described subject matter, superseding all prior or contemporaneous agreements and understanding (whether oral or written) between the parties with respect to the subject matter.

f. Cumulative Remedies

Each and all of the rights and remedies in this Agreement are cumulative and not exclusive of the others or of any right or remedy allowed in law or in equity. No waiver or indulgence by the Company of any failure by Employee to keep or perform any promise or condition of this Agreement shall be a waiver of any preceding or succeeding breach nor be construed as a waiver of any right. The Company shall not be required to give notice to enforce strict adherence to the terms of this Agreement.

g. Severability

If a court declares that any term of this Agreement is invalid or unenforceable, the remainder of this Agreement and the specific provision shall be interpreted so as best to effect the intent of the parties hereto. The parties agree to replace any such void or unenforceable provision of this Agreement with a valid and enforceable provision that will achieve, to the extent possible, the economic, business, and other purposes of the void or unenforceable provision.

The Employee has read this Agreement, confirms that he/she understands and accepts its terms and effect; and agrees to be bound terms.

Signed and agreed to by:

Nicolas Tay

Nicolas Tay

Date: 17 March 2025

For and on behalf of
Razer (Asia-Pacific) Pte. Ltd.

Serene Toh

Serene Toh

Director, Human Resources

Date: 14 March 2025

Nicolas Tay