



PRIVATE & CONFIDENTIAL

26 November 2024

Alistair Kye-An Tan
10A Parry Avenue
Singapore 547236

Dear **Alistair**,

INTERNSHIP AGREEMENT

Welcome to Razer! We are excited to offer you a full-time internship with **Razer (Asia-Pacific) Pte.Ltd.** (the "**Company**") upon the terms and conditions set out herein (the "**Agreement**"). Please take a moment to review the following information, as it outlines the important details of your internship.

1. Your Internship

Your internship is subject to you fulfilling the following conditions prior to the commencement of your internship:

- Providing HR with a copy of your NRIC, passport or such other identification documentation as the Company may consider appropriate
- Providing HR with copies of your educational, professional certificates and/or affiliations (if applicable) as at the date of this Internship Agreement; and
- signing the Confidentiality and Invention Assignment Agreement set out in the Schedule attached to this Agreement.

You will be holding the designation of **Product Management Intern**, reporting Wai Kean Chong, Product Manager. Notwithstanding the 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 internship 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.

Your monthly fixed internship allowance/stipend is **SGD\$1200**.

All amounts payable by the Company to you shall be subject to any deduction and/or withholding which the Company may be entitled or required by law to make.

2. Internship Period

Your internship with the company shall commence on **06 January 2025** and shall end on **27 June 2025**, unless earlier terminated in accordance with this Internship Agreement, or extended by mutual agreement between you and the Company.

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3. Internship Location

You shall be based and shall report on each day of your internship with the Company, at our Razer SEA HQ office. However, you may also be required to, and you shall, if required, work at our other offices or sites during your internship with the Company.

4. Working Hours

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 any time between 1130 hours to 1400 hours. You shall be entitled to two (2) rest days per week, Saturday and Sunday.

5. Insurance

You will be responsible for your own health and life insurance coverage.

6. Central Provident Fund ("CPF")

If applicable, the payment of your allowance 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.

7. Annual Leave

You shall be entitled to 9 days of annual paid leave per year, prorated for the internship duration. Your paid leave entitlement shall be taken at a time or times convenient to, and as may be approved by the Company.

All paid leave must be utilized by the end of your internship period, failing which, any utilized leave will be forfeited without compensation whatsoever.

8. Sick Leave

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.

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, 14 days in each year, prorated for the internship duration.

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.

9. Other Leave

Subject to your fulfilment of all eligibility requirements, you shall be entitled to all statutory leave of absence including military leave and other statutory leave subject to and in accordance with

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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.

10. Public Holiday

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

11. Cessation or Termination of Internship

Your internship with the Company may be terminated early by:

- a) either party giving two weeks' notice in writing to the other party without giving any reasons or by paying the equivalent amount of the internship allowance in lieu of such notice.
- b) the Company, with immediate effect, without giving you any prior notice, if you are found guilty of any misconduct and/or breaches of any of the terms of this Internship Agreement (including but not limited to any serious or repeated breach of the terms of this Internship Agreement) or dishonesty or act in any way which is prejudicial to the interest of the Company and/or which may injure the reputation of the Company.

Any notice is given by you to the Company pursuant to paragraph 10(a) shall be deemed to have been given on the date of receipt by the Company of such notice. Any notice given by the Company to you pursuant to paragraph 10(a) or 10(b) shall be deemed to be given on the date of such notice.

Before or on the last day of your internship, 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 internship 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.

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.

You are reminded that even though your internship may expire or be terminated, you are still required to, on and after the expiry or termination date, comply with any and all of the terms of your internship with the Company which are expressed to or which by its nature is intended to survive such expiry or termination (including but not limited to the confidentiality and intellectual property obligations set out in paragraphs 10 and 11 of this Internship Agreement).

12. Personal Data

You understand and agree that the Company will collect, process and use your personal data (including

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data obtained during your recruitment process and in the course of your internship), 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 internship 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.

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.

You hereby consent to the Company's collection, processing, use and disclosure of your personal data in connection with the above.

13. Confidentiality

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 internship with the Company. You shall not, at any time, during or after the termination of your internship 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 internship 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.

14. Loyalty and Exclusivity

During your period of internship with the Company, you shall in all matters act diligently, honestly and faithfully to the Company and in the Company's best interests and in like manner perform all duties assigned to you and devote your time and attention to the discharge of such duties, and you shall not in any way whatsoever cause or permit any damage to any of the Company's interests. You shall not engage in any business activity contrary to the interests of the Company and must seek the prior written permission of the Company before engaging in any business activities outside the Company, including without limitation and without prejudice to the generality of the foregoing, any activity which:

- a) might involve you in the use or disclosure of Confidential Information and/or any other information which is confidential or proprietary to the Company or to any third party to which the Company owes a duty of confidence; and/or
- b) might result in the making of inventions or the creation of technical information in areas to which your internship with the Company relates; and/or

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- c) involves any organisation with whom you may have dealings on behalf of the Company; and/or
- d) might otherwise detract from your performance of your duties for the Company.

15. Intellectual Property

Any invention, discovery, secret process, improvements or intellectual property made or discovered by you during the term of your internship 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 internship that the Confidentiality and Invention Assignment Agreement attached as the Schedule to this Agreement is duly executed by you.

The terms and conditions in this Internship Agreement are severable and if any of these terms and conditions is held to be invalid or unenforceable by any court, the remaining terms and conditions in this Internship Agreement shall remain valid and enforceable.

Please sign and return the duplicate of this Internship Agreement to the undersigned to signify your acceptance to all the terms and conditions of this Internship Agreement.

Once again **Alistair**, welcome to Razer!

Yours sincerely

RAZER (ASIA-PACIFIC) PTE. LTD.

A handwritten signature in black ink, appearing to read 'Serene Toh'.

Serene Toh
Director, Human Resources

ACCEPTANCE

I, **Alistair Kye-An Tan**, holder of NRIC/Passport No./FIN No. **T0030615G** hereby confirm that I have read and understand the above terms and conditions and accept all the terms and conditions in this Agreement.

Signature

Date

Alistair Kye-An Tan



SCHEDULE

CONFIDENTIALITY AND INVENTION ASSIGNMENT AGREEMENT

This Confidentiality and Invention Assignment Agreement (this “**Agreement**”) is entered into on **26 November 2024**, between **Razer (Asia-Pacific) Pte. Ltd.** (the “**Company**”), and **Alistair Kye-An Tan** (the “**Intern**”).

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 Intern 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 Intern creates in the course of the internship will be owned by the Company; (d) that the Intern’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 cessation or termination of the internship, the Intern will not use their prior association with the Company to the detriment of the Company.

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

1. Effective Date

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

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 Intern in the course of their internship 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. Intern 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 the internship, Intern 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 the internship with the Company. Intern 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

Intern 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 Intern (either alone or jointly with others) during the period of his or her internship, that are related to or useful in the business of the Company, or which results from tasks assigned to Intern 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

Intern 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. Intern undertakes to assign to the Company all right, title, and interest Intern may have or may acquire in and to all Inventions. Intern further agrees to sign and deliver to the Company (either during or subsequent to his or her internship) such other documents as the Company considers desirable to evidence the assignment of all rights of Intern, 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 Intern'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, Intern 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 Intern.

4. Cessation of Internship.

a. Delivery of Documents and Data Upon Cessation of Internship

In the event of cessation (voluntary or otherwise) of Intern's internship with the Company, Intern agrees, promptly and without request, to delivery to and inform the Company of all documents and data pertaining to his or her internship and the Confidential Information and Inventions of the Company, whether prepared by Intern or otherwise coming into his or her possession or control. Intern 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 Intern after Cessation of Internship

In the event of cessation (voluntary or otherwise) of Intern's internship with the Company, Intern 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 Intern acknowledges that any breach of this Agreement may cause the Company irreparable harm for which money is inadequate compensation, Intern agrees that the Company will be entitled to injunctive relief to enforce this Agreement, in addition to damages and other available remedies.

b. Understanding

Intern acknowledges and agrees that the protections set forth in this Agreement are a material condition



to his or her internship 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 Intern, 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 Intern 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 Intern 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:

A handwritten signature in black ink, appearing to read 'AKT', is written over a horizontal line.

Alistair Kye-An Tan
Date: 27 Nov 2024

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

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

Serene Toh
Director, Human Resources
Date: 26 November 2024