



PRIVATE & CONFIDENTIAL

17 November 2025

Tan Lee Kiong

Blk 449B Bukit Batok West Avenue 9
#19-82
Singapore 652449

Dear **Kiong**

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 **5 January 2026 ("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.

Tan Lee Kiong