

24 October 2023

Zechariah Tan
Zechariah.tan@steelseries.gg

Dear Zech,

RE: Acknowledgement of Resignation

We acknowledge receipt of your resignation dated 28 September 2023.

As set within Clause 17 of the Employee Handbook, you are required to serve 60 calendar days of notice period. As discussed, we permit clearance of your leave balances, and your employment contract will end on 31 December 2023.

Clearance of Leave		
18-Dec	Mon	1
19-Dec	Tues	1
20-Dec	Wed	1
21-Dec	Thu	1
22-Dec	Fri	1
26-Dec	Tues	1
27-Dec	Wed	1
28-Dec	Thu	1
Total		8 days

You are required to complete all handover of current workload and work processes, by **Thursday, 14 December 2023** and to complete your final offboarding on **Friday, 29 December 2023**.

Your final salary together with any claim reimbursements will be prepared and paid by and before **07 January 2024**.

We would like to take this opportunity to remind you of your obligations under the Non-Disclosure/Non-Compete terms within Clause 18 of the Employee Handbook.

We appreciate your efforts and commitment during your employment and hope that you have enjoyed working with us, and we wish you every success for the future.

Acknowledged and Agreed By:



26th October 2023

Signed:
Zechariah Tan

Signed:
Wallace Lim Shing Shyong, Director
On and behalf of Nahimic Singapore Pte Ltd

NAHIMIC SINGAPORE PTE LTD

Co Reg 201430581W | 189 New Bridge Road #03-01/02 Singapore 059422
www.steelseries.com

EMPLOYEE HANDBOOK V1.1

- 18.1 The Employee undertakes that he / she will not, without the prior written consent of the Company (such consent to be withheld only insofar as may reasonably be necessary to protect the legitimate interests of the Company or any Associated Company) for a period of twelve (12) months after the termination of his / her employment, carry on or engage, directly or indirectly, in any of the countries included within Territory, whether through partnership or as a shareholder, joint venture partner, collaborator, consultant, employee, or agent, or in any other manner whatsoever, whether for profit or otherwise, any business that competes directly or indirectly with the whole or any part of the business of the Company.
- 18.2 The Employee undertakes that he / she will not, without the prior written consent of the Company (such consent to be withheld only insofar as may be reasonably necessary to protect the legitimate interests of the Company or of any Associated Company), for a period of twelve (12) months after the termination of his / her employment, directly or indirectly, on his / her own behalf or on behalf of any person, firm, or company in relation to the provision of any goods or services similar to or competitive with those provided by the Company or by an Associated Company at the time of termination and with which the Employee had been concerned during the twelve (12) months preceding the termination of his / her employment:
- 18.2.1 solicit or canvass the custom of or deal with any person, firm, or company who at any time during the twelve (12) months prior to the termination of his / her employment was a Client or Potential Client of the Company or any of the Associated Companies and (in the case of a Client) from whom the Employee had obtained business or to whom the Employee had provided services on behalf of the Company or any of the Associated Companies or (in the case of a Potential Client) with whom the Employee had dealt with a view to obtaining business for the Company or any of the Associated Companies;
- 18.2.2 employ or offer to employ, or entice away any employee of the Company or any Associated Company who was employed by the Company or any Associated Company at the time of the termination of the Employee's employment, provided that this restriction shall only apply to persons with whom the Employee had worked during the twelve (12) months preceding the termination of his / her employment and shall not include administrative, clerical, or secretarial staff.
- 18.3 The Employee undertakes that he / she will not at any time after the termination of his/her employment, directly or indirectly on his / her own behalf or on behalf of a person, firm, or company, endeavour to impair in any way the relationship between the Company or any Associated Company and any person, firm, or company who or that was, at the termination of his / her employment, and to his / her knowledge, a Client or Potential Client of the Company or of any Associated Company.
- 18.4 The restrictions contained in this Clause 18 are considered by the Employee and by the Company to be reasonable in every respect and under the circumstances. Each sub-clause constitutes an entirely separate and independent restriction, and the duration, extent, and application of each of these restrictions is no greater than is necessary for the protection of the interests of the Company or of any Associated Company.
- 18.5 While the restrictions contained in this Clause 18 are considered by the Employee and by the Company to be reasonable in every respect and under the circumstances, it is recognized that restrictions of their nature may fail for unforeseen technical reasons; accordingly, the Employee and the Company hereby agree that, if any of such restrictions shall be adjudged to be void as going beyond what is reasonable under the circumstances for the protection of the interests of the Company, but would be valid if part of the wording thereof were deleted or altered or the periods thereof reduced or the range of activities or area dealt with thereby reduced in scope, then such restriction(s) shall apply modified.