

EMPLOYMENT CONTRACT

Effective as of 01.05.2025

CP Group

(the "Employer")

John Smith

(the "Employee")

1. Position and Duties

John Smith shall serve as Developer and perform duties as directed by CP Group, effective from 01.05.2025. The Developer shall be responsible for designing, developing, testing, and maintaining the Company's products and services, including but not limited to software, hardware, and systems. The Developer shall also be responsible for ensuring that the Company's products and services meet the Company's quality standards and comply with all applicable laws and regulations. The Developer shall also be responsible for ensuring that the Company's products and services are secure and comply with all applicable laws and regulations. The Developer shall also be responsible for ensuring that the Company's products and services are accessible to the public and comply with all applicable laws and regulations. The Developer shall also be responsible for ensuring that the Company's products and services are compliant with all applicable industry standards and best practices. The Developer shall also be responsible for ensuring that the Company's products and services are compliant with all applicable industry standards and best practices. The Developer shall also be responsible for ensuring that the Company's products and services are compliant with all applicable

industry standards and best practices. The Developer shall also be responsible for ensuring that the Company's products and services are compliant with all applicable industry standards and best practices. The Developer shall also be responsible for ensuring that the Company's products and services are compliant with all applicable industry standards and best practices.

2. Compensation

John Smith shall be paid a salary of 80000 Baht per annum, payable monthly, effective from 01.05.2025, subject to applicable deductions. The salary shall be subject to any changes in the market value of the company's shares or other assets, which shall be communicated to John Smith in writing. Any deductions shall be made in accordance with the Company's accounting policies and procedures. The Company reserves the right to modify the salary package at any time, subject to applicable laws and regulations. This compensation clause shall survive the termination of John Smith's employment with the Company. Any disputes arising out of or in connection with this compensation clause shall be resolved in accordance with the dispute resolution provisions of this Employment Contract

3. Term of Employment

Termination of Employment: Either party may terminate this Agreement immediately upon written notice to the other party if the other party breaches any material term or condition of this Agreement and fails to cure such breach within thirty (30) days after receipt of written notice specifying the breach. In addition, either party may terminate this Agreement immediately upon written notice to the other party if the other party becomes insolvent, makes an assignment for the benefit of creditors, files for bankruptcy, or has a receiver appointed for its business or assets.

Upon termination of this Agreement, all rights and obligations of the parties under this Agreement shall cease, except for those provisions that by their nature are intended to survive termination. This Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective successors and assigns

4. Confidentiality

John Smith shall not disclose any confidential information of the CP Group to any third party during or after the term of his employment with the CP Group, and for a period of three (3) years after the termination of his employment with the CP Group. Confidential information includes, but is not limited to, trade secrets, customer lists, financial information, business plans, and any other information that is not generally known to the public. The obligations of confidentiality set forth in this clause shall survive the termination of John Smith's employment with the CP Group and shall continue for a period of three (3) years after the termination of his employment with the CP Group. The parties agree that any breach of this clause may cause irreparable harm to the CP Group, and that the CP Group shall be entitled to seek injunctive relief, in addition to any other remedies available at law or in equity. This clause shall survive the termination of John Smith's employment with the CP Group

5. Termination

Either CP Group or John Smith may terminate this Agreement with thirty (30) days' written notice, effective from 01.05.2025, or immediately for cause. Upon termination of this Agreement, all rights and obligations of the parties shall cease, except for those provisions that by their nature are intended to survive termination, including but not limited to the provisions related to compensation, benefits, and termination procedures. In the event of termination for cause, the Company shall be entitled to pursue

any and all remedies available at law or in equity, including but not limited to damages, severance pay, and back pay. The parties agree that any dispute arising out of or in connection with this Agreement shall be resolved through arbitration in accordance with the rules of the American Arbitration Association. The arbitration shall take place in [insert location] and shall be conducted by a single arbitrator appointed by the American Arbitration Association. The decision of the arbitrator shall be final and binding on both parties and may be entered in any court of competent jurisdiction. This Agreement constitutes the entire agreement between the parties and supersedes all prior negotiations, understandings, and agreements between the parties. This Agreement may not be amended or modified except in writing signed by both parties.

6. Non-Compete

John Smith shall not engage in competitive activities within the same industry as CP Group for a period of one (1) year from the date of termination of his employment with CP Group on or before 01.05.2025. In the event that John Smith engages in competitive activities within the same industry as CP Group, CP Group shall be entitled to seek injunctive relief and any other remedies available under applicable law. This clause shall survive the termination of John Smith's employment with CP Group

7. Governing Law

The employment contract is governed by and construed in accordance with the laws of the country of Thailand. Any disputes arising out of or in connection with this agreement shall be resolved in accordance with the laws of the country of Thailand. This Agreement constitutes the entire agreement between the parties and supersedes all prior negotiations, understandings, and agreements between the parties. This Agreement may not be amended or modified except in writing signed by both parties.

This Agreement shall be binding upon and inure to the benefit of the parties hereto and their respective successors and assigns

8. Benefits

John Smith is entitled to 15 vacation days as per the terms of his employment contract, effective from 01.05.2025. The vacation days shall be taken from the date of termination of employment, which is 01.05.2025, unless otherwise agreed upon by the parties in writing. In the event that John Smith fails to use his vacation days, he shall be liable to pay interest at the rate of 1.5% per month on the amount due. This clause shall survive the termination of John Smith's employment with the Company. Please let me know if you have any further questions

Employer:

CP Group

Signature:

Name:

Title:

Date:

Employee:

John Smith

Signature:

Name:

Title:

Date: