Employment Contract

Under this employment contract (hereinafter referred to as “Contract”) made and entered into by

and between xxxxxxxxx Limited (hereinafter referred to as “Company”) and xxxxxxxxx

(hereinafter referred to as “Employee”), the Company and the Employee (hereinafter referred to

as “Parties”) hereby agree as follows and warrant good-faith implementation thereof:

The Parties recite that:

**Article 1 (The term of Contract)**

The Parties agree that this Contract is an open-end employment contract that is effective as of 17th

February 2020 and no term is fixed.

**Article 2 (Probationary Period)**

(1) The Parties agree that the Employee shall be on probation for first three months of employment

and salary shall be paid to the Employee in full during probation.

(2) The Company may discharge the Employee whom it regards as unsuitable for employment at any

given time during or upon expiration of the probationary period by giving a written advance notice

of 30 days to the Employee. Likewise, the Employee may terminate the Contract during probation

by providing a written advance notice of 30 days to the Company. Payment of salary may be made

in lieu of notice.

**Article 3 (Place of Work and Duties)**

(1) Place of work: The Employee will work from his home office in Seoul, South Korea with possible

requirement to travel to other locations during his employment.

(2) The Employee’s duties: The Employee is appointed as the Senior Account Executive, reporting

into xxxxxx – Vice Presider and General Manager - APJ. The Employee shall devote the whole of his

time, knowledge, skills and attention in the performance of his duties to the Company.

(3) If need be, the Company may change the place of work and duties in paragraphs (1) and (2) with

due prior consideration of the Employee’s opinion.

**Article 4 (Working and Recess Hours)**

(1) Working hours: Normal working hours shall be from 9am to 6pm on Monday to Friday of each

week. However, due to the nature of the Company’s business, the Employee agrees to be flexible

and acknowledges that his working hours may be modified in accordance with work requirements.

(2) A recess of one hour to be taken between 12:00 to 14:00 each day from Monday to Friday shall

be granted.

**Article 5 (Working Days and Holidays)**

(1) The Parties agree that the Employee’s working days shall be from Monday to Friday each week,

provided that Saturdays, Sundays and public holidays may not be included in such working days.

(2) Unless otherwise provided in the relevant laws, paid holidays shall be as follows.

1. Public holidays

**Article 6 (Annual Paid Leave)**

(1) The Employee who has worked more than 80 percent of one year shall be granted a paid leave of

15 days per year.

(2) The Employee who has continuously worked for less than one year or who has worked less than

80 percentage of one year shall be granted one paid-leave day for each month. The number of

days of such paid leave which the Employee who has continuously worked for less than one year

has taken shall be deducted from the 15 days mentioned in paragraph (1).

(3) The Company shall grant the Employee who has continuously worked for not less than three years

the paid leave days that are calculated by adding one day for every two continuously working years

excluding the first one year to the 15 paid leave days referred to in paragraph (1). At all times, the

total number of paid leave days, including the additional paid leave days, shall not exceed 25 days

per year.

(4) The Company shall grant the paid leave referred to in paragraphs (1) through (3) at the time when

the Employee applies to take the paid leave. However, in the event that granting the Employee his

paid leave at such time greatly impedes the business operation, the Employee should change the

time for taking his paid leave.

(6) In applying paragraphs (1) through (3), any of the following periods shall be deemed the period of

attendance at work:

1. Period during which the Employee takes time off due to any injury or sickness arising out of

duty;

2. Period during which a woman in pregnancy takes time off due to maternity leave under the

Labor Standard Act

(7) The paid leave referred to in paragraphs (1) through (3) shall, if it is not taken fully in the current

year, expire at the end of the current year. Carry-forward of any unused leave to the next year is

subject to approval from management which must be obtained by 30 November each year.

(8) As for any matters not stipulated in this Article, the Parties agree to comply with Article 60 of the

Labor Standard Act.

**Article 7 (Salary)**

(1) Annual Salary: KRW 120 million, Monthly Salary: KRW 10,000,000

(2) Aside from the salary mentioned in paragraph (1), the Employee is entitled to commission earned

and calculated in accordance to the “Account Executive Commission Plan”, details of which are

separately furnished to the Employee.

(3) The Company shall directly pay the salary and any commission payable for that month to the

Employee on the last working day of each month covering that month from its first day to the last

day through a bank account under the name of the Employee.

(4) Our values are based on hard work, superior customer service and a commitment to deliver

excellence. Our people are rewarded for their positive contributions to improve both team and

business performance. We demonstrate this to our employees through a yearly review and annual

base salary evaluation. Employees must be hired in the first three quarters to be eligible for your

yearly review and base salary evaluation.

**Article 8 (Retirement Benefits)**

(1) In the event of termination of the Contract, the Employee who has worked for at least a year shall

be eligible for retirement benefits that will accrue at the rate of 30 days’ average salary for each

consecutive year of service.

(2) The average salary shall be calculated in accordance with the Labor Standard Act. After the initial

first full year, retirement benefits for a period of less than one full year of employment shall be

calculated on a per diem basis.

**Article 9 (Termination)**

(1) Any Party wishing to give notice of termination of the Contract shall give the other Party thirty

days’ advance notice in writing. Payment of salary may be made in lieu of notice.

(2) Notwithstanding paragraph (1), the Company reserves the right at all times to terminate the

Employee’s service if the Employee is found guilty of criminal conviction of laws or willful breach of

rules and regulations laid down by the Company.

**Article 10 (Miscellaneous)**

(1) Employment pursuant to the Contract is subject to the Employee’s satisfactory completion of

background checks conducted by the Company.

(2) The Employee is also required to review and sign the “Employee Proprietary Information and

Inventions Agreement” which is separately furnished to the Employee.

(3) The Employee is required to participate in and satisfactorily clear the Company’s annual

performance review process.

(4) As for any matters not stipulated in the Contract, the Parties agree to comply with applicable

labor laws of Korea including the Labor Standard Act.

AND IN WITNESS WHEREOF, The Parties hereto have executed this Contract in duplicate, each

party retains one original respectively, as of the day and year below.

Company Representative Signature: Employee Signature:

Dated this 31st January 2020

Company

Address: xxxxxxx

Representative Director

Employee

Address

Name: xxxxxx

Company Representative Signature: Employee Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Attachments:

Proprietary Information and Inventions Agreement

Account Executive Commission Plan