

EMPLOYMENT AGREEMENT

Summerset and Bailey Group
3444 Willowbrook Boulevard, Suite 220, Ho Chi Minh City, Vietnam
Offer date: June 23, 2025

This Employment Agreement (the 'Agreement') is made between Summerset and Bailey Group (the 'Company') and Luna Wilson (the 'Employee') and records the following terms.

1. Position

The Company hires the Employee on a full-time basis as Coordinator in the Finance department, reporting to the Finance Manager, effective July 10, 2025.

2. Salary

The Employee will receive an annual base salary of \$46,600.00, net of applicable taxes and withholdings, paid on the 15th and last day of each month (24 pay periods), reviewed annually pursuant to Company merit and performance policies.

3. Employee Benefits

The Employee is entitled to participate in the Company's medical, dental, and vision plans, a 401(k) plan with Company match, and paid time off, each subject to the relevant plan documents.

4. At-Will Relationship

Employment is at-will and may be terminated by either the Employee or the Company at any time, with or without cause and with or without prior notice, as permitted by law.

5. Confidentiality and Conduct

The Employee agrees to maintain the confidentiality of the Company's proprietary information and to abide by its information-security and code-of-conduct policies.

Accepted and agreed:

_____ Date: _____

Luna Wilson -- Employee (EMP-0037)

_____ Date: _____

Bilal Rodriguez -- Director of Human Resources, Summerset and Bailey Group