

EMPLOYMENT AGREEMENT

Summerset and Bailey Group
3444 Willowbrook Boulevard, Suite 220, Ho Chi Minh City, Vietnam
Offer date: October 15, 2025

The following Agreement (the 'Agreement') confirms the employment offered by Summerset and Bailey Group (the 'Company') to Rania Harris (the 'Employee').

1. Engagement and Start

The Employee is appointed full-time to the position of Coordinator in Finance, reporting to the Finance Manager, commencing October 28, 2025.

2. Compensation

Annual base pay is \$43,900.00, less taxes and withholdings, paid on the 15th and last day of each month (24 pay periods). Pay is subject to annual merit and performance review under Company policy.

3. Benefits

The Employee may take part in the Company's benefit offerings -- medical, dental, vision, a matched 401(k), and paid time off -- consistent with the applicable plan terms.

4. At-Will Employment

This is an at-will relationship terminable by either party at any time, with or without cause or notice, subject to applicable law.

5. Confidentiality

The Employee will protect all confidential and proprietary Company information and comply with the Company's security and conduct policies.

Accepted and agreed:

_____ Date: _____

Rania Harris -- Employee (EMP-0038)

_____ Date: _____

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