

**LETTER OF EMPLOYEE COMMITMENT**  
**(Re: Employee Commitment for Sign-on bonus)**

**TO: Dinh Tran Xin**

You are granted to receive a sign-on bonus amount at 100% of your gross month base salary and this amount will be paid into twice as below:

- 1<sup>st</sup> payment: You will get 50% of sign-on bonus amount after you completed your probationary period and confirmed employment contract with Titan Technology.
- 2<sup>nd</sup> payment: You will get remaining 50% of sign-on bonus amount after you completed 06 working months from your joining date.

We will withhold personal income tax (PIT) before making the payment.

Titan always look toward to the long cooperation between employee and the company, this sign-on bonus is giving with an expectation to cooperate with you in a long-term road.

By receiving this sign-on bonus, you accept to work with the company at least 10 months from the date you joined us.

In case you tender your resignation, you shall return given sign-on bonus amount to the company before leaving as stated in below:

- Resign within 06 months: You will return given 1<sup>st</sup> payment of sign-on bonus to the company and shall not receive remaining 50% bonus as stated above.
- Resign within 10 months: You will return 2<sup>nd</sup> payment of sign-on bonus to the company.

**Employee's acknowledgement:**

I have read and fully agree to this Letter of Commitment and look forward to assisting the organization in my deal role.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Print name: \_\_\_\_\_