

Date 1st December, 2021

Name: Nguyen The Dang

Dr. JOY VIETNAM Company Limited
Representative Mr. Nguyen Thanh Le

Offer Letter - Offer Acceptance

To whom it may concern,

Thank you very much for your time to join the interview with us.

After a careful consideration, we are pleased to announce that you have successfully passed our recruitment processes and are invited to join our company with the following conditions.

We are looking forward to you joining our company.

Best regards,

| | | |
|----|--------------------------|--|
| 1 | Scope of work | Develop company product and relevant tasks |
| 2 | Starting date | To be confirmed |
| 3 | Working location | 789 Building, 147 Hoang Quoc Viet, Nghia Do ward, Cau Giay district, Hanoi city |
| 5 | Working time | 8:15-17:30 (Monday-Friday / 1h15' lunch break/ 11:45-13:00) |
| 6 | Salary | 26,000,000 VND (Gross) ※During 2 months of probation, entitled to receive 85% of the salary |
| 7 | Bonuses | Fixed Tet Bonus (01 monthly salary) Quarterly Performance Bonus (Up to 0.5 monthly salary each) |
| 8 | Pay raise | 2 times per year (April, October) ※Pay raise depends on performance |
| 9 | Insurance | Social insurance, Medical insurance, Unemployment insurance etc. included |
| 10 | Transportation allowance | Pay separately in addition to salary |

The end

I would like to confirm that I shall work in your company with the above mentioned conditions.

Name:

Date: