LimGrow Co., Ltd

Floor 8 AAC Building, 30/4 street, Cam Le, Da Nang.

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Da Nang, August 21, 2025

JOB OFFER LETTER

Dear Mr./Ms.: Nguyen Minh Thang

The Recruitment Board and Board of Directors of LimGrow Co., Ltd. sincerely thank you for taking your valuable time to discuss employment at our Company. The Recruitment Board and Board of Directors acknowledge your capabilities and enthusiasm.

The Company's Board of Directors cordially invites you to collaborate with us:

Job Information:

Job Title: Software Staff.

Reports directly to: Leader

Job Start Date: September 08, 2025

Working Hours and Location:

Working Hours: From Monday to Friday weekly:
Morning: 8:00 AM - 12:00 PM, Afternoon: 1:30 PM – 5:30 PM
Working Location: 8th Floor, AAC Building, Lot 78-80, 30/4 Street, Hai Chau District, Da Nang
Probation Period: Maximum 2 months

Probationary Salary: 85% of official salary (as per Labor Law regulations).

In case you terminate your probation early, the Company will claw back any income tax (if applicable) paid on your behalf, as per legal regulations.

Official Salary (Gross Salary) before deduction of Social Insurance, Health Insurance, Unemployment Insurance, and Personal Income Tax/month: 7,000,000 VND (In numbers) Seven million dong (in words)

Salary will be paid from the 1st to the 5th of each month, via bank transfer.

Bonus and Salary Review:

Salary review twice a year.

Holiday bonuses: Depending on the company's business performance.

Criteria for salary increase review:

Actual working time (from the date of signing the official labor contract)
Individual and project work performance evaluation results
Personal capabilities
Work attitude

Other Benefits:

Leave entitlement: as per Labor Law regulations and Company regulations (12 days/year).

Social Insurance, Health Insurance, and Unemployment Insurance: as per Labor Law regulations and Company regulations.

Provided with a computer for work.

Mr./Ms. Nguyen Minh Thang is responsible for performing assigned tasks and other duties within the scope of their job responsibilities as assigned by superiors, while complying with the Company's internal rules and regulations.

We welcome your joining and hope for a good and long-term cooperation.

LimGrow Co., Ltd