

From: **Panasonic R&D Center Vietnam**

20-Jun-25

To: Mr. Ta Trung Hieu

INCOME PACKAGE OFFER (TENTATIVE)

	I. Working Conditions			
1	Start date (Tentative)	30-June-25		
2	Position	Software Engineer		
3	Section	HDC		
4	Working time	Monday - Friday (8:00 - 17:00) - Flexitime: 9:00 - 16:00/ Lunch: 1 hour		
5	Probation time	02 months (100% Salary)		
	II. Income			
	Item	Detail		Remark
A.1	Basic salary	12,200,000		
A.2	Responsibility Allowance	-		
A.3	Skill Allowance (BJT, AI, Cloud, etc.)			
A.4	PI	1,200,000		
A.5	Housing	-		
A.6	Transportation + Meal allowance	1,600,000	1st month: 500k/22 day * actual working days 50k/meal if work > 4hours	
A	Total Fixed Gross Basic Monthly Income	12,200,000		
B	Total Gross Monthly Income	15,000,000	(Not included bonus)	
C	Bonus (Tentative)	61,000,000	Actual ratio is depend on individual performance & Company business result	
D	Total Gross Yearly Income (Tentative)	241,000,000	Actual ratio is depend on individual performance & Company business result	
D1	Average of gross monthly income (Tentative)	20,083,333	(Included bonus)	

III. Other benefit (for your reference)

	Categories	Detail	Remark
1	Salary review	1 time/year (April)	Increase ratio is depend on individual performance & Company business result.
2	Attractive salary and bonus	100% of the salary and entitlement to insurance coverage during the month probation period.	As company policy
		Company Performance & Individual Performance Bonus	As company policy
3	Allowance scheme	Technical Skill Allowance (AI, Cloud, Security, Scrum/ Agile...)	As company policy
		Language Skill Allowance (Japanese)	As company policy
4	Work-life balance	Core time 9:00 – 16:00 days/ week from Monday to Friday.	As company policy
		Flexible lunchtime	As company policy
		Additional special holiday	As company policy
5	Welfare	Birthday, Birth Gift, Marriage, Condolence, Holiday Benefit.	As company policy
6	Well-being	Annual Health Check	As company policy
		Health Care Insurance, 24/7 Insurance....	As company policy
7	Communication	Team-building, Birthday Party, Year-end Party, Sports Day....	As company policy
		Summer Vacation (Trip to famous tourist spots domestic/ overseas)	As company policy
8	Development	Language Training, Technical Training, Soft-skill Training, On-job Training, Udemty...	As company policy
		Oversea business trips	As company policy