

Notification of Working Conditions (for fixed-term employees)

<p style="text-align: right;">Date: January 14th, 2022</p> <p>To: Aung Paing</p> <p style="margin-left: 150px;"> Company name: Global Walkers (Myanmar) CO., LTD. Company address: Plot No.B-3, Mingaladon Industrial Park, Corner of No.3 Highway Road and Khayebin Road, Mingaladon Township, Yangon Representative's name and title: Mirai Higuchi, Managing Director </p>	
Term of employment	<p>Employment with fixed term (from February 1, 2022 to January 31, 2023)</p> <p>*However, the probation period shall be three (3) months from the date of employment.</p> <p>An employment contract shall be submitted to the Labor Department after such period.</p>
Type of employment	Contract employee
Place of employment	Head office
Job description	Engineer
Start time, finish time, break time and matters relating to overtime work	<p>1. Start time: 8:00, Finish time: 17:00</p> <p style="margin-left: 40px;">Actual working hours shall be 8 hours during the above period of time.</p> <p>2. Break time: 1 hour</p> <p>3. Overtime work: Applicable / Not applicable</p> <p>4. Work on days off: Applicable / Not applicable</p>
Days off	Saturdays, Sundays, national holidays, and any other days designated by Company
Leaves	<p>1. Paid holidays (10 days; They cannot be carried over to the following year and 10 days shall be granted after 12 months of employment.)</p> <p>2. Casual leave (6 days; 6 days shall be granted after the probation period.)</p> <p>3. Medical leave (30 days; 30 days shall be granted after 6 months of employment. They shall be supported by a medical certificate from a certified medical officer, doctor, or other certified medical practitioner)</p>
Wages	<p>1. Basic pay: Monthly pay (420,000 MMK)</p> <p>2. Fringe benefits: -</p> <p>3. Allowances: -</p> <p>4. Extra pay for overtime work, work on days off or late-night work</p> <p>5. Closing date: Last day of each month</p> <p style="margin-left: 40px;">Payment day: 10th day of the following month</p> <p>6. Wage increase: Applicable (Reduction or no change in wage may occur in accordance with performance review.) / Not applicable</p> <p>7. Bonus: Applicable (Month of payment: April) / Not applicable</p> <p>* The amount of bonus shall be determined in accordance with business or financial</p>

	condition of Company, and Employee's work attitude, work performance and length of service on the condition that Employee is employed by Company as of March 31.
Matters relating to resignation/retirement	<p>1. Procedures for voluntary resignation for personal reasons: Employee shall submit a letter of resignation to Company at least one (1) month prior to the date of such resignation.</p> <p>2. Severance pay: Applicable / <u>Not applicable</u></p> <p>3. Service rules / Grounds and procedures for dismissal: As specified in the "Employee Disciplines" and "General Rules" as exhibits attached to the "Employment Contract".</p>
Renewal of employment contract	<p>1. Renewal of employment contract: <u>Renewable</u>(as the case may be) / Unrenewable</p> <p>2. Company shall determine a renewal in accordance with any of the following matters.</p> <ul style="list-style-type: none"> • Workload at the expiration of the contract; • Progress of duties performed by Employee; • Employee's ability, skills, work performance or work attitude; • Business or financial conditions of Company; or • Personnel distribution or staffing of Company.
Insurance	<p>1. Social security board</p> <p>* This insurance shall not be applicable during the probation period.</p>

I, as Employee, hereby understand and agree to the details of this notification of working conditions and the employment contract set forth above.

Date:

Signature:

Employee's Name: Aung Paing