



Kigali, January 6, 2023

**Mr. Alfred Mahame**  
Full-Stack Developer  
MobiCash House  
KN 3 Road, nr 8  
Remera - Kigali

Dear Alfred,

As per my announcement during the end of year speech to staff, I am very pleased to inform you that your salary has been increased. Your contribution and efforts to the company are much appreciated and acknowledged.

This notice serves to advise you of a merit increase in salary in the amount of **Frw 150,000** (One hundred fifty thousand FRW) on your current salary which is 300 000 RFW. Your new salary will be **450,000 Frw** with effective date of the increase is January 1<sup>st</sup> 2023.

However due to current financial circumstances, this amount will not be paid immediately and will accrued as a debt owed by the company to you till the financial situation of the company improve.

This letter serves as a written promise to pay you a cumulated sum of money, at a specified time in the future, expected around May-June 2023 or as earlier as possible.

Thank you for your contributions to MobiCash.

Yours sincerely,

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**Alfred Mahame**  
Full-Stack Developer

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**Patrick Ngabonziza**  
Chief Executive Officer