

Employment Offer Letter

March 13, 2020
Wei Mei Hsu

Dear Wei Mei Hsu,

I am pleased to offer you a position with Cenpiph Limited (the "**Company**") as **UI/UX Designer**, residing in Taiwan, reporting to Clare Yu, Software Engineer Team Lead, commencing on April 13, 2020.

Your employment will be on the terms and conditions set out in the separate **Employment Agreement**. To the extent there is any inconsistency between the terms of the Employment Contract and this letter, the Employment Contract will prevail.

You will also be given the opportunity to earn an annual variable incentive compensation less applicable deductions for tax in accordance with the provisions set out below. For the calendar year **2020**, your basic salary is **TWD 70,000** per month. In addition, you are entitled to earn an additional annual bonus that is equivalent to **1 month** of your basic monthly salary paid annually, for achievement of objectives to be determined within the first month of your start date. Total eligible pretax compensation per annum is **TWD \$910,000**. But your actual entitlement will be prorated based on your start date. All compensation that becomes payable to you will be paid in accordance with the Company's standard payroll procedures and will be subject to deductions for income tax under Taiwan regulation (and any other deductions required by law). The Company will also provide Health Insurance and Labor Insurance.

You should note that the Company reserves the right to modify salaries, bonus/commission plans, and benefits from time to time, as it deems necessary.

Initials WMH

This offer will expire on March 17, 2020.

To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to contact@cenpiph.com. A duplicate original is enclosed for your records. This letter, along with the employment agreement, set forth the terms of your employment with the Company and supersede any prior representations or agreements, whether written or oral. This letter may not be modified or amended except by a written agreement, signed by an officer of the Company and by you.

We look forward to working with you at Cenpiph.

Best regards,

CENPIPH

Chung Ho

Chief Executive Officer

AGREED AND ACCEPTED:

Wei Mei Hsu

3/13/2020

Wei Mei Hsu

Date

04/06/2020

Start Date

SIGNATURE PAGE TO EMPLOYMENT OFFER LETTER