***Personal & Confidential***

Date: Jul/30 2021

To: Huynh Lam Hau Employee code: 1781

Title: Senior Engineer

Department: Backend

From: Noriaki Sakamoto, President

RE: Retention Bonus

Dear Mr. Huynh Lam Hau,

To show our appreciation for your great work, company is offering you a retention bonus. The company is offering this retention bonus because it wants to reward you with additional compensation should certain conditions as specified below be satisfied.

You will receive a retention bonus of VND 80,000,000 if each of the following conditions is satisfied:

1. You satisfactorily perform the tasks and responsibilities that are assigned to you.
2. You must not resign your employment or be terminated current labor contract prior to Jul. 30, 2022.
3. You must extend the Labour Contract with the company at the discretion of the Company in case the current Labour Contract expires before Jul. 30, 2022.
4. If you resign your employment or be terminated current labor contract due to any reason prior to Jul. 30, 2022, you must return full amount of above retention bonus to the company before your last working day.

(4) You sign this memo in the space provided below and return it to the Senior Manager by no later than Jul. 28, 2021.

If the conditions for you to receive the retention bonus are met, the retention bonus would become payable to you on Jul. 30, 2021. Please do not hesitate to contact your Senior Manager should you have any questions about this retention bonus program.

I hope that you can keep up the good work and gain more and more achievements in your career path with RVC. Thank you.

Sincerely yours,

NORIAKI SAKAMOTO

President

EMPLOYEE ACKNOWLEDGEMENT AND SIGNATURE:

I understand that by signing below I confirm that I currently intend to continue employment with the company in my current position through at least Jul. 30, 2022. I understand that I have to return retention bonus of VND 80,000,000 to the company before my last working day if I resign or terminate the current labor contract with company for any reasons before Jul. 30, 2022. I understand that I must keep this retention bonus program as confidential information.

Employee Signature:

(signed)

Employee full name:

Huynh Lam Hau

Date: Jul. 09, 2021