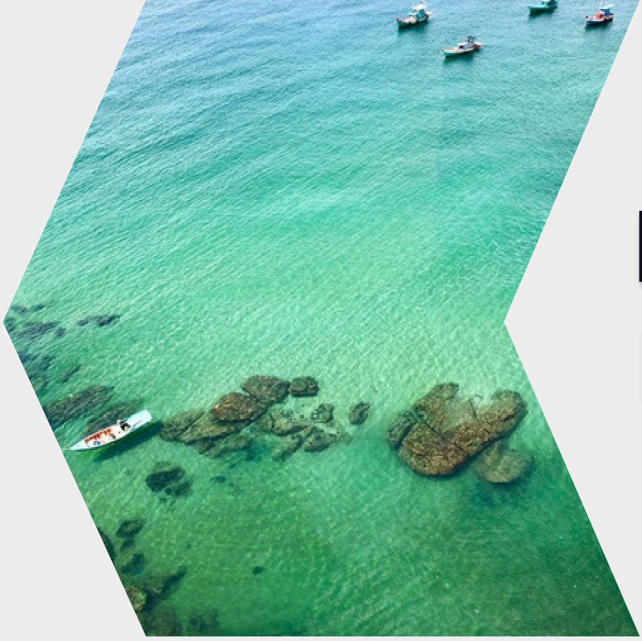
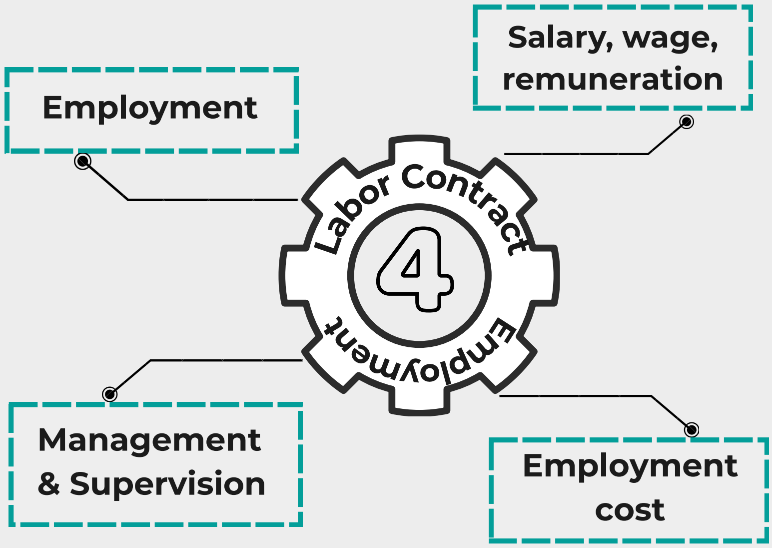


Phu Quoc Island, Vietnam | N2NC

EMPLOYMENT ENGAGEMENT IN VIETNAM

In Vietnam, once an employment is built-up, it is engaged under labor contract.

> Labor contract means an agreement between an employee and an employer on paid work, on wages [salary, remuneration], on working conditions, and on the rights and obligations of each party to the labor relationship.



A legal labour contract generally includes four (4) primary components.

KEY CONTENT OF A LABOR CONTRACT

- Name, address of the employer, full name & title of the authorized person signing labor contract
- Full name, date of birth, gender, residential address, ID (for Vietnamese or Passport number (for expatriate) of the employee
- Job description and workplace
- Term of the labor contract
- Remuneration, allowances & other additional payments, method & payment term
- Regime for wage increases and promotion
- Working hours and holidays [rest breaks]
- Personal protective equipment of the employee
- Compulsory Social Insurance scheme
- Training, vocational qualifications and skills provision/offer

(to be continued)

(to be continued)

PROBATION TIME

The standard duration of the probationary period (maximum basis) is categorized based upon each level of each position and elaborated in the table followings

Position/ Level	Probationary period
Managerial level	Not exceeding 180 days
College level or technical expertise	Not exceeding 60 days
Immediate level or technician	Not exceeding 30 days
Other position	Not exceeding 6 days

During the probation period, either the Company or the employee retains the right to rescind engaged probation or labor contract without advance notice and without paying compensation. The salary will be pro-rated based on actual working days up to the termination

TYPE OF LABOR CONTRACT & EMPLOYMENT ENGAGEMENT

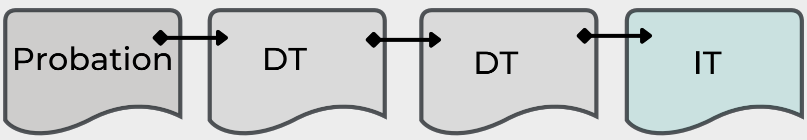
Indefinite-term (IT)

Being a contract in which the two parties do not fix the term nor the time of termination of validity of the contract.

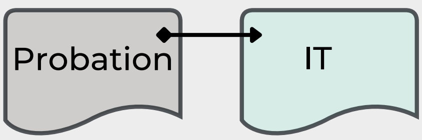
Definite-term (DT)

Definite term labor contract being a contract in which the two parties fix the term and the time of termination of the validity of the contract which must not exceed thirty-six (36) months from the effective date of the contract.

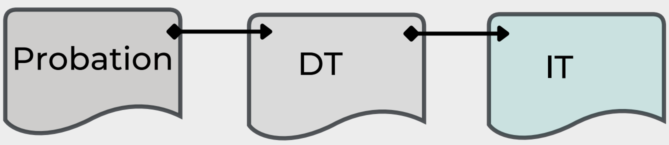
Option #1



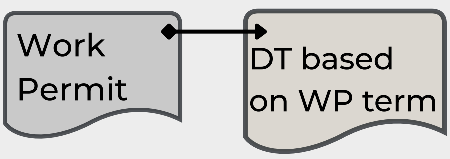
Option #3



Option #2



Expatriate



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