



EMPLOYMENT CONTRACT

This Employment Contract (hereinafter referred to as this “**Contract**”) is made by and BETWEEN

VIRTUOS HOLDINGS PTE. LTD. a private company limited by shares, registered in Singapore under Company Registration Number 201802667E, with principal place of business located at Connexis #05-10, 1 Fusionopolis Way, Singapore 138632a (hereinafter referred to as the “**Company**”)

AND

Johnathan Yong Jun Xiang, a Singapore citizen, NRIC number: S8735433D, (hereinafter referred to as the “**Employee**”)

and is on the following terms and conditions.

Article 1 Representation and Warranties

The Employee hereby represents and warrants to the Company that he/she:

- (1) is permitted to work in Singapore by virtue of the fact that he/she is a Singapore citizen or is in possession of a valid employment pass, entry permit or work permit lawfully issued to him/her, throughout the period of his/her employment with the Company;
- (2) where relevant, has disclosed all his/her particulars as set out in the Company's application form for employment to the Company, and undertakes to disclose any changes in his/her particulars on an ongoing basis, no later than 7 days after each such change; and
- (3) is not in arrears of his/her contributions to the Central Provident Fund Board of Singapore (“**CPF**”) as required under the CPF Act (Cap. 36) of Singapore.

Article 2 Duration and Probation Period

1. This Contract shall commence on the Commencement Date as set out in **Annex** or such other date as may be mutually agreed between the parties. This Contract is subject to a probation period as set out in **Annex**.
2. During the probation period, either Company or Employee may terminate this Contract by providing prior written notice as set out in **Annex**, without cause and without providing any reason.
3. At the end of the probation period, Company may at its sole discretion decide whether or not to confirm this Contract and in the event it decides not to confirm this Contract it may terminate this Contract with written notice to the Employee (which may be with immediate effect), without cause and without providing any reason.

Article 3 Position and Responsibility

1. Employee's position is as set out in **Annex**. He/she should have the professional knowledge and skills that match the job requirements, and be able to complete the work in accordance with the quality and quantity specified by his/her direct supervisor. Depending on the needs of the work or based on the staff's ability and performance, Company can reasonably adjust Employee's job responsibilities. Employee shall follow Company's instructions.
2. The primary location of work for Employee shall be Singapore; Employee understands and agrees that, as necessary for his/her work, he/she may be required to travel to other locations (inside or outside Singapore) from time to time for business, and Employee agrees to accept the work arrangements that are made by Company.
3. Employee understands and agrees that Company has the right to change the position of Employee subject to the demands of business operation or to the capabilities and performance of Employee, and based on the new position to adjust the salary and benefits of Employee, provided that such adjustments have been agreed by the parties or comply with Singapore law.

Article 4 Remuneration

1. As consideration for his/her services, Company will pay Employee a base monthly salary in the amount as set out in **Annex**.
2. Company shall be entitled to deduct from Employee's remuneration (including salary and bonuses) any contributions and deductions it is authorised to deduct under the laws of Singapore (whether for the purposes of CPF contributions or otherwise), as well as such sums as may be agreed with Employee from time to time. Employee hereby authorises Company to deduct from Employee's remuneration any sums due from Employee to Company, including without limitation, any overpayments made to Employee for whatever purpose in excess of Employee's entitlement. Company shall be entitled to make such deductions at any time, whether during the course of or after the cessation of Employee's employment with Company.
3. If standard contributions are payable by Company to the CPF in respect of Employee, they will be paid by Company. Company shall be entitled to deduct the standard contributions required to be made by Employee to CPF, if applicable, from Employee's remuneration.
4. Payment is made in Singapore dollars on a monthly basis, and should be made on the last day of the month. If the last day of the month is a holiday, the payment should be made on the last working day before the holiday.
5. After Company confirms the probation period is successfully completed, Company may at its sole discretion and subject to Employee and Company performance, pay Employee annual bonus of up to the amount as set out in **Annex**. If Company decides to pay the bonus, the payment amount, payment time and payment method are all at Company's sole discretion.
6. Employee shall be entitled to receive such other remuneration as may be set out in **Annex**.
7. Save as required by law, Employee shall be responsible for all filings and payment of his/her personal income tax.

Article 5 Medical and Life Insurance and other Benefits

1. Employee shall be entitled to the employee benefits as may be set out in **Annex**.
2. Employee shall be entitled to all statutory benefits (including protection on retirement and re-employment) for which he/she is eligible.

Article 6 Holiday and Leave

1. Employee shall be entitled to the public holidays in Singapore and statutory leave to which he/she is entitled under the applicable legislation (e.g. maternity/paternity leave). For avoidance of doubt, such statutory entitlements shall override the entitlements otherwise set out in this Contract to the extent that they are applicable and are more favourable to Employee.
2. Subject to Company's policies on annual leave as set out in Company's Employee Handbook, after Company confirms the probation period is successfully completed or the completion of such period as may be prescribed by law applicable to Employee, whichever is earlier, Employee shall be entitled to annual leave as set out in **Annex**, pro-rated for any part of the year and accruable on a monthly basis. Annual leave shall be taken on such dates agreed upon by management which shall consider, whenever possible, the wishes of Employee, subject to the best interests of Company. Annual leave shall be taken during the same year in which it is earned unless otherwise permitted by law or with the approval of the Company (such approval being applicable only for a maximum of 10 days of unused annual leave to be carried over into the following year).
3. Subject to Company's policies on paid sick leave as set out in Company's Employee Handbook, Employee shall be entitled to sick leave as set out in **Annex**. During the period of Employee's sick leave a medical certificate must be provided; if Employee fails to provide such medical certificate, the case shall be regarded as an unauthorized absence.
4. Employee agrees that Company shall have the right to request Employee who asks for sick leave to accept the medical countercheck at the clinic designated by Company at any time. If the qualified doctors believe that the health condition of Employee is fit for work, the inspection fee shall be paid by Employee. If Employee still insists on asking for leave for the relevant period, such leave shall be treated as unauthorized absence. If the doctors believe that the health condition of Employee is not fit for work, such fee shall be paid by Company.
5. Subject to Company's policies as set out in Company's Employee Handbook, Employee shall also be entitled to other leave benefits as may be set out in **the Employee Handbook**.

Article 7 Working Hours

1. The daily working hours are from 9:00 to 18:00 with one hour lunch break (from 12:00 to 13:00) on Mondays to Fridays.
2. In accordance with the special needs of Company, Company may ask for overtime hours from Employee. Only to the extent required by law, Employee shall be entitled to such additional remuneration for work performed outside his/her normal working hours or other entitlements in lieu thereof, as may be prescribed by law.

Article 8 Work Safety and Occupational Risk Prevention Measures

1. Company will comply with Singapore law to ensure that the requirements on occupational safety, health, facilities, and environment and employment conditions are complied with, and supply the necessary labour protection facilities and supplies according to the nature and characteristics of Employee's work. Company may, at its discretion, require Employee to attend relevant training (and Employee agrees to accept such training), formulate operating rules, establish and improve the working system and execute the standards.
2. Company will comply with the relevant Singapore law on prevention of occupational disease to ensure Employee's security and health.
3. Based on the job incumbency taken by Employee, Company shall inform Employee of the knowledge and harm of occupational disease and prevention measures Company has taken.

Article 9 Labour Discipline

Employee shall strictly abide by the employee discipline stipulated in Singapore law and regulations, Company's Employee Handbook and any relevant Company rules and policies. Company rewards the employees who exemplarily observe the labour disciplines and do well in their work; in the case Employee violates the aforementioned rules and regulations, Company shall take disciplinary actions against Employee as the actual situation may be.

Article 10 Suspension and Termination of Contract

1. Company may suspend Employee from his/her employment during any period in which Company is carrying out a disciplinary investigation into any alleged acts or defaults on his/her part.
2. Notwithstanding Article 10.1 above, all the terms of this Contract shall remain in full force and effect and Employee will continue to be bound by the duties of good faith and fidelity to the Company during any period of suspension.
3. This Contract may be terminated with the mutual agreement of the parties.
4. Company is entitled to terminate this Contract immediately under any of the following circumstances, namely:
 - (1) where Employee is proven during the probation period not to meet the relevant job requirements for his/her position;
 - (2) where Employee commits serious violation of Company's prescribed code of conduct or work policies and procedures, including but not limited to theft of physical, or intellectual property, breach of confidentiality obligations, etc.;
 - (3) where Employee commits a serious dereliction of his/her duties or practices graft or favoritism, thereby causing serious losses to Company;
 - (4) where Employee has created a situation of conflict of interest as stated in Article 12 of this Contract, or simultaneously established an employment relationship with another employer, operates, participates in the management, operations or control of, or acts as shareholder, officer, freelance consultant, agent, or representative of, or provides any other services to, any third party without written authorization from the Company and has refused to rectify the matter following a request to do so by Company;
 - (5) where Employee is subject to criminal sanctions in accordance with law; or
 - (6) under any other circumstances stipulated by laws and regulations that permit Company to terminate

this Contract.

5. Company may terminate this Contract with prior written notice as set out in **Annex** to Employee (or by paying Employee base salary in lieu thereof), under any of the following circumstances, namely:
 - (1) where, after taking a medical leave and recuperating from an illness or a non-work-related injury, Employee remains unable to return to his/her original position, and is also unfit for reassignment to other duties;
 - (2) where Employee is unable to fulfill the duties of his/her position, despite undergoing training or a transfer to another position; or
 - (3) where there has been a substantial change in the objective circumstances under which this Contract was executed, thereby rendering the performance of this Contract impossible and, after consultation, the parties fail to agree on amendments hereto that would accommodate such a change.
6. Employee may terminate this Contract under any of the following circumstances involving Company:
 - (1) Where Company has failed to provide labour protection or working conditions as stipulated herein;
 - (2) Where Company has failed to pay remuneration on time or in full;
 - (3) Where Company has failed to contribute CPF contributions on behalf of Employee in accordance with the law;
 - (4) Where Company uses violence, intimidation or an unlawful restraint of Employee's freedom to compel Employee to work;
 - (5) Where Company instructs Employee to violate the law;
 - (6) Where Company instructs Employee to engage in reckless work that endangers the personal safety of the Employee; or
 - (7) under any other circumstances stipulated by laws and regulations that permit Employee to terminate this Contract.
7. Following the confirmation of Employee's employment, Company or Employee may terminate this Contract with prior written notice as set out in **Annex** to the other party (or by paying base salary in lieu thereof), without cause and without providing any reason.
8. If Employee fails to terminate this Contract in writing in compliance with the requirements above and thereby causes financial losses to Company, Employee shall be liable for compensation in accordance with Singapore law and the stipulations of this Contract.
9. Upon the termination of this Contract, unless otherwise agreed by the parties, Employee shall immediately:
 - (1) cease to engage in any activity in the name of Company and, upon Company's request, complete all his/her outstanding work; and
 - (2) hand over to Company completely and in full the work undertaken by him/her in the name of Company during the course of his/her employment.
10. If Employee fails to, upon the Company's request or upon the termination of his/her employment, return to Company any documents (including photocopies thereof) or property belonging to Company, Company is, subject to applicable laws, entitled to make an appropriate deduction from the final amount payable to Employee, and may also adopt other appropriate measures for the purpose of protecting its legal interests.
11. On the Company giving notice to suspend Employee from Employee's employment or either party giving notice to terminate Employee's employment, during such suspension or notice period, Company:
 - (1) shall be under no obligation to vest in Employee or assign to him/her any powers or duties or to provide work for him/her;
 - (2) may prohibit contact between Employee and Company's customers and business contacts, suppliers, employees and/or prospects;
 - (3) may require Employee not to attend work for all or any part of the period of notice and may exclude Employee from any premises of Company; and
 - (4) may require Employee to work from home and/or to carry out exceptional duties or special projects

outside the normal scope of Employee's duties and responsibilities, and

Employee shall not engage in any work outside Company, whether by himself/herself or together with others, and whether for his/her own benefit or for the benefit of others. Company's right to exercise its powers under this Article is subject to Employee continuing to receive his/her salary and all other contractual benefits.

12. In the event of a termination of this Contract by Company involving payment (whether for salary in lieu of notice or otherwise):
 - (1) if Company is required by law to withhold any monies payable to Employee for any purposes until such conditions as are prescribed have been met, this Contract shall be deemed to have been terminated immediately upon Employee being notified of Company's decision to terminate this Contract by payment of salary in lieu of notice notwithstanding that the payment is not made at the time such notification is made due to Company's legal obligations; and
 - (2) if it transpires subsequently that Employee has, prior to the termination of this Contract, breached any of the terms of his/her employment which would entitle Company to terminate his/her employment without notice or payment of salary in lieu of notice, whether pursuant to this Contract or at law, Employee shall forfeit and be liable to Company for the return of all monies and other benefits granted to Employee in connection with the termination of this Contract. This Article shall not affect any other rights (whether under law or equity) that Company may have against Employee in relation to the said breach(es).

Article 11 Confidential information, intellectual property, non-solicitation

Given the highly competitive nature of the business of Company and the confidential nature of the business it conducts with clients, Employee promises and agrees to comply with the terms of each of the following Articles.

1. Employee acknowledges that during the term of his/her employment, he/she may have access to and be entrusted with trade secrets and confidential information of various nature, relating to the current and future business of Company, its clients and suppliers, the disclosure of which, even partial, would be detrimental to Company. Consequently, Employee hereby covenants and agrees, during or after the term of this Contract, not to disclose, publish, communicate, exploit or use, either personally or for the benefit of others, any trade secrets or confidential information which he/she may have access to or which may be entrusted onto him/her in the context of this Contract, except to the extent required to perform hereunder. Company shall take action against employees who violate the rule and impose sanctions according to the degree of seriousness of the case and require Employee to compensate for the losses in line with applicable laws.
2. Employee agrees that any work which he/she may create, alone or with others, is prepared by Employee within the scope of his/her employment with Company, and, to the fullest extent permitted under applicable laws, shall constitute work made for hire. All discoveries, inventions, improvements, ideas, screenplays, creative works, in-house tools, game engines, software programming or other intellectual property that Employee is aware of or which he/she has conceived, perfected, supplied or used in the execution of this contract, whether during or after working hours, shall unconditionally and irrevocably become the property of Company, Employee agreeing both during and after the duration of this Contract, without any additional consideration, to assign and surrender to Company all rights, titles and interests relating thereto, to divulge to Company all information, detail or data pertaining to such rights, titles and interests, to waive any moral rights therein, if applicable, and to execute any document and do everything necessary to give effect to this Article, and to defend and protect the rights, titles and interests of Company in this regard. During the term of and following termination of, this Contract, Employee will not use, or submit to or permit the use by any third parties of, any work belonging to the Company without Company's prior written consent.
3. Employee is fully aware of the importance to Company, its parent and other affiliates that they maintain and develop their business and protect their legitimate interests, Employee hereby covenants and agrees, for such period as may be set out in **Annex**, whether at the instigation of any third party and for any reason whatsoever, not to associate, directly or indirectly, with any employee, client or supplier of Company, its parent or other affiliates with whom Employee had material contact or dealings during his/her employment with Company, not to solicit or induce any discussion to attempt to persuade such person to modify or terminate his/her relationship with Company, its parent and other affiliates, not to hire or entice him/her away from Company, its parent and other affiliates.
4. The materials and data entrusted by Company to Employee to perform his/her daily work shall remain the property of Company and are to be used only in the performance of his/her functions. He/She cannot give them, lend them, nor rent them to anyone else. As regards the assembly and use of a portfolio, Employee shall not include therein any material related to the business of Company, its parent and other affiliates or clients without first obtaining the prior written authorization of Company. Upon the termination of the employment, Employee shall immediately return to Company any material or data in his/her possession which are related to the business of Company.

5. Employee hereby agrees and confirms that the obligations, commitments and restrictions set out in this Article are fair, reasonable and necessary for the protection of Company's lawful interests. Without limiting the generality of the foregoing, Employee agrees and confirms that the restrictions set out in this Contract are reasonable and necessary for the protection of Company's lawful interests, and that these restrictions will not prevent Employee from finding new employment following termination of employment with Company.
6. Employee recognizes and agrees that breach of one of the obligations or commitments set out in this Article will cause serious and irreparable harm to Company for which damages would not constitute adequate remedy. Consequently, Employee agrees and accepts that in the event of a breach of one or more of the obligations or commitments set out in this Article, Company, without prejudice to the rights and remedies at its disposal, will have the right to obtain an interim, interlocutory or permanent injunction by way of order and/or any other fair remedy allowing it to enforce the obligations and commitments set out in this Article.

Article 12 Exclusive Employment and No conflict of Interests

1. During the term of this Contract, without Company's prior written consent, Employee shall not operate, participate in the management, operations or control of, or act as an employee, shareholder, officer, freelance, consultant, agent, or representative of, or provide any other services to, any third party (whether on a full-time or part-time basis). If Employee has caused Company to incur any losses, Company shall be entitled to require compensation for such losses in accordance with applicable laws.
2. If the holding of any directorship or shareholding in any other company by the spouse/family members of Employee results in a conflict of interest between Company and Employee, such holding of directorship or shareholding must be fully disclosed to Employee's supervisor.
3. Employee shall not be directly or indirectly engaged in any business activity or transaction (including the purchase of products) with his/her spouse, Family Members (for the purpose of this Contract, "**Family Members**" include parents, brothers, sisters, children, parents-in-law, brothers (or sisters)-in-law), customers, suppliers, or any third parties that could cause Company's business to suffer any losses in any manner (including entering into any contract in any manner with Family Members, regardless of the monetary value of the contract).
4. Employee shall not be allowed to communicate with the press, deliver external lectures or publish articles or books relating to any matter concerning Company's business or affairs without the prior written approval of Company.
5. Employee shall not allow his/her personal interests to interfere with the proper discharge of his/her duties. In particular, Employee shall not be engaged in any personal transaction that may result in a conflict of interests with Company or its customers or affiliates.
6. Without Company's prior written consent, Employee shall not accept or receive, from any person, company or organization which has business dealings with Company, either directly or indirectly, any commission, rebate, gratuity, gift, favor or monetary benefit. Nor shall Employee ask for or solicit in any manner whatsoever any personal gain from such person, company or organization.
7. Employee shall not take advantage of his/her status as an employee of Company or his/her access to resources, services or information belonging to Company for personal gain.

Any violation of the provisions above by Employee shall constitute a serious disciplinary offence and Company is entitled to terminate this Contract with immediate effect pursuant to Company's policies and Singapore law.

Article 13 Non-Competition

As, amongst other reasons, Employee may from time to time have access to certain trade secrets of Company, Company's affiliates (including without limitation to Company's parent company, group company, its affiliates or subsidiaries) or other third parties which licensed technology to Company in the course of his/her employment with Company, Employee agrees to comply with the terms of each of the following Articles:

1. Employee hereby irrevocably represents and undertakes that, during the period of his/her employment with Company and for such period as may be set out in **Annex ("Non-Compete Period")**, he/she shall not, within Singapore and such geographical areas in which Employee has material dealings or was responsible for:
 - (1) work for any business entity or engage in any kind of business which is of an identical nature to that of Company or in competition with Company, including but not limited to entities which are developing or publishing or distribute video-games (collectively, "**Competitors**"), regardless of the position held by Employee and whether he/she works on a full or part-time basis;
 - (2) engage in any business activity that competes, either directly or indirectly, with that of Company,

whether acting in his/her own name or in another party's name;

- (3) engage jointly with any third party in any business activity that competes, either directly or indirectly, with that of Company; and
 - (4) directly or indirectly hold shares in any Competitor in any name or in any manner.
2. Company is entitled to reduce or waive Employee's non-compete obligations as set forth in Article 13.1 above by providing written notification of the same to Employee.
 3. If Company requires Employee to perform his/her non-compete obligations as set forth in Article 13.1 above, then Company agrees to pay Employee non-compete monetary compensation in the amount as may be set out in **Annex**, payable in monthly instalments on or before the last day of each month by wire transfer (details as set out in **Annex**) commencing immediately upon the termination of Employee's employment with Company until the expiration of the Non-Compete Period.
 4. If Employee violates this Article 13, then Employee shall pay Company a sum equal to **three (3) times of all non-compete monetary compensation payable to Employee**. In addition, Employee shall refund to Company all amounts that he/she has received hereunder in respect of the performance of his/her non-compete obligations. If the said penalty and refund are not sufficient to compensate the actual losses and damages incurred by Company as a result of Employee's violation of this Article, Company shall be entitled to require Employee to compensate it for its actual losses and damages.

Article 14 Data Protection

1. Employee consents to Company or any of its related corporations using, disclosing and/or processing personal data relating to him/her for legal, personnel, administrative and management purposes, including monitoring and recording any use that Employee makes of the Company's electronic communications systems for the purpose of ensuring that the Company's policies are being complied with and for legitimate business purposes.
2. In connection with the consent provided in this Article, Company may make available Employee's personal data to any of its related corporations, those who provide products or services to the Company or any of its related corporations (such as advisers and payroll administrators), regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or the business in which Employee works.
3. Employee consents to the disclosure, processing and/or transfer of his/her personal data to any of Company's related corporations and Company's or any of its related corporations' business contacts outside Singapore in order to further its or their business interests in accordance with the Personal Data Protection Act 2012 (Act 26 of 2012) of Singapore ("**Personal Data Protection Act 2012**").
4. Employee shall comply with the Personal Data Protection Act 2012 when handling personal data in the course of his/her employment including personal data relating to any employee, customer, client, supplier or agent of Company or any of its related corporations.

Article 15 Solution to Disputes

1. Any disputes arising out of or in connection with this Contract, including any question regard its existence, validity or termination, shall be referred to and finally resolved by arbitration administered by The Law Society of Singapore (the "**Law Society**") under the Law Society Arbitration Scheme ("**LSAS**") in accordance with the LawSoc Arbitration Rules of the Law Society for the time being in force, which rules are deemed to be incorporated by reference in this Article ("**Arbitration Rules**"). The seat of the arbitration shall be Singapore. The Tribunal shall consist of one arbitrator. The language of the arbitration shall be English.
2. The parties' submission to arbitration shall not preclude either of them from commencing legal action for purposes of any claim arising out of or relating to this Contract which require interim and immediate relief such as injunctions and Anton Piller orders.
3. The parties further agree that following the commencement of arbitration, they will attempt to resolve the Dispute through mediation under the Law Society Mediation Scheme, in accordance with the Law Society Arb-Med-Arb Procedure under the Arbitration Rules for the time being in force. Any settlement reached in the course of the mediation shall fall within the scope of this arbitration agreement and may be referred to the Arbitral Tribunal appointed in accordance with this Article and may be made a consent award on agreed terms.

Article 16 Notices

1. A notice, approval, consent or other communication in connection with this Contract:
 - (1) must be in writing; and
 - (2) must be delivered personally to or be sent by email to email address of the addressee, specified in **Annex**, or if the addressee notifies another email address then to that email address.
2. A notice, approval, consent or other communication takes effect from the time it is received unless a later time is specified in it.
3. An email is taken to be received on production of proof that the email was sent to the correct email address.

Article 17 Miscellaneous

1. The validity, interpretation and implementation of this Contract, as well as the settlement of any disputes arising hereunder, is governed by Singapore Law.
2. This Contract and the appendices (if any) constitute the entire contract between the parties and supersede all prior discussions, negotiations and contracts. The appendices are a supplement to this Contract and have the same legal effect as this Contract. This Contract comes into effect since the date of signature of Company and signature of Employee.
3. Any amendments to this Contract shall only become effective if such amendments are made in accordance with a written agreement duly signed by the parties. Each party shall retain a copy of the amended employment contract.
4. Matters not included in this Contract shall be dealt with in accordance with Singapore law and any relevant regulations of Company.
5. This Contract is prepared in two (2) sets. Each party will hold one (1) set of original.

IN WITNESS WHEREOF this Contract has been signed by the Parties as of the date above.

COMPANY

DocuSigned by:

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Name: Gilles Langourieux
Designation: CEO
Date: 2021.04.01

EMPLOYEE

I acknowledge that I have read carefully each Article of the foregoing Contract, and I hereby declare that I understand the scope and meaning, and I accept those terms and conditions entirely, freely, and with complete knowledge thereof.

DocuSigned by:

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Name: Johnathan Yong Jun Xiang
Date: 2021-04-01

ANNEX

Article Ref	Description	Details
2.1	Commencement Date	: 2021.07.01
2.1	Probation period	: 3 months
	Notice period	
2.2	(a) During probation period	: 1 months
10.5	(b) Upon confirmation of employment, for cause	: 1 months
10.7	(c) Upon confirmation of employment, without cause	: 2 months
3.1	Position and main duties and responsibilities	: Senior Legal Counsel
4.1	Base monthly salary	: SGD 18,000
4.5	Discretionary annual bonus	: Upon performance: Up to 2 months' base salary, based on individual and company performance (pro rate when join after Jan 1st)
	Stock Options	You will be eligible for stock options at the next ESOP grant, after one year of continuous employment in the company
5.1	Employee benefits	
	(a) Medical benefits	: Participation in Company's group medical care cover
6.2	Annual leave	: 21 working days per calendar year
6.3	Sick leave	
	(a) If no hospitalization is necessary	: 14 days per calendar year
	(b) If hospitalization is necessary	: 60 days per calendar year, inclusive of sick leave without hospitalisation
11.3	Period of non-association and non-solicitation	: 12 months from the termination of employment
13.1	Period of non-compete	: 12 months from the termination of employment
13.3	Non-compete monetary compensation	: 20 % of base monthly salary
13.3	Employee's bank account details for wire transfer	: Name of bank: United Overseas Bank (UOB) Account name: Johnathan Yong Account number: 6423027220
16.1(2)	Email address details of parties	
	(a) Company	: Contact: Gilles Langourieux Designation: CEO Email: gilles@virtuosgames.com Contact: Minny Abels Designation: Group HRD Email: mabels@virtuosgames.com
	(b) Employee	: johnathanyong@gmail.com