



VB Asia Pte Ltd
Registration- 200822228W
Singapore

28th December, 2020

Ref: VBA/GM/2812A/2020

From: Mr. VIVARES Boris
Director VB ASIA

Subject:
Blandine Le Magnen (Myanmar)
VIVABLAST General Manager position

Dear Ms. Blandine LE MAGNEN

I am writing this letter in line with your position as General Manager in Myanmar for VIVABLAST Company. From your request and your email notice to myself and VIVABLAST on the 15th November 2020 informing your decision not to renew your contract for the position held in Myanmar. Your last day as VIVABLAST Myanmar General Manager as per your notice shall be 31/12/2020.

We consequently hope for your diligent and professional behavior to conduct this handover flawlessly and together with the several instructions directly received from VIVABLAST and its direct stakeholders in charge to follow that process with the new organization.

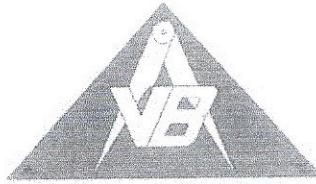
In this regard, it has been noticed that there are several points of your handover that are still unsettled and need your urgent attention to meet the date.

First and foremost this letter would like to address to your recent observations pertaining to the deduction sustained due to the COVID-19 pandemic situation and which has affected all VB ASIA stakeholders and this including you.

A letter has been addressed to all Stakeholders on 17th April 2020 with clear information on the potential deductions that may kick-in while facing social distancing measures and restrictions imposed in most of ASEAN countries with strict lockdown measures and notably the case for Myanmar.

We believe that the deductions that you have sustained are the reflection of the situation in your resident country with several lockdowns imposed from the Myanmar government.

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All VB ASIA Co Ltd actions in that regard have been fully transparent and informed timely to all people concerned with the situation. It is possible indeed that several of your colleagues working within our mandate for our employer VIVABLAST had less deductions due to their own local situation and lockdown reliefs that they may have experienced (Thailand, Vietnam, Taiwan notably).

We also can reassure you that if something has not been paid to you but should have been then we are happy to make the required corrective action accordingly and in respect of our position on the Covid-19 pandemic and the measures taken and advertised and in respect of the prescription of the law in case of imposed force majeure event such as pandemic events.

Secondly pertaining to VIVABLAST Myanmar company situation under your management; it is highlighted that company turnover performance in 2019 has been half of the preceding year and with losses catering to 5 digits in USD.

The further Myanmar management proposed 2020 turnover objectives (1,200,000 USD) has also not been fulfilled and we obviously have a mediocre result again this year while Myanmar growth and its growing importance within the ASEAN GDP is undeniable this even with COVID Pandemic effects.

Due to this Myanmar declining performance year on year, you did receive clear instructions this year to stop our losses, renew performance and develop strict compliance.

Please do refer to the written instructions that were sent to you for that purpose and for which you can find the seed within the latest emails communication exchanges that you have received on 24th and 25th November 2020 and which does contain the subsequent instructions received in that regard from your VIVABLAST higher management and imposed to you as ultimate safeguards measures as the business was at threat.

The situation of Myanmar and its performance to date is your direct responsibility and precisely the reason why we have accepted your resignation.

We are happy to address any pending matters concerning your position and efforts that you deployed to date however this is only possible provided cooperation is there in line with your duties and the responsibility of a General Manager for the business it conducts.

We only wish that your contribution for Myanmar is completed without fail and that all requirement of VIVABLAST addressed directly to you by VIVABLAST stakeholders are all met by 31/12/2020.

Thanks
Best Regards

Thanks
Best Regards
Boris Vivares Mr

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