



Personal & Confidential

Alexandru Mocanu
Avenue des Bains 9a
1007 Lausanne
Switzerland

Lausanne, November 28, 2019

EMPLOYMENT CONTRACT WITH MAXIMUM DURATION

Dear Alexandru Mocanu,

Following the discussion held with Jean-Michel Chardon, we are pleased to confirm hereafter the main points of your employment contract:

Position

Engineering Intern, CTO

Term

From February 17, 2020 to August 14, 2020. The present intern agreement will become effective upon receipt of a valid work permit if the Intern is not a Swiss citizen.

Salary

Gross monthly salary x 12: CHF 2'500.- (annual base: CHF 30'000.-). The salary is paid in monthly installments to the bank account of your choice before the end of each month.

Business expenses

Business expenses are paid according to the Company policy.

Hours of work

Your normal hours of work are 42 hours per week.

Overtime (heures supplémentaires)

Due to the nature of our business, you may be required to work a reasonable amount of overtime. You are not entitled to any additional remuneration or to any other compensation for overtime hours worked.

Logitech Europe SA
EPFL - Quartier de l'Innovation
Daniel Borel Innovation Center
1015 Lausanne
Switzerland
T. +41 21 863 51 11



Holidays / Vacation

4 weeks (20 working days) from Monday to Friday, per year (plus Swiss public holidays), pro rata temporis.

Accessory activities

The Employee is not allowed to exercise accessory activities, even during his/her holidays, without the Employer's prior written consent. Active participation in other companies' business is also considered as an accessory activity. The Company will refuse to give its approval only if such activity is prejudicial to its interests or jeopardizes the business.

Confidentiality Agreement

The Employee agrees both during and after employment by the Company not to disclose to others, except with the Company's prior written consent or in the performance of the Employee's employment duties, any information (including, but not limited to, trade secrets, know-how, technical and commercial data including computer programs, listings of suppliers and of customers, tooling, manufacturing processes, components, financial data, future plans and further information related to Logitech, including information received from third parties under disclosure restrictions), which the Employee has acquired by reason of employment by the Company, or which the Employee had developed in the course of such employment and which has not been made available to the public generally. The Employee further agrees not to use any such information except in the course of employment.

The Employee hereby acknowledges the Company's right to possession and title in and to all papers, documents, tapes, drawings, computer programs or other records, prepared by the Employee during employment or provided by the Company, or which otherwise come into the Employee's possession by reason of employment by the Company. The Employee agrees not to make or permit to be made, except in pursuance of Employee's duties hereunder, any copies of such materials. The Employee further agrees to deliver to his/her manager, upon request, all such materials in the Employee's possession. This Confidentiality Agreement is fully part of the employment contract between the Company and the Employee. However, the obligations of the Employee under the paragraphs above shall continue after termination of the employment contract. Swiss legal provisions on Employee's inventions and competition's prohibition are applicable.

All employment terms and conditions of this contract (including but not limited to salary, short/long term incentives, benefits) are confidential and shall not be disclosed to others by the Employee.

Work Location

The work location is at EPFL - Quartier de l'Innovation, Daniel Borel Innovation Center. In case of necessity, the company can give to the Employee other responsibilities related to his/her education and competences and post him/her in another working place. In such a case, the present contract shall not be amended.

Employees that are domiciled in France are not authorized to work from home.

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Inability to work

Should the Employee be prevented from working due to illness or for other justified reasons, he/she will immediately notify the Company accordingly. In case of illness, the Employee must produce a doctor's certificate after the 3rd day at the latest.

Accident and illness insurance

The Employee is insured against the risks of professional accidents and illness as well as non-professional accidents, in accordance with Swiss law. Mandatory insurance premium for professional accidents and illness, is paid by the Company. Non-professional accident insurance premium is paid $\frac{1}{3}$ by the Employee and $\frac{2}{3}$ by the Company.

When the contract duration is greater than 3 months and/or up to 12 months, the Employee is insured against the loss of income due to illness for a 3 week period, following the "échelle bernoise".

This section is only applicable to the present contract duration and the agreed regulation releases Logitech Europe SA from any further obligation.

Personnel Welfare Foundation (2nd pillar)

Personnel Welfare Foundation contributions are paid jointly by the Employee and by the Company according to the rates set out in the terms and conditions of the Foundation.

Termination of contract

Both Parties can terminate the employment contract according to the provisions of the laws of Switzerland.

Employment contract amendments

Parties agree that the present contract supersedes any prior written or oral agreement with respect to the matter hereof. Any modification to the present contract shall be made in writing.

Place of Jurisdiction and applicable law

Any dispute arising regarding the interpretation or application of the present contract shall be submitted to the Court of Lausanne.

The present contract shall be governed and construed in accordance with the laws of Switzerland.

If all of the above accurately reflects our discussions, please sign the enclosed copy of this agreement and return it to peopleconnect@logitech.com. Should you require further information on or explanation of the foregoing, please address your request to peopleconnect@logitech.com.



Yours sincerely,
LOGITECH EUROPE SA

DocuSigned by:

Francois Stettler

Francois Stettler

Senior Director & General Counsel EMEA

DocuSigned by:

Alexandru Mocanu

Alexandru Mocanu

DocuSigned by:

Catherine Bédat Gervais

Catherine Bédat Gervais

Director, Human Resources EMEA

11/29/2019

Date

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