EMPLOYMENT AGREEMENT  
THIS EMPLOYMENT AGREEMENT (the "Agreement") is made and entered into this May 15, 2024, by and between Varonis Systems, Inc., a Delaware corporation (“Varonis” or “Company”), and Xxxxx Xxxxxxxxx (the "Employee"). This Agreement supersedes and replaces in all respects the Employment Agreement by and between Varonis and Employee, dated as of February 10, 2014 (the “Prior Agreement”). The parties desire to enter into this Agreement to state the terms and conditions of the Employee's engagement with the Company. In consideration of the mutual promises contained herein, and intending to be legally bound, the parties hereto hereby declare and agree as follows:  
  
1. Engagement and Duties  
1.1.As of May 20, 2024 (the "Effective Date"), the Employee shall be employed by the Company, in the position of Chief Executive Officer & President with global responsibilities, on the terms and conditions contained in this Agreement.  
1.2.Employee shall be subject to the supervision and authority of, and shall report to, the Board of Directors of Varonis (the “Board of Directors”). The Employee shall allocate his time and efforts to the various locations of Varonis around the world as required by his position and reasonably requested by the Board of Directors.