



October 9th, 2024

Yifang Yan

Dear Yifang,

On behalf of Professional Hair Products Limited (the “**Company**”), I am pleased to offer you employment with the Company as a Full time, in the position of Junior Cosmetic Chemist. Your employment will commence on Monday, October 21st 2024 at the Company’s location Wexford Office & Business Park, Whitemill Industrial Estate, Wexford. The purpose of this letter is to summarize the terms of your employment with the Company, should you accept our offer.

Job Duties/Responsibilities

As a Junior Chemist, you will report to the Senior Chemist and you will be responsible for the overall As a Junior Chemist, you will be assisting the Senior Chemist on the main areas of cosmetic manufacturing: regulatory affairs, quality-control, production, and R&D.

These areas include the following job functions (under the supervision of the Senior Chemist):

- Assist in the development of new and existing hair care & skin care formulas.
- Assist in the stability testing and quality control of products.
- Assess the viability of suppliers and raw materials.
- Manage several R&D projects of new cosmetic products.
- Prepare lab-scale samples of pre-existing and new formulas.
- Research for new and innovative ingredients.
- Identify new trends in the cosmetic sector.
- Adhere to internal standards, policies, and procedures.
- Review and update Standard Operating Procedures (SOPs), as well as other documents related to GMP compliance, operations, safety, and quality-control.
- Perform routine quality-control tests of raw materials and finished products, plus the calibration and maintenance of lab equipment.
- Assist in the preparation of Safety Data Sheets and Product Information Files of cosmetic products.
- Assess the viability of suppliers and raw materials.

- Identify new trends in the cosmetic sector.
- Adhere to internal standards, policies, and procedures.

Compensation

Your base salary will be at the gross rate €35,000 per year, subject to tax and other withholdings as required by law, which will be provided pursuant to the Company's regular weekly payroll schedule. Such base salary may be adjusted from time to time in accordance with normal business practice and in the sole discretion of the Company.

Benefits

During your employment, you will be eligible to participate in the standard benefits plans offered to similarly situated employees by the Company from time to time, subject to plan terms and generally applicable Company policies.

Vacation

In addition to Company-wide holidays, you are eligible the standard holiday entitlements, subject to the Company's vacation policy. Your unused vacation days will not carry over from year to year and will not be paid out upon termination of employment.

Company Policies / Company Ownership and Assignment of Intellectual Property

As a Company employee, you will be expected to abide by all Company and group company rules and policies. [You will be required to execute an Employee Confidential Information and Inventions Assignment Agreement in the form provided to you with this offer letter, as a condition of employment.] By signing this letter, you represent that you are not bound by any employment contract, restrictive covenant or other restriction preventing (or that purports to prevent) you from entering into employment with or carrying out your responsibilities for the Company, or which is in any way inconsistent with the terms of this letter.

Duty of Loyalty

In return for the compensation payments set forth in this letter, you agree to devote your full working time, best efforts, skill, knowledge, attention, and energies to the advancement of the business and interests of the Company and its successors and assigns and to the performance of your duties and responsibilities as an employee of the Company and not to engage in any other competing or conflicting business activities during your employment without prior approval from the Company.

Please sign and date this letter, and return it to me by October 11th, 2024, if you wish to accept employment at the Company under the terms described above. If you do not accept this offer by October 11th, 2024, this offer will be revoked.

We are excited about this offer and look forward to you joining the Company.

Regards,

Professional Hair Products Limited

By: Ryan Margolin
Name: Ryan Margolin
Title: CEO

The foregoing correctly sets forth the terms of my employment by the Company.

ACCEPTED AND AGREED:

YIFANG YAN
(PRINT EMPLOYEE NAME)

Yifang Yan
(Signature)

October 9th, 2024
Date