

ANNUAL HOLIDAY SCHEDULE 2023

DeepShield Systems, Inc.

Effective January 1, 2023

1. PURPOSE AND SCOPE

1. This Annual Holiday Schedule ("Schedule") establishes the official paid company holidays for calendar year 2023 for DeepShield Systems, Inc. ("Company"), a Delaware corporation, and applies to all full-time and part-time employees of the Company.

2. This Schedule is issued pursuant to the Company's Employee Handbook and Human Resources Policies and Procedures Manual dated March 1, 2022, as may be amended from time to time.

2. OBSERVED HOLIDAYS

1. The Company will observe the following eleven (11) paid holidays during calendar year 2023:

Holiday	Date Observed	Day of Week
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New Year's Day	January 2, 2023	Monday
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Martin Luther King Jr. Day	January 16, 2023	Monday
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Presidents' Day	February 20, 2023	Monday
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Memorial Day	May 29, 2023	Monday
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Juneteenth	June 19, 2023	Monday
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Independence Day	July 4, 2023	Tuesday
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Labor Day	September 4, 2023	Monday
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Veterans Day	November 10, 2023	Friday
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Thanksgiving Day	November 23, 2023	Thursday
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Day After Thanksgiving	November 24, 2023	Friday
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Christmas Day	December 25, 2023	Monday
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3. HOLIDAY PAY PROVISIONS

1. ****Regular Full-Time Employees****

Regular full-time employees are eligible for eight (8) hours of holiday pay at their regular base

hourly rate for each observed holiday, provided they meet the requirements set forth in Section 4.

2. ****Regular Part-Time Employees****

Regular part-time employees who are regularly scheduled to work twenty (20) or more hours per week are eligible for pro-rated holiday pay based on their standard weekly scheduled hours divided by forty (40) hours.

3. ****Temporary and Contract Workers****

Temporary employees, independent contractors, and consultants are not eligible for holiday pay unless specifically provided for in their written agreements with the Company.

4. ELIGIBILITY REQUIREMENTS

1. To be eligible for holiday pay, employees must:

- a) Be actively employed by the Company on the date the holiday is observed;
- b) Work their regularly scheduled workdays immediately before and after the holiday, unless on approved paid time off; and
- c) Not be on an unpaid leave of absence, short-term disability, or long-term disability.

5. OPERATIONAL CONSIDERATIONS

1. ****Essential Personnel****

Due to the critical nature of the Company's industrial cybersecurity operations, certain designated essential personnel may be required to work on observed holidays to maintain continuous monitoring and incident response capabilities.

2. ****Holiday Premium Pay****

Eligible non-exempt employees who are required to work on an observed holiday will receive:

- a) Their regular holiday pay, plus
- b) One and one-half (1.5) times their regular hourly rate for all hours worked on the holiday.

3. ****Alternative Time Off****

Exempt employees required to work on an observed holiday will be granted an alternative day off within thirty (30) calendar days of the holiday, subject to manager approval and operational requirements.

6. FLOATING HOLIDAYS

1. In addition to the observed holidays listed in Section 2, eligible employees receive two (2) floating holidays per calendar year.

2. Floating holidays must be:

- a) Scheduled in advance with manager approval
- b) Taken in full-day increments
- c) Used within the calendar year (no carryover)
- d) Forfeited if not used by December 31, 2023

7. ADMINISTRATION

1. The Human Resources Department is responsible for administering this Schedule and maintaining all related records.

2. Questions regarding this Schedule should be directed to Human Resources at hr@deepshield.com.

8. MODIFICATIONS

1. The Company reserves the right to modify this Schedule at any time, with or without notice, subject to applicable law.

2. In the event of extraordinary circumstances or operational requirements, the Company may modify observed holiday dates or designate alternative holidays.

APPROVED AND ADOPTED:

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Dr. Marcus Chen

Chief Executive Officer

DeepShield Systems, Inc.

Date: December 15, 2022

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Robert Kessler

Chief Financial Officer

DeepShield Systems, Inc.

Date: December 15, 2022