

**EMPLOYMENT CONTRACT FOR AN UNLIMITED PERIOD OF TIME (CDI)
WITH PROBATIONARY PERIOD**

according to the modified law of the "Code du travail" on employment contracts

The present employment contract for an unlimited period is concluded between:

M. **Julien Rousselot** currently residing at 21 rue Norbert Casteret, F-34070 Montpellier born on 12/10/1995 in Cognac (France), hereinafter called the "Employee" on the one hand

and

Satoris Sàrl-S with registered offices at 55 Rue Gabriel Lippmann, L-6947 Niederanven, Luxembourg, hereinafter called the "Employer" on the other hand.

1. Date of commencement 01/05/2025.
2. The Employee will be engaged after completion of a successful medical health check with a medical advisor at Labour Medicine (Santé au Travail) according to article L. 326-1. of the Code du Travail.
3. The Employee's initial work location will be at the registered office of the employer.
4. The Employee has been hired by the employer as a **Software Developer** without prejudice to another assignment in the future, taking into consideration the professional and personal abilities of the Employee or the needs of the Employer, according to article L. 121-7. of the "Code du travail".
5. Normal working hours are 40 hrs/week.
6. Working hours are from 8:30 hrs until 12:45 hrs and from 14:15 hrs until 18:00. These working hours may be changed and adapted according to the needs of the company.
7. The Employee will primarily discharge his/her functions on the Employer's premises as well as on an ancillary basis with the Employer's clients or partners established in the Grand Duchy of Luxembourg or abroad. The Employee may be required to carry out missions within other companies designated by the Employer.
8. Changes as regards the scope of work and modifications of the Employee's working conditions

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pertaining to the organization and proper functioning of the Employer's business are possible and hereby accepted by the Employee. This applies *inter alia* to possible changes in Employee's workplace, workstation and working hours.

9. Insofar as the Employee belongs to the "higher ranking" staff the Employee will be bound to work a minimum of 40 hours per week for the account of the Employer. The Employee must organize his/her working time in order to satisfy the needs of the Employer while taking into account his/her position.

The Employee is requested to adopt a flexible attitude towards the duration of his/her work. The duration of work, as well as working time may vary in accordance with the needs of the Employer. The effective duration of work will depend on the importance, the complexity and the urgency of the activities of the Employer. Working hours may vary in accordance with the needs of the Employer.

It is expressly agreed that the Employee, as a higher-ranking Employee in accordance with article L.162.8 (3) of the Labour code, is not submitted to the limitations regarding overtime and is not entitled to the payment of overtime, in accordance with article L. 211-3 (6) of the labour code.

10. The annual gross salary amounts to **EUR 37,000** payable in 12 monthly payments per year, at the present cost of living as of 26th March 2025. It will be paid at the end of the month after deduction of the obligatory Social Security Contributions and Income Taxes. The Employee is also entitled to 18 "chèques-repas" of a nominal value of at least €10.80 per month.

The salary is linked to the cost-of-living index in accordance with legal provisions governing the subject area.

Future salary increases and bonus to be discussed based on Satoris and the Employee performance.

11. The probationary period will be governed by regular Code of Labour laws, for a duration of 6 months.
12. The Employee is entitled to **26 days** per year of paid recreational leave in conformity with provisions according articles L. 233-1. to L. 233-20. setting out uniform regulations on the paid annual leave of private sector Employees, as subsequently amended. The annual leave will be calculated on a pro-rata basis according to the period of employment.

13. Legally required notice* (according to article L. 124-3. and L. 124-4.)

| Employer | Employee |
|--|----------|
| 2 months - employment period under 5 years | 1 month |
| 4 months - employment period from 5 until 10 years | 2 months |
| 6 months - employment period more than 10 years | 3 months |

14. The Employee shall render services exclusively to the Employer and its affiliates and shall devote substantially all of his business time, attention and services to the diligent, faithful and competent

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discharge of such duties for the successful growth and operation of the business of the Employer. Exceptions to this clause are to be agreed upon by both Parties.

15. The Employee undertakes to strictly observe the obligations of the professional secrecy and the business secrecy and undertakes not to reveal any of the facts which he will have knowledge of by reason of the working at the Employer, its affiliated companies, and their respective Employees or clients.
16. The Employee should project a business-like and responsible image during his employment.
17. In case of disability to work, the Employee has to inform on the very same day, personally or by an intermediary his/her superior or a representative of this one. The corresponding message can be done orally or writing. A medical certificate, certifying disability to work and the expected period of recovery, has to be submitted to the Employer at latest on the third day of sickness-leave.
18. The Employee agrees to provide Personal Data Information to the Company and that the Employer may process personal data and Employee information for the purposes of staff administration. The Employee has a right to access the Personal Data Information the Company keeps. Under the Data Protection Acts 2 August 2002 the Company and the Employee have a mutual responsibility in this regard. The Employee confirms to have agreed to this.
19. The Employee reports directly to the CTO, and agrees to carry out the following set of tasks:
 - Plan development on basis of requirements;
 - Developing software applications of any kind;
 - Testing end to end
20. General provisions:
 - a. The contract of employment shall moreover be subject to the law, in particular on to the modified law of the "Code du travail" on employment contracts and to the provisions of the collective agreement applicable to the Employer.
 - b. The Employee confirms that all the information in relation to his/her person and professional career, provided to the Employer with the Employee's application, are accurate. The Employee accepts that the Employer may take any action that the Employer deems appropriate if it appears that the Employee provided false or fictitious information.
 - c. The courts of Luxembourg City will have exclusive jurisdiction in the event of any dispute arising from the execution or interpretation of the present contract.

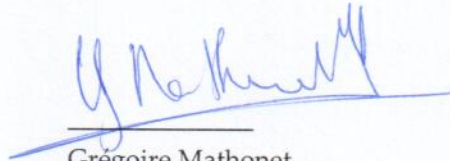
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21. Made out in two copies in Luxembourg, on 26/03/2025. Each party acknowledges having received one original.

julien rousselot

The Employee



Grégoire Mathonet
CEO & CTO