

PROJECT EMPLOYMENT AGREEMENT

This Employment Agreement is entered into between

Ferroamp Elektronik AB, 556805-7029 (the "**Company**") and

Simon Richter, 990805-2559 (the "**Employee**")

1. EMPLOYMENT AND POSITION

- 1.1 The Employee is employed as Intern of the Company. The employment is a temporary project employment commencing on 2021-01-01 and ending on 2021-08-31 with possibility for the company to extend the employment.
- 1.2 The employment is on an hourly basis, according to predefined and agreed schedule with CTO, Development Manager or CEO at given time. No special compensation is payable for overtime, travel time or unsocial working hours.
- 1.3 The Employee shall perform the duties concomitant with the position.
- 1.4 This agreement is based on mutual loyalty and trust. The Employee shall promote and protect the interests of the Company and devote all his working time to the Company.

2. PLACE OF WORK

Place of work is the Company's current place of business in Spånga. The Employee may be required to work also at other of the Company's places of business and to undertake business travel within and outside Sweden.

3. SALARY

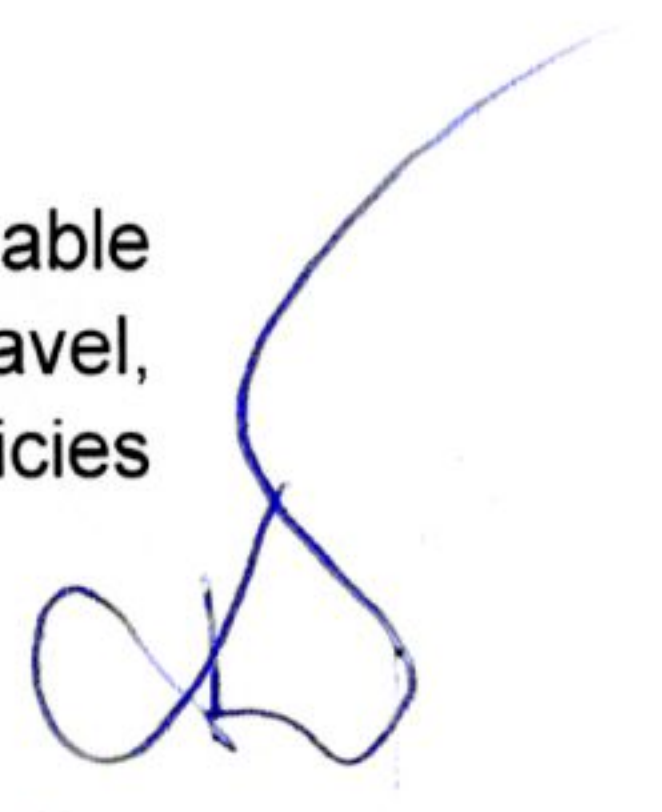
- 3.1 The Employee is entitled to a salary of SEK 190 per hour (2021 year salary level, incl vacation payment/salary). Salary is paid on the 25th each month.
- 3.2 In the event that the Employee owes any debt to the Company, the Company is entitled to set off such debt, after notifying the Employee, against salary or other amount which the Company owes the Employee.

4. VACATION

- 4.1 During the project employment, the Employee get reduction for vacation by writing less hours.

5. REIMBURSEMENT OF EXPENSES

- 5.1 The Employee shall receive compensation for all necessary and reasonable costs incurred in the proper performance of his duties, such as travel, accommodation and allowances, in accordance with the Company's policies



applicable from time to time. Compensation shall be subject to the presentation of receipts or other documentation.

- 5.2 Compensation shall also be payable for other customary specified and verified expenses that have been approved in advance.

6. SICK PAY

- 6.1 In conjunction with illness, sick pay is paid in accordance with the Swedish Sick Pay Act (Lagen 1991:1047 om sjuklön).

7. WORK EQUIPMENT

- 7.1 The Company shall in its discretion provide the Employee with such equipment that the Company from time to time deems appropriate for the efficient and diligent performance of the Employee's duties. The employee shall bring a laptop and a telephone. This is compensated in the hourly rate.

8. INTELLECTUAL PROPERTY RIGHTS

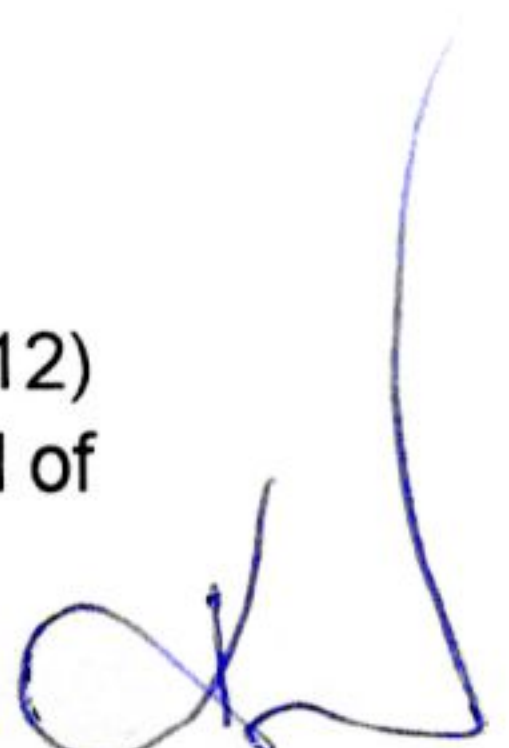
- 8.1 If at any time in the course of the employment, the Employee would produce, design, write or otherwise acquire access to any intellectual property, patents, copyrights, trademarks, design rights, moral rights or other rights, such property shall be vested in the Company and be the absolute property of the Company, during employment and after its termination.
- 8.2 The Company is entitled to freely develop, modify and alter the aforementioned material and to license and assign it to third parties without paying any other compensation to the Employee than the terms and conditions concluded in this agreement. The Employee has no right to use the material.
- 8.3 During the term of the employment as well as after the termination of the employment, the Employee undertakes by executing documents and similar measures, to assist the Company in maintaining or otherwise exercising its rights pursuant to the foregoing. Expenses related to this will be paid by the Company.

9. CONFIDENTIALITY

- 9.1 The Employee may not during the continuance of the employment or afterwards, use or in any other way disclose to any third party any trade secrets or other business information of the Company that the Company reasonably may want to keep confidential, such as know-how, designs, inventions, business methods, pricing, business relationships, customers, customers contacts, staff issues or financial issues.
- 9.2 Upon termination of the employment the Employee shall return to the Company all material in respect of the Company, the Company's business operations and customers, regardless of its form, as well as all other property belonging to the Company.

10. NON-SOLICITATION

The Employee shall not, during the employment and for a period of twelve (12) months after its termination, directly or indirectly, without prior written approval of the Company, try to recruit any person employed by the Company.



11. TERMINATION OF THE AGREEMENT

- 11.1 Termination of the employment by the Company is subject to a notice period of one (1) month. During notice period, the Company is *inter alia* entitled to relieve the Employee from the job responsibilities and to cut off the Employee from the Company's premises and IT-system. The Employee shall however remain at the Company's disposal if required by the Company. Employee shall return all Company property whenever requested. Salary and benefits remain during the notice period.
- 11.2 Termination of the employment by the Employee is subject to a notice period of one (1) month.
- 11.3 In the event that the Employee is in serious breach of the obligations under this agreement or is otherwise held accountable for substantial gross negligence, the Company is entitled to terminate the agreement with immediate effect, i.e. serving notice of dismissal without observing notice period.
- 11.4 Despite termination of this agreement, the clauses above on Intellectual Property Rights, Confidentiality and Non-Solicitation shall remain in force after the employment has expired.

12. MISCELLANEOUS

- 12.1 Employee confirms that in accordance with the Swedish Personal Data Act, (Personuppgiftslagen 1998:204), the Company has informed the Employee of the Company's processing of personal data. The Employee consents that such processing (including name, personal identification number, address, telephone number, position and photo) may be made by the Company. Personal data may be made available on the Internet. The purpose of the processing must be related to the Employee's employment.
- 12.2 The Employee is aware that the Company has access to all material, e-mail correspondence and overview of Internet use which occurs in the Company's IT-system. The Employee approves and consents to monitoring and auditing of his computer use, even to the extent that it entails the processing of personal data for the purposes of maintaining the security of the computer system and the protection of the Company's business information.

13. GOVERNING LAW AND DISPUTES

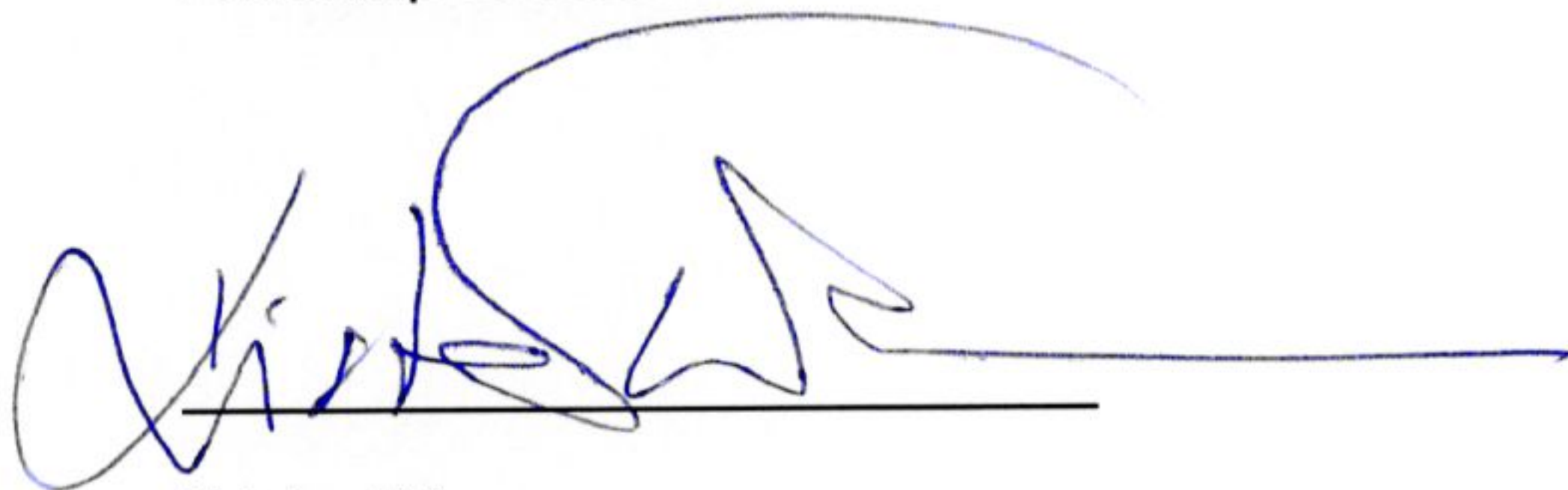
- 13.1 This agreement shall be subject to and construed in accordance with the substantive laws of Sweden.
- 13.2 Any dispute, controversy or claim arising out of or in connection with this agreement, or the breach, termination or invalidity thereof, shall be finally settled by a Swedish court of law.



Spånga 2021-01-10

Spånga 2021-

Ferroamp Elektronik AB



Krister Werner

CEO

Simon Richter