

Employment contract

Between

Yukawa Exponential GmbH

Schützenstraße 52, 52062 Aachen

- hereinafter referred to as "the Company" -

and

Mister

Raj Kumar Rai

Waldmeisterstrasse 11e

80935 Munich

- hereinafter referred to as "employees" -

The following is agreed:

§ 1 Activity and place of service

(1) The employee will be appointed as on 1 December 2026

Lead Data & AI Practice

employed in society.

(2) The employee shall report to the management.

(3) The employee's regular place of work is his residence in 80935 Munich.

(Home office). The company's registered office is in 52062 Aachen. The employee may occasionally work at the company's other locations by prior arrangement with management. While working from home, the employee must be available by phone and email.

(4) The company reserves the right to change or supplement the scope of duties without changing remuneration, or to assign the employee to another activity corresponding to his qualifications and professional experience for operational reasons, without the need for a notice of termination.

(5) The first 6 months of the employment relationship shall be considered a probationary period. During this period, the employment relationship may be terminated by either party with two weeks' written notice.

§ 2 Working Hours

- (1) A weekly working time of 40 hours has been agreed upon with the employee.
- (2) The duration, individual timing and distribution of weekly working hours shall be governed by the statutory working time regulations and by operational requirements.
- (3) The employee agrees to work overtime beyond the agreed working hours if the workload increases and the employer gives prior notice.
- (4) The employee is obligated to record their working hours electronically using the tool provided by the company and to book them to the corresponding customer projects. The time recording policy for employees at Yukawa Exponential GmbH applies; it serves the purpose of properly recording, documenting, and monitoring working hours. This policy is intended to ensure compliance with legal requirements and company regulations.

§ 3 Remuneration

- (1) As remuneration for his work, the employee shall receive the following payments:

A gross annual salary per calendar year amounting to

90,000 euros (ninety thousand)

Payable in twelve equal installments, each payable at the end of a month.
- (2) The remuneration referred to in paragraph 1 covers all activities performed in the service of the company.
- (3) All payments shall be made electronically, taking into account tax and social security deductions, to the account specified by the employee.
- (4) Any special remuneration (gratuities, holiday pay, bonuses, etc.) shall be paid voluntarily in each individual case and, even if granted repeatedly, shall not create any legal entitlement for the future.
- (5) The employee undertakes to repay any overpayments of salary regardless of any remaining enrichment.
- (6) In addition to the fixed remuneration referred to in paragraph 1, the employee shall receive **variable remuneration** of up to **EUR 10,000 gross per calendar year**. This variable remuneration is voluntary and generally dependent on the achievement of certain targets, which are set by the employer at the beginning of the respective performance period and communicated to the employee in writing. These targets may include, but are not limited to, the following performance indicators:

- Revenue from data and AI solutions with new customers,
- successful implementation of strategic initiatives, as well as

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Local Court Aachen HRB 23775 ў Tax number: 201/5999/5912 ў VAT identification number: DE329269273

Company headquarters: Aachen ў Managing Directors: Clemens Boldt, Oliver Post

- Contribution to the growth of the Data & AI business.

The decision regarding the existence and amount of a payment is made at the employer's discretion, taking into account the achievement of objectives and the overall economic situation of the company.

Any payments will be made after the end of the respective performance period, generally with the next possible payroll run after the target achievement level has been determined, but no later than March 31st of the following year. A prerequisite for payment is that the employment relationship is still in effect at the time of payment.

§ 4 Vacation

The employee is entitled to 30 days of paid vacation per year. The "trust-based vacation" model applies, as outlined in the vacation policy for employees at Yukawa Exponential GmbH. According to this policy, the employee may also take more vacation days. The aim of trust-based vacation is to allow employees to plan their vacation flexibly and independently, while taking into account operational requirements.

must.

§ 5 Incapacity for work - Notification of the employer

The employee is obligated to notify the company immediately of any inability to work and its expected duration. If the incapacity for work due to illness lasts longer than two working days, the employee is obligated to submit a medical certificate confirming the incapacity and its expected duration no later than the following day. If the incapacity lasts longer than indicated in the certificate, the employee is obligated to notify the company before the end of the stated period and to submit a new medical certificate immediately. This regulation also applies after the end of continued salary payment. Furthermore, the sick leave policy for employees of Yukawa Exponential GmbH applies. This sick leave policy applies to all employees of Yukawa Exponential GmbH and is intended to ensure a clear, transparent, and fair handling of illness cases within the company. The goal is to protect the health of employees while also ensuring smooth business operations.

§ 7 Travel expenses

Travel expenses and outlays, insofar as they were incurred in the interest of the company and are proven, will be reimbursed in accordance with the applicable guidelines.

§ 8 Secondary Employment

- (1) The undertaking or continuation of any secondary employment aimed at generating income requires the prior written consent of the company.
- (2) Any further activity which may impair the employee's work performance or the legitimate interests of the company is prohibited.

§ 9 Acceptance of donations

- (1) The acceptance of gifts, benefits, and other advantages from companies with which the company has business relationships is prohibited. This does not apply if these gifts, etc., are minor according to tax regulations and are within the bounds of what is generally customary. The employee is obligated to inform his supervisor in any case if he is offered benefits exceeding the de minimis threshold.

§ 10 Confidentiality and Secrecy

- (1) The employee undertakes to maintain confidentiality regarding all business matters that come to his or her attention. This duty of confidentiality extends to all operational, technical, organizational, and economic matters, such as manufacturing methods, plans, developments, customer base, business relationships, and the like, which are or become known to the employee within the company.

- (2) This obligation shall also apply after the termination of the employment relationship.
- (3) Without the consent of the company's management, copies or reproductions of company equipment, drawings, models, samples, company data, software, etc., may not be made. Business documents may only be used for company purposes and may not be temporarily removed from the company premises for non-company purposes without the consent of the company's management. The company acquires ownership of all work and records created by the employee in connection with the contractual relationship with the company upon conclusion of this contract.
- (4) The content of this contract and any other agreements relating to the employment relationship shall be treated confidentially in the interest of maintaining industrial peace.

§ 11 Contract duration and notice period

- (1) The employment relationship may be terminated by either party with a notice period of 2 months to the end of the month.
- (2) The right to extraordinary termination remains unaffected.
- (3) Notice of termination must be given in writing.
- (4) The employment contract shall end without notice at the end of the month in which the employee meets the requirements for entitlement to a regular old-age pension in the statutory pension insurance scheme (currently Sections 35, 235 of Book VI of the German Social Code) or is entitled to an equivalent other old-age provision.
- (5) The employment contract terminates without notice before the date specified in the previous paragraph at the end of the month preceding the first receipt of an old-age pension (within the meaning of a full pension, currently Section 42 Paragraph 1 of Book VI of the German Social Code). If the competent social security institution determines that the employee is permanently incapacitated for work, the employment contract terminates at the end of the month in which the decision is served. If the disability pension begins only after the pension notification has been delivered, the employment contract ends at the end of the day preceding the start of the pension.
- (6) The employment contract does not terminate if a temporary pension is granted following a decision by the social security institution. In this case, the employment contract, with all its rights and obligations, is suspended for the duration of the period for which the temporary pension is granted, but at the latest until the end of the day on which the employment contract would otherwise terminate.
- (7) The company is entitled to release the employee from work for a justified reason or after notice of termination, while continuing to pay his salary and taking into account any vacation entitlements, and to demand that he cease working.
- (8) Upon leaving the company, the employee is obligated to return all business documents and other company property in their possession completely and without being requested to do so. The employee has no right of retention over documents and other company property.

§ 12 Other provisions

- (1) The employee undertakes to notify the company in writing without delay of any subsequent changes of residence, changes in marital status and other changes in his personal circumstances, insofar as these affect official matters.

§ 13 General Provisions

- (1) Unless otherwise provided in this Agreement, the statutory provisions shall apply to the employment relationship.
- (2) No agreements outside of this contract have been made.

(3) Amendments and additions to this Agreement must invariably be in written form to be effective.

Verbal side agreements are only valid if they are confirmed in writing.

(4) In the event that the employee is culpably injured by a third party during the employment relationship, he hereby assigns his claims for damages to the company in the amount of continued remuneration he receives from the company and the company is obliged to bear social security contributions (employee and employer contributions).

(5) Should individual provisions of this Agreement be or become invalid due to existing or future laws or case law, the validity of the remaining provisions shall not be affected. The management undertakes to replace any invalid provision with a provision that comes as close as possible to its intended economic purpose, or, if possible, to modify the invalid provision in such a way that the intended meaning is largely achieved.

(6) The company will process the personal data of the person(s) necessary for the performance of this contract. Store employee data electronically and use it for purposes permitted under the EU General Data Protection Regulation in conjunction with the Federal Data Protection Act.

(7) The company obligates the employee to maintain data secrecy. Further details are set out in a separate declaration of commitment, which will form part of this contract.

The employee is therefore not permitted to process, disclose, make accessible, or otherwise use individual details concerning the personal or factual circumstances of a specific natural person (personal data) for purposes other than the direct fulfillment of the employment contract. The obligation to maintain data secrecy continues even after the termination of the employment contract.

Violating data secrecy can be a criminal offense.

Aachen, November 1, 2025

Yukawa Exponential GmbH

Clemens Boldt (Managing Director)

Raj Kumar Rai