

CONTRACT OF EMPLOYMENT

Between

Native Teams GmbH, company registered under the laws of Switzerland, bearing company registration number CHE-175.679.982 and having its registered address at Centralbahnplatz 9, 4051 Basel, duly represented herein by Jack Thorogood (**hereinafter referred to as the "Employer"**);

and

Fiona Morf, residing at Bergstrasse 81, 8704 Herrliberg, ZH, date of birth: 06/07/1994, civil status: Single, social security ("AHV") No.: 756.8245.9075.20 (**hereinafter referred to as the "Employee"**);

Hereinafter individually referred to as a **"Party"** and jointly as the **"Parties"**.

The Parties hereby agree to enter into an open-ended contract of employment (hereinafter referred to as the **"Contract"**) under the Swiss Law, as follows:

1. Position

Subject to the terms and conditions of this Contract, the Employer hires the Employee as Business Development Manager - Sales.

The Employee shall perform such duties as normally attached to the above position, which include, but are not limited to, the following:

- Build and maintain strong client relationships to drive business growth and retention;
- Identify new sales opportunities and develop strategies to expand the customer base;
- Collaborate with internal teams to ensure seamless client onboarding and service delivery;
- Monitor market trends and competitor activity to inform business development initiatives;
- Achieve revenue targets by managing the full sales cycle from prospecting to deal closure.
- The Employee shall be reporting to her manager in the UK.

2. Duties of due care and fidelity

The Employee is to carry out the work assigned to him/her with all due care and to treat the materials and/or working tools respectively entrusted to him/her with all due care. During the duration of the Contract, the Employee may not carry out work for third parties against remuneration in so far as the Employee infringes his/her duty of loyalty and in particular is in competition with the Employer.

The Employee duties may change from time to time as the Employer deems appropriate as long as any changes shall be compatible with the position of the Employee under this Contract. The Employer will give the Employee reasonable notice of any changes in any such duties. The Employee is required to perform all other duties which are reasonably incidental to said position, as directed by the Employer from time to time.

3. Entering into force

The Contract shall enter into force 22.06.2026 and shall remain in force for an unfixed term.

4. Working hours

The Employee shall be employed on a full-time basis and shall devote an average of Thirty-seven point 5 (37.5) hours per week, spread over a five (5) day week, according to the schedule of hours which shall be communicated by the Employer from time to time. Whereas the standard business hours of the Employer are between 9am and 5pm, between Mondays and Fridays, the Employee recognises, acknowledges and accepts that due to the nature of the Employee's position with the Employer, the Employee will be expected to be flexible in his/her working hours as may be required for the proper performance of his/her duties and/or as the exigencies of the Employer's work may require.

Extra hours expressly required by the Employer are to be compensated by free time of the same duration.

5. Place of work

Save for any other arrangements which may be reached between the Employer and the Employee, the Employee shall work remotely, by teleworking, from his/her personal residence at **Bergstrasse 81, 8704 Herrliberg, ZH.**

For this purpose, the Parties hereby agree that the Employee shall be exclusively responsible, at his/her own cost, for providing, installing and maintaining any equipment necessary for the performance of the Employee's duties under this Contract from the said place of residence. For the avoidance of doubt, any such equipment shall remain the sole property of the Employee.

The Employer reserves the right to change the Employee's place of work to any other place where the Employer carries out or may carry out business activities in the future.

6. Remuneration

The Employee is to receive gross monthly remuneration of CHF 5'333 .

The statutory contributions required to the state 'AHV', 'EO' and 'ALV Schemes (Pension Schemes, Remuneration Compensation and Unemployment Insurance) are payable as to half each by the Employee and the Employer. The premium contribution to the corporate pension scheme of the Employer is to conform to the requirements of the Swiss Occupational Pensions Legislation ("BVG – Berufsvorsorgegesetz").

7. Paid vacation

The Employee is entitled to paid vacation of 5 (five) weeks per annum. During an incomplete year of employment, paid vacation entitlement is to be pro rata temporis.

8. Termination of the contractual employment

After the probationary time period, the employment relationship may be terminated by either Party

with the following notice periods:

- One month during the first year of service
- Two months from the 2nd to the 9th year of service
- Three months from the 10th year of service onwards.

Both the Employer and the Employee have the right to terminate the employment relationship without notice at any time for just cause, as defined by the applicable laws and regulations.

During the notice period, the Employee is required to continue fulfilling their work duties, and the Employer must continue to pay the Employee's salary and provide all due benefits.

Upon termination of the employment relationship, the Employer must compensate the Employee for any unused vacation days in accordance with the applicable legal provisions.

Upon termination of the employment relationship, the Employee must return all property belonging to the Employer, including but not limited to equipment, documents, and keys.

9. Exclusivity

The Employee shall not exercise any other jobs and agrees not to provide any services to third parties related or not related to the purpose of this Contract or with the activities of the Employer or any of related companies without the written consent of the Employer.

The Employee represents and warrants that are not subject to any obligation of exclusivity or any other commitment that might be deemed in conflict with any of her/his obligations under this Contract.

10. Confidentiality

For the purposes of this Contract, the Parties hereby agree that the term "**Confidential Information**" shall mean, but is not limited to, any information which is of a confidential nature and trade secrets of the Employer including, without limitation, any information or matter which is not in the public domain and which relates to the business or affairs of the Employer including but not limited to any business contacts, information regarding products or services, trading tools, strategies, research, technical data, know how, trade secrets, technical processes, finances, designs, inventions, databases, pricing, reports, studies, surveys, records, business plans, business methods, IT logins, passwords, protocols, customers, clients or suppliers and/or any other information which the Employer regards as confidential or about any other matters which may come to the Employee's knowledge in the course of his/her employment with the Employer.

The Employee acknowledges that in the course of his/her Employment, he/she will have access to Confidential Information. The Employee shall, during his/her Employment and at all times after its termination (howsoever arising), keep secret all Confidential Information and shall not access, use, copy and/or reproduce any Confidential Information, except for the benefit of the Employer and strictly for the purpose of carrying out and executing his/her duties pursuant to this Contract. This restriction shall continue to apply after the termination of the Employee's employment with the Employer without any limit in time but shall cease to apply to any such information which may come into the public domain other than through unauthorised disclosure by the Employee.

The Employee further undertakes to always exercise due care to safeguard and protect any Confidential Information against theft, damage, loss or unauthorised access.

The Employee agrees that his/her unauthorised use or disclosure of such Confidential Information may lead to disciplinary action, up to and including immediate termination, as well as at any time, to legal action by the Employer, including the right to claim the full amount of damages that may be sustained by the Employer, directly or indirectly, as a result of such use or disclosure.

11. Intellectual property

The Employee agrees that any intellectual property rights in all materials developed, written or produced by the Employee, whether individually, collectively or jointly with others, during the course of or incidental to the performing of his/her duties and functions pursuant to this Contract, shall vest solely and exclusively in the Employer. In this respect, the Employee hereby grants, transfers, assigns and conveys to the Employer, at no cost to the Employer other than the remuneration set out in this Contract, the entire title, right, ownership and all subsidiary rights in and to all the materials, including but not limited to the right to reproduce, prepare derivative works, distribute and exploit (including transfer of ownership or lease) to its best advantage as well as the right to secure intellectual property registration therein, and to any resulting registration (including any renewals, reissues and extensions) in the Employer's name in any country. Consequently, the Employee agrees that no rights in the said materials shall be retained by him/her and accordingly irrevocably and perpetually waives all moral and author's rights and/or rights of similar nature under the laws of any jurisdiction, in respect of the said materials.

Where the above mentioned intellectual property rights do not vest in the Employer automatically, the Employee shall hold them on trust for the Employer and undertakes and agrees to execute any and all documents, and to do such things as may be reasonably necessary to perfect the Employer's ownership of the materials, to accomplish any registration, as well as to defend and enforce the Employer's rights in the said materials. In this respect, the Employee irrevocably appoints the Employer to be his/her attorney to act in his/her name and on his/her behalf to sign, execute or do such instrument or thing so as to give effect and grant the Employer the full benefit of this article.

12. Severability

If any condition included herein shall be held by a court of competent jurisdiction to be invalid, unenforceable, or void, such provision shall be enforced to the fullest extent permitted by law, and all other terms and conditions shall remain in full force and effect.

13. Alterations to this Contract of employment

All alterations to this Contract of employment are to require the written agreement of both the Parties.

14. Applicable law

All disputes under this Contract of employment are solely to be settled by the application of the Swiss Law. The Place of Jurisdiction is Herrliberg, Switzerland.

Place: Herrliberg, Switzerland

Date: 18.06.2026

Native Teams

Employer:

Jack Thorogood

Native Teams GmbH,
duly represented by Jack Thorogood

Employee:

fiona.morfl

Fiona Morf