EMPLOYMENT AGREEMENT

Contract of Employment

PERMANENT · FULL-TIME POSITION

This Contract of Employment (the "Agreement") is made and entered into on 15 June 2026 in Berlin, Germany, by and between:

THE EMPLOYER

Meridian Analytics GmbH

Friedrichstraße 88
10117 Berlin, Germany
Reg. HRB 214857 B · Amtsgericht Berlin-Charlottenburg
VAT DE319284756
Represented by Dr. Katharina Vogel, Managing Director (Geschäftsführerin)
Contact +49 30 9028 4400 · people@meridian-analytics.de

&

THE EMPLOYEE

Lukas Brandauer

Kastanienallee 47
10435 Berlin, Germany
Date of birth 22.03.1992 · Austrian
Tax ID 61 815 209 442
Contact +49 151 2277 8841 · lukas.brandauer@posteo.de

hereinafter individually a "Party" and together the "Parties".

Key Terms of Engagement

POSITION **Senior Backend Engineer**	DEPARTMENT **Platform Engineering**	EMPLOYMENT TYPE **Permanent · Full-time**
START DATE **1 August 2026**	PROBATIONARY PERIOD **6 months**	REPORTING LINE **Sebastian Korte, Head of Engineering**
WEEKLY HOURS **40 h / week**	ANNUAL LEAVE **30 days**	PLACE OF WORK **Berlin office · hybrid remote**

Remuneration & Benefits

ANNUAL GROSS SALARY

€86,000.00

Paid in 12 equal monthly installments of €7,166.67 on the last working day of each month.

Salary account · IBAN **DE89 3704 0044 0532 0130 00**

BENEFITS & ALLOWANCES

- Performance bonus of up to €8,000 p.a. against company and personal objectives
- Company pension (bAV) with a 20% employer contribution
- Deutschlandticket mobility allowance of €80 per month
- Annual learning & development budget of €2,000

Terms & Conditions of Employment

1

Commencement & Probationary Period

Employment commences on 1 August 2026 for an indefinite term. The first six (6) months serve as a probationary period, during which either Party may terminate this Agreement upon two (2) weeks' written notice.

2

Position & Duties

The Employee is engaged as Senior Backend Engineer within the Platform Engineering team, reporting to the Head of Engineering, and shall diligently perform all duties reasonably associated with the position.

3

Place of Work & Working Hours

The regular place of work is the Employer's Berlin office. Standard working time is 40 hours per week, Monday to Friday, with eligibility for hybrid remote work of up to three (3) days per week.

4

Remuneration & Benefits

The Employee receives a gross annual salary of €86,000.00, payable in twelve equal monthly installments by bank transfer and subject to statutory tax and social-security deductions, together with the benefits set out above.

5

Annual Leave & Continued Pay

The Employee is entitled to thirty (30) paid working days of annual leave per calendar year, plus continued remuneration for up to six (6) weeks of certified illness under the Entgeltfortzahlungsgesetz.

6

Confidentiality & Data Protection

The Employee shall keep all business, technical and personal information strictly confidential during and after employment, and shall process personal data solely in accordance with the EU General Data Protection Regulation (GDPR).

7

Intellectual Property

All work products, inventions and software created in the course of employment belong exclusively to the Employer; the German Employee Inventions Act (Arbeitnehmererfindungsgesetz) remains unaffected.

8

Notice, Termination & Governing Law

After probation, either Party may terminate with four (4) weeks' written notice to month-end, subject to the extended statutory periods. This Agreement is governed by the laws of the Federal Republic of Germany.

Execution of Agreement

By signing below, the Parties confirm that they have read, understood and agree to be bound by the terms of this Agreement, together with any schedules and policies referenced herein.

★ EXECUTED ★
MA
BERLIN · 2026

Dr. Katharina Vogel
Managing Director (Geschäftsführerin)
for and on behalf of Meridian Analytics GmbH
Place / Date: Berlin, 15 June 2026

Lukas Brandauer
The Employee
Place / Date: Berlin, 15 June 2026