

LIETUVOS RESPUBLIKA

EMPLOYMENT CONTRACT

20/08/2026

1. Contract Details and Parties

Employment Contract No. DS-20260820, concluded on 20/08/2026, in Konstitucijos pr. 7. The Employer UAB „Baltijos technologijos“ (company code 305987654, registered address Konstitucijos pr. 7, Vilnius), represented by Direktorius Mindaugas Balčius, and the Employee Simona Urbonaitė (personal code 49812121234) (together - the Parties) concluded this employment contract (the "Contract").

2. Job Function

The Employee is hired for the position of Rinkodaros specialistė. Specific job duties are defined in the job description, which the Employee acknowledges in writing before starting work. The Employer will also familiarize the Employee with internal work rules and occupational safety instructions.

3. Place of Work

The Employee's place of work: Konstitucijos pr. 7, Vilnius.

4. Working Time and Schedule

The Employee's working time norm is set at 40 hours per week, over 5 working days, Monday to Friday. Work begins at 9:00 and ends at 18:00, with a lunch break of at least 30 minutes, which is not counted as working time.

5. Salary

The Employee's monthly salary is set at 1800 EUR GROSS (before tax deductions). Salary shall be paid at least twice a month: an advance by the 25th of the current month, and the final settlement by the 10th of the following month, by bank transfer to the Employee's account. The Employer may award bonuses and additional payments at its discretion.

6. Contract Type and Start Date

This is an indefinite-term employment contract. The Employee begins work on 2026-09-01.

7. Probationary Period

The Parties agree on a 3-month probationary period to assess whether the job and the Employee are a good fit. During the probationary period, either Party may terminate the Contract by giving the other Party 3 working days' written notice, without severance pay. If the Contract is not terminated by the end of the probationary period, the Employee is deemed to have passed probation and work continues under the terms of this Contract.

8. Annual Leave

The Employee is entitled to no less than 20 working days of annual leave per year, paid at the average wage. The leave schedule shall be agreed by the Parties, taking into account the Employer's operational needs.

9. Confidentiality

The Employee undertakes not to disclose to third parties the Employer's confidential information - trade secrets, client data, pricing, technological and financial data, and other non-public information learned in the course of employment. This obligation applies both during employment and for 2 (two) years thereafter. Disclosure of confidential information gives rise

to the Employee's liability for direct and indirect damages caused to the Employer.

10. Non-Competition

The Employee undertakes not to work for the Employer's competitors or engage in competing activity for 6 months after the end of employment. In exchange, the Employer shall pay the Employee monthly compensation of 40% of their average salary for the duration of the non-compete period. In the event of a breach, the Employee forfeits further compensation, must return the compensation already received, and shall compensate the Employer for any damage caused.

11. Data Processing

The Employer processes the Employee's personal data for the purposes of performing the employment contract, calculating salary, HR administration, and complying with legal obligations. Data is retained for the period required by law and is not disclosed to third parties except as required by law. The Employee has the right to access their data and request its correction or restriction of processing.

12. Dispute Resolution

Any disputes arising out of or in connection with this Contract shall first be resolved through negotiation between the Parties. If no agreement is reached within 14 calendar days, the dispute shall be referred to the labour dispute commission and, in the cases provided by law, to the court.

13. Termination

The Employee may terminate this Contract voluntarily by giving the Employer at least 20 calendar days' written notice. The Employer may terminate the Contract only on the grounds and in the manner set out by law, having given the Employee written notice. The Contract may also be terminated by mutual agreement of the Parties at any time. For important reasons (illness, inability to properly perform the job function, or other objective circumstances), the Employer may terminate the Contract by giving the Employee 5 working days' written notice.

14. Final Provisions

This Contract is made in two counterparts of equal legal force, one for each Party. Amendments and additions to the Contract are valid only in writing and signed by both Parties. This Contract is governed by the laws of the Republic of Lithuania.

EMPLOYER

(signature)

UAB „Baltijos technologijos“

on behalf of: Direktorius Mindaugas Balčius

Date: _____

EMPLOYEE

(signature)

Simona Urbonaitė

Date: _____