



LETTER OF EMPLOYMENT

Our Ref: L99999MH1946PLC004768

**Dataiku Incorporation,
902 Broadway,
New York 10010, United
States.**

Attn:

Dear Jose A Oliveras,

July 13, 2022

We take great pleasure in inviting you to be an integral part of Dataiku.

Congratulations! on being selected for the position of a CUSTOMER SERVICE SPECIALIST at Dataiku. We are enclosing herewith your letter of appointment, which may kindly be sent to us back with your signature in each page as a token of acceptance.

APPOINTMENT:

Your date of appointment would be effective as of 07.15.2022. As discussed during the interview, you will be working from home. Your appointment will commence after all your working materials are ready.

COMPENSATION:

As our (CUSTOMER SERVICE SPECIALIST), you will be entitled to an hourly salary starting pay of \$35.11 which indicates cost for your work with our company. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at Dataiku is dependent on your successful completion of the tasks that will be assigned by your supervisor.

Your salary will be reviewed after a period of a month in which it will be increased by 18%. The work employee manual will be coming alongside your working materials which you will purchase with the funds we will issue out to you. You will be entitled to other compensation and benefits in accordance with the company policy. Also, your salary will be reviewed periodically as per company policy.

Position: Your initial title will be (CUSTOMER SERVICE SPECIALIST), while you render services to the company, you can still be engaged in any other employment, consulting or other business activity that wouldn't create any conflict of interest with the Company.

Working hours are flexible (weekends included) if you meet up with the stipulated deadline for each assignment.

RESPONSIBILITIES:

In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation/image and business of Dataiku, whether directly or indirectly.

We at Dataiku are committed to ensure "Integrity" in all aspects of its functioning. Please ensure that you comply with the policies of the company as they form an integral part of the terms of employment with Dataiku. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are

updated/modified on a periodic basis and new policies may be introduced from time to time. As and when this happens, the company will notify you and you will be required to comply with the same.

In connection with your employment and during the term of your employment you shall disclose and assign to Dataiku as its exclusive property, all developments developed or conceived by you solely or jointly with others and shall comply with the policies of the company in relation to intellectual property

EMPLOYEE:

We hope that you will accept our offer to join the Company. You may indicate your agreement with these terms and accept this offer by signing and dating the agreement letter and returning them to the company. As required by law, your employment with the company is contingent upon your providing legal proof of any identity ID card e.g., driver license, etc.

Yours sincerely,

For Dataiku



Chief of Staff, Americas

Employee's full Name _____

Date. _____

Employee Signature _____ Provided for

reference only.

@HR Council for Dataiku.



INDIVIDUAL EMPLOYMENT AGREEMENT PERMANENT

FULL TIME OR PART TIME EMPLOYEE

PARTIES

DATAIKU COMPANY (referred to as “the employer”)

and

Jose A Oliveras (referred to as “the employee”)

GENERAL

1. This agreement commences **07/13/2022** and remains in force unless replaced or terminated under the termination clause.

2. This individual employment agreement also incorporates the provisions of the employer’s Staff Handbook (which will be provided along with the software’s purchased by employee for work), which is subject to amendment from time to time. In any instance where the Staff Handbook specifies a different condition of

employment to that expressly stated in this employment agreement, the provisions of this agreement will override the Staff Handbook. It is agreed that no other promises or undertakings have been relied on in making this agreement.

DUTIES

3. The position reports to the Hiring Personnel.
4. The duties of the employee are those stated above. Other duties reasonably within the capability of the employee may also be required from time to time. The employee's duties may be altered following consultation with the employee.
5. The employee is expected to perform the duties diligently and to use best endeavors to promote the interests of the employer in doing so.

HOURS OF WORK

6. The normal hours are between 8.00 am - 8.00 pm Monday to Friday. The normal requirements of the job mean that the employee must work hours more than these if required. The employee is expected to be flexible with time arrangements.

PERFORMANCE

7. Throughout the term of the agreement, the employee's performance will be monitored, and feedback provided.
8. The employee is expected to consistently satisfy key performance measures.
9. Salary/Hourly rate is \$35.11/HR.
10. All monies owed to the employee will be credited directly to the employee's bank.

LEAVE

11. Annual leave not taken will be paid as the sum of 6% on gross earnings at the end of the agreement.
12. Statutory holidays will be paid for according to the Holidays Act 2003. If the needs of the employer mean that the employee is required to work on a statutory holiday, a day off in lieu will be granted.

CONFIDENTIALITY

13. The employee will have access to privileged and confidential information in the course of employment. This may be about the employer or the employer's members, contract providers, web site users or prospective members.

14. The employee must ensure that all information relating to its members, contract providers, web site users, prospective members or the management and board of the employer stays confidential and is not divulged to a third party without the employer's consent.

15. The employee is not authorized to speak to the media concerning the employer's business unless specifically authorized.

16. The provisions as to confidentiality will also apply after the termination of this agreement and the employee agrees to be bound to this.

CONFLICT OF INTEREST

17. The employee agrees not to do work of any kind in direct or indirect competition to the employer during the term of this agreement. Likewise, secondary employment will not be sought.

TERMINATION

18. The employer may suspend the employee whilst an allegation of serious misconduct is being investigated. The employer may terminate employment without notice or payment in lieu of serious misconduct.

19. Either party may provide notice of a minimum of three weeks to terminate this agreement.

20. If the employee is suffering mental or physical incapacity to be unable to reasonably cope with the employee's duties, the employer may terminate employment with proper notice.

21. If any of the representations made by the employee either in the interview process or contained in the employee's CV prove to be untrue, the employer may dismiss the employee with two weeks' notice, which may be paid in lieu.

22. Upon termination, the employee shall surrender all the employer's property in the employee's possession, for example, identity card, keys, documents or other material.

REDUNDANCY

23. Redundancy occurs when employment is terminated by DATAIKU COMPANY, the termination being attributable, wholly, or mainly, to the fact that the position filled by you is, or will become, superfluous to the needs of DATAIKU COMPANY.

24. If you are likely to be affected by redundancy DATAIKU COMPANY will consult with you regarding alternatives to redundancy. Alternatives may include redeployment or retraining. If there are no viable alternatives, DATAIKU COMPANY may give notice of the termination of employment with the payment of compensation for the loss of the job.

EMPLOYMENT RELATIONSHIP PROBLEM RESOLUTION

25. The parties will attempt to resolve any personal grievance or employment relationship problem as close to the point of origin as possible.

26. The procedures contained in the Staff Handbook will be used to settle any employment relationship problem or personal grievance.

VARIATIONS

27. The terms and conditions of this employment agreement may be reviewed from time to time. Any variation agreed to must be recorded in writing otherwise it will have no effect.

EMPLOYEE’S ACCEPTANCE

28. The employee has read and agreed with the terms and conditions of this employment agreement.

29. The employee acknowledges that he or she has received a copy of this prior to signing this agreement and has had the reasonable time and opportunity to obtain advice before signing it.

Dated: 2022.....Signed by the employee



Florian
Douetteau

Chairman and CEO