



November 13, 2024

Ihor Kradyonov

45 Myoslavskya St., Kyiv, Ukraine, 02097

Dear Ihor Kradyonov,

Subject: Appointment as Chief Compliance Officer

We are delighted to extend to you the opportunity to engage with APOLLO SYNC B.V. in the capacity of Chief Compliance Officer (CCO) on a contractual basis. This arrangement reflects our confidence in your expertise and track record in ensuring adherence to regulatory requirements and fostering a culture of compliance within our organization.

Scope of Engagement: As a contracted CCO at APOLLO SYNC B.V., your role will encompass overseeing the company's compliance framework, ensuring adherence to relevant laws and regulations, managing compliance risks, and fostering a culture of ethical conduct. You will be responsible for developing compliance programs, conducting audits, providing training, and liaising with regulatory bodies to ensure ongoing regulatory compliance. It is understood that you will be rendering these services as an independent contractor and not as an employee of APOLLO SYNC B.V.

Terms of Engagement:

1. **Duration:** This contract will commence on November 15, 2024 and will conclude on November 15, 2025, subject to renewal upon mutual agreement.
2. **Compensation:** For the services provided, you will receive a compensation package consisting of \$10,000 annually.
3. **Independent Contractor Status:** You are engaged as an independent contractor and will be responsible for your own taxes, insurances, and benefits. The company will not withhold taxes or provide benefits typically associated with employment.
4. **Confidentiality:** Given the nature of your role, you will have access to sensitive and proprietary information. You are required to sign a confidentiality agreement to ensure the protection of such information.

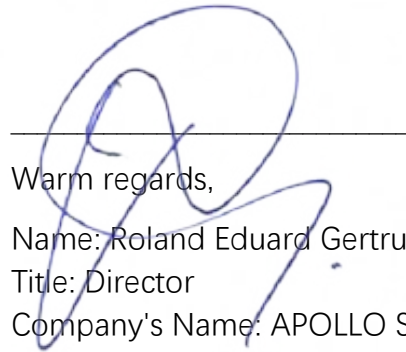


5. **Performance Review:** Your performance will be reviewed annually to ensure alignment with the company's objectives and expectations.
6. **Termination:** Either party may terminate this agreement with notice period of 30 days, detailing the terms for early termination and any associated obligations.

Acceptance: To confirm your agreement to these terms and your commitment to serve as the CCO on a contractual basis, please sign and return this letter by November 15, 2024. Your signature will signify your acceptance of the engagement and the terms outlined herein.

We are enthusiastic about the progress we anticipate under the positive impact your expertise. Please feel free to reach out with any questions or require further clarification on any aspects of this arrangement.

We look forward to a fruitful partnership and are eager to see the contributions you will bring to our team.



Warm regards,

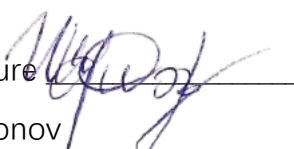
Name: Roland Eduard Gertruda De Mei

Title: Director

Company's Name: APOLLO SYNC B.V.

Contact Information: info@apollosyncbv.com

Recipient's Signature



Name: Ihor Kradyonov

By signing this document, I confirm my understanding and acceptance of the terms as outlined above, agreeing to provide my services as the Chief Compliance Officer (CCO) on a contractual basis to APOLLO SYNC B.V.