



VENTI TECHNOLOGIES CORPORATION
26 PIGEON HILL ROAD, WESTON, MA 02493

November 22, 2023

Lim Gui Siang
Via Email

Dear Lim:

On behalf of Venti, it is my great pleasure to summarize key terms of the employment offer. I know you will make an important contribution to Venti, build, challenge, and be part of an extraordinary team, and help shape the company to become the global leader in autonomous logistics and make a better world.

1. You will be employed on a full-time basis as **Procurement & Supply Chain Specialist** effective **January 2, 2024**. You will be based in Singapore. You and the Company remain free to terminate the employment relationship, at any time, with 30 days' notice.
2. Your base salary will be **SGD 97,200** per year, subject to tax and other withholdings as required by law.
3. You will receive an initial grant of **2,000** stock options with the Company's standard 4 year vesting: 25% cliff at 12 months followed by linear monthly vesting over 36 months. Your vesting commencement date will be the first date of your employment. The stock option grant is subject to the terms and conditions of the Company's Stock Options Plan, and approval of the Board.
4. You will be eligible to participate in any and all bonus and benefit programs the Company establishes and makes available to its employees, including a Stock Options Bonus Plan.
5. You will execute an Invention, Non-Disclosure Agreement, Non-Competition and Non-Solicitation Agreement as a condition of employment.
6. Your signing this letter below indicates your acceptance of these terms. We would appreciate a reply with your decision by **November 24, 2023**.

Lim, this is an exciting time for us as we launch Venti. I greatly look forward to building Venti shoulder to shoulder with you.

LIM GUI SIANG

A handwritten signature in black ink, appearing to read "Lim Gui Siang".

11 / 22 / 2023

Date

With Best Regards and Excitement for the Future,
VENTI TECHNOLOGIES CORPORATION

A handwritten signature in black ink, appearing to read "James Fu".

James Fu
Co-CTO and VP Engineering

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