

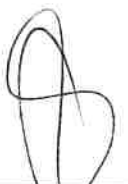
3. THE EMPLOYEE'S DUTIES & RESPONSIBILITIES

3.1. The core responsibility of the EMPLOYEE is the overall management and performance of the company

3.2. Amongst other matters, the chief executive officer shall during his tenure*

- be responsible for all duties associated with his employment in the position he has been appointed to as well as any other duties that might be assigned to him from time to time or that are related to his duties;
- perform all his duties in a professional manner and to the best of his ability;
- comply with all lawful and reasonable directions and/or instructions given to him from time to time by the Board and with any relevant legislation, regulations and/or statutory or other guidelines, as amended from time to time;
- submit to the Board such information as may reasonably be required from the Executive from time to time in connection with the business of the Company and to prepare or have prepared such report(s) in such form as may be required from the Company with regard to such business;
- use his best endeavours to promote, develop and protect the interests, reputation and goodwill of the Company; and — devote the whole of his working time, attention and abilities to the discharge of his duties in terms of this Agreement.

3.3. You will report directly to **Board of Directors**



4. WORKPLACE

4.1. Principally, the EMPLOYEE will execute his duties at the following offices:

7 Sarling Avenue, SAMRAND

4.2. The EMPLOYER may require the EMPLOYEE to execute his duties at such a place as may be indicated by the EMPLOYER. Such an instruction will be given in writing to the EMPLOYEE

5. WORKING HOURS

5.1. Working hours will be from 08H00 until 17H00 on weekdays. It will be expected from the EMPLOYEE to manage his own time as the scope of work may also require that the EMPLOYEE travels to obtain required inputs on weekends, before or after office hours.

5.2. The EMPLOYER will however not expect of the employee to work more than 45 hours normal hours of work per week.

5.3. The EMPLOYEE will be entitled to a meal interval of Sixty continuous minutes. Interruptions will normally not be permitted however operational circumstances may justify an interruption whereupon equivalent time off will be given.

6. BAG CHECKS AND SEARCHES

6.1. Daily bag checks and searches will be performed for each EMPLOYEE leaving the premises.

7. REMUNERATION AND EXPENSES

The EMPLOYEE will be entitled to the following remuneration from the date of listing as a Special Purpose Acquisition Company (SPAC) on the Johannesburg Stock Exchange (JSE) until the acquisition of Viable Assets have been Completed:

7.1. A monthly gross salary of R0 payable by the EMPLOYER by or on the end of every month ~~and a director's remuneration of R25 000 per Board meeting.~~

7.2. The EMPLOYER shall reimburse the EMPLOYEE in respect of reasonable business expenses (including business travel, telephone and accommodation expenses) incurred in the course of performing his duties and obligations with the Company.

7.3. The EMPLOYER will, upon the Completion of an acquisition of Viable Assets, offer the EMPLOYEE a remuneration package recommended by the EMPLOYER's remuneration committee, and approved by the Board of directors. If the EMPLOYER and the EMPLOYEE do not reach agreement on the remuneration package, the employment of the EMPLOYEE by the EMPLOYER will terminate.

8. LEAVE

8.1. ANNUAL LEAVE

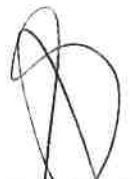
- 8.1.1. The EMPLOYEE is entitled to 15 (fifteen) consecutive days leave on full pay for each and every annual leave cycle.
- 8.1.2. The said leave shall be granted by the EMPLOYER as from a date determined by him at any time during the 12 months cycle but not later than six months after the completion of a 12 month's period.
- 8.1.3. Upon termination of the EMPLOYEE's employment the EMPLOYER shall pay to the EMPLOYEE his full remuneration in respect of any leave which accrued, but not granted to him before the date of termination of employment.
- 8.1.4. A total number of 5 (five) days leave may be carried over to the next leave cycle of the following year. Leave not taken exceeding 5 (five) days will be forfeited.

8.2. SICK LEAVE

- 8.2.1. The EMPLOYEE will be entitled to 30 working days' paid sick leave during a 36 month cycle, provided that within the first six months of this contract, the employee will not be entitled to more than 1 day's paid sick leave per completed month of service
- 8.2.2. During the first six months of continuous employment, the EMPLOYEE will be entitled to one day paid sick leave for every twenty-six days work.
- 8.2.3. The EMPLOYEE will provide the EMPLOYER with a medical certificate when applying for sick leave. The medical certificate must be issued and signed by a medical practitioner or person who is certified to diagnose and treat patients and who is registered with a professional council.

8.3. PATERNITY LEAVE

- 8.3.1. The EMPLOYEE is entitled to unpaid paternity leave for a maximum period of 10 consecutive days when his child is born or unless otherwise agreed upon or on a date as recommended by a medical practitioner to support his wife.
- 8.3.2. The EMPLOYEE will inform the EMPLOYER at least 4 weeks before he intends taking paternity leave, of such dates.



8.4. FAMILY RESPONSIBILITY LEAVE

8.4.1. The EMPLOYER will grant the EMPLOYEE during each annual leave cycle at the request of the EMPLOYEE, three (3) days paid leave which the EMPLOYEE is entitled to take when:

- The EMPLOYEE's child is born, or
- When the EMPLOYEE's child is sick, or
- In the event of death of the EMPLOYEE's spouse, parent, grand parent, child, adopted child or grandchild, brother or sister.

8.4.2. The EMPLOYEE may take family responsibility leave in respect of the whole or part of a day and the EMPLOYER may require a reasonable proof of the reasons for which the leave is required.

9. PUBLIC HOLIDAYS

9.1. The EMPLOYEE is entitled to such public holidays on full pay as are determined by law.

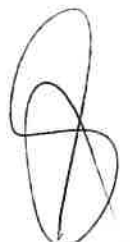
10. TERMINATION

10.1. This agreement may be terminated by either party by giving a two – month's written notice provided that such notice must be given on the 1st day of the particular month.

10.2. The period of notice shall not be given during the EMPLOYEE's absence on leave as determined herein.

10.3. Any theft will result in immediate termination and further legal action by Cilo Cybin Holdings Limited

10.4. Any deviation in Standard Procedure when handling S4 or S6 substances will result in immediate dismissal. No S4 or S6 substances in terms of plant material, dried or processed material, leaves, the whole plant or any piece of the plant are allowed to be taken, put in pockets, thrown away in an incorrect manner or taken for recreational use. This will result in immediate dismissal and criminal complaint laid with the South African Police service.



11. RETIREMENT AND MEDICAL FUNDING

11.1. As part of this Agreement, you are required to take out a policy or investment to provide for retirement and also medical cover with a Medical Aid Fund.

~~11.2. You are required to finance both out of your remuneration package~~

12. CONFIDENTIALITY

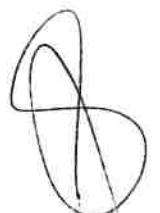
12.1. This Employment Contract contains proprietary and confidential information. You will not be permitted to disclose any information contained herein with other staff members or personnel.

12.2. Cilo Cybin Holdings Limited entrusts the EMPLOYEE with information, data and Intellectual Property and the EMPLOYEE will not be allowed to disclose any data, information or Intellectual Property obtained at Cilo Cybin Pharmaceutical or Cilo Cybin Holdings Limited to any other party or person not involved at Cilo Cybin Holdings Limited.

12.3. The EMPLOYEE will not be permitted to perform additional services whether it be consulting or alternative approaches that is in conflict of interest at Cilo Cybin Pharmaceutical or Cilo Cybin Holdings Limited.

13. CERTIFICATE OF SERVICE

13.1. On termination of employment an EMPLOYEE is entitled to a Certificate of Service, the particulars whereof are detailed in the Basic Conditions of the Employment Act.

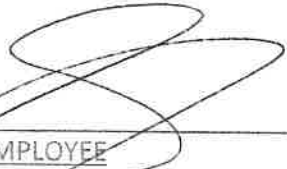


THUS, DONE AND SIGNED at PRETORIA

On this 20th day of JUNE 2022




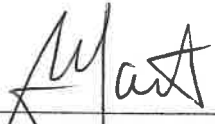
EMPLOYER



EMPLOYEE

As Witnesses:

1. 

2. 

BY ACCEPTANCE OF THIS DOCUMENT, THE RECIPIENT AGREES TO BE BOUND BY THE CLAUSES SET OUT HEREIN.

