



Kaseya US Sales, LLC  
701 Brickell Ave, Suite 400, Miami, FL 33131

CONFIDENTIAL

April 25, 2024

Johan Jongsma  
johan@jongsma.me

Dear Johan,

It is with great pleasure that Kaseya US, LLC offers you the position of General Manager, Backup reporting to Ranjan Singh, Chief Product Officer. You will be working remotely, starting May 06, 2024. You agree that you will travel as reasonably needed, in accordance with Company T&E policy to significant Company events and leadership meetings.

Your compensation package includes the following:

- This position has an annual gross base pay of \$300,000 USD.
- You will be eligible for the Company's annual bonus program with an annual bonus target of \$200,000 USD. Bonus awards will be based on Company, team and individual performance for the Calendar Year. Annual Bonuses are paid at the end of the quarter following the end of the applicable Calendar Year and will be prorated based on hire date. Employees must be actively engaged and not under notice of resignation or involuntary termination with cause, with Kaseya, on the bonus payment date, to earn and be paid bonuses. Employees who commence employment after 30th September will not be eligible for an annual bonus in that year; Employees must be hired prior to October 1<sup>st</sup> to be eligible for an annual bonus the following year. You will be eligible for an annual bonus (as per the plan rules) in March 2025.
- Company will recommend to the Company's Board of Directors or appropriate Committee thereof (the "Board") that you be granted an option to purchase 1,500,000 shares of the Company's stock with a grant date subject to the approval of the Board, the terms and conditions of the option granted to you will be in accordance with the Company's stock option plan and your stock option agreement, including vesting requirements. No right to any stock is earned or accrued until such time that vesting occurs, nor does the grant confer any right to continue vesting or employment.
- Eligibility for health, dental and vision coverage, flexible spending accounts, term life insurance, short-term and long-term disability, paid time off in accordance with the PTO policy, including (8) company-paid holidays, 401(K) and all other company benefits as they exist from time to time.

A detailed benefits summary is available on the corporate intranet website. Your credentials for this site will be provided upon the acceptance of the offer and the completion of the related candidate forms. The website will provide a comprehensive overview of the total compensation program in effect as of your expected start date. If you have any questions concerning the benefits, please contact [benefits-advocate-us@kaseya.com](mailto:benefits-advocate-us@kaseya.com).



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The company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offer, therefore, is contingent upon clearance of such a background investigation and/or reference check, if any.

Kaseya believes that its employees should dedicate their full-time efforts in furtherance of Kaseya's interests. Therefore, Kaseya expects that its employees will not engage in any activity, business, or employment, either during or after working hours, that would conflict with Kaseya's interests or diminish the ability of its employees to render to Kaseya the full, loyal, and undivided services which are contemplated with employment by Kaseya. You agree that unless you receive express prior written authorization from your supervisor, you will not hold another job while employed by Kaseya.

Please provide appropriate documentation for the completion of your new hire forms, including proof that you are presently eligible to work in the United States for I-9 purposes. Failure to provide appropriate documentation within 3 days of hire will result in immediate termination of employment in accordance with the terms of the Immigration Reform and Control Act.

We are excited about the prospect of your joining the company and look forward to having you as part of the team at Kaseya.

Sepedeh Tofigh  
Chief Legal & HR Officer

*You understand and acknowledge that your employment with the company is for an unspecified duration and constitutes "at-will" employment. You understand that this agreement does not form an express or implied contract of employment and that any representation to the contrary is unauthorized and not valid. You acknowledge that this employment relationship may be terminated at any time, with or without good cause or for any or no cause, at the option of either the company or you, with or without notice. You agree at all times to comply with all of the Company's policies, conditions, and workplace rules as such may be amended from time to time in the Company's sole discretion.*

*The provisions of this offer of employment have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon and subject to successful completion of background check, reference check, drug test and execution of the CONFIDENTIAL INFORMATION, NON-DISCLOSURE, NON-SOLICITATION, AND INVENTION ASSIGNMENT AGREEMENT.*

  
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Johan Jongsma

4/25/2024  
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Date