

Way of Working

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August 27, 2024

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Rev. AA



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1 Company Description

1.1 Background Information

SaqluraTeq B.V. was founded in end of April 2024 by Dr. Evrim Onur Ari (Ph.D., EE) with a passion for developing state-of-the-art electronics and mechatronics components and systems. With headquarters in Eindhoven, we are at the heart of one of Europe's leading technology hubs.

1.2 Legal Structure and Way of Working

SaqluraTeq B.V. is a privately held company, incorporated under the laws of the Netherlands as a Besloten Vennootschap (B.V.). Legally Dr. Evrim Onur Ari is the founder, only owner and employee of the company. The main principles, way of working and values of the company are determined and regulated by a team of experts, called the "core team". The core team meets monthly to discuss developments and status. SaqluraTeq does not use traditional corporate structure, rather it is designed as a sustainable microcosmos where a wide network of highly-skilled technical experts ("The Saqluras") contribute to individual projects via freelance services in a non-hierarchical setting. SaqluraTeq outsources the accounting and also uses freelance partners for technical expertise whenever required (e.g. Industrial Design, e.g. detailed PCB design). Company works with effort based contracts and profit sharing models with the saqluras to acquire required engineering services per topic/project.

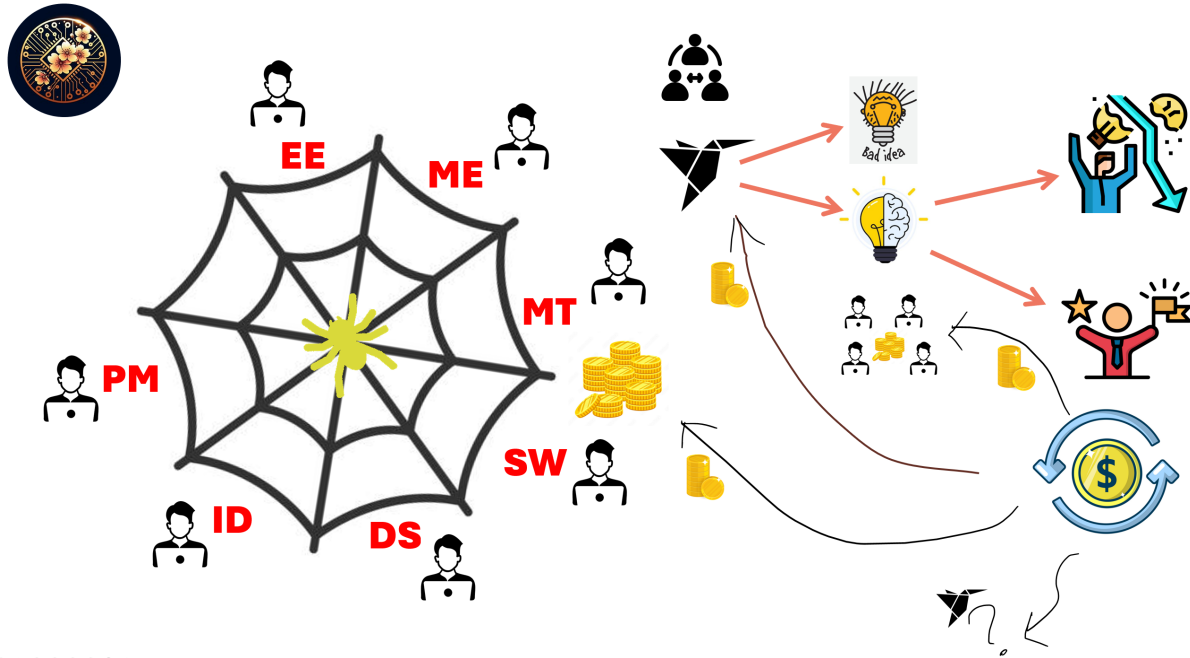


Figure 1: A graphical description of the SaqluraTeq microcosmos.



The way of working of the company is summarized in Figure-1:

- SapuraTeq microcosmos consists of a network of technical experts (depicted by human portrait avatars in the figure) termed "the Saquras" connected in a network where the company (depicted as the spider in the figure) is at the center of the network.
- An idea owner (depicted by the origami bird in the figure) which may well be one of the saquras pops up with an idea which is assessed by a jury which consists of the core team of the microcosmos and relevant saquras.
- The idea may be evaluated as a "bad idea" where it is scrapped.
- On the other hand, if the idea is evaluated to be a "good idea" it turns into a solid project and a team of saquras start working on the idea as an "ideation team".
- The microcosmos regulates the process but does not dictate any way of working. It provides necessary resources in the form of saquras and funds.
- Each saqura is a freelance entity paid a certain fee per effort/h basis.
- Funding can be provided via different resources
 1. External partners / customers.
 2. Subsidy grants.
 3. Fundraising within the microcosmos.
 4. SapuraTeq B.V. assets.
- the idea is further worked on where it turns into Value Creation Process (VCP). The idea owner becomes the VCP Owner. VCP Owners are not paid freelance fees but their effort is compensated by equity share.
- If the project fails no equity is generated, then a post-mortem analysis is performed where "lessons learned" are taken under record for corporate memory and the project is closed.
- If the project succeeds in creating value, the value manifests itself as equity per year.
- The created equity is distributed in the lead of the VCP Owner, where conditions are agreed upon per VCP:
 1. The resources used from the fund raisers are compensated with extra profit.
 2. A certain equity is for the VCP Owner.
 3. A certain equity is distributed to the saquras who contributed to the project.
 4. A certain equity is used to improve the funds of the microcosmos.