

**PRIVATE AND CONFIDENTIAL**

**Date:** 01/11/2021  
**To:** Karsten Kaminski  
**Position:** Senior Developer

**OFFER OF EMPLOYMENT**

Dear Karsten

I am pleased to offer you an unlimited contract for the position of Senior Developer at The Veterinary Group in the UAE starting on the 08<sup>th</sup> of January 2022.

This letter sets out the terms and conditions under which you are offered employment.

**Key Responsibilities:**

- Take overall accountability and responsibility for the development of a vertically integrated and consolidated supply chain management platform for the animal health sector in the MENA region including:
  - o Planning
  - o Defining Requirements
  - o Design
  - o Build
  - o Document
  - o Test
  - o Deploy
  - o Maintain and improve
- Develop a deep understanding of the Animal Health sector internationally and recommend new ideas and best practice
- Work with the Managing Director, Operations Director and Marketing Director
- Identify and manage competent and competitive human resources required to achieve project goals
- Ensure that the solution is capable to be integrated with existing and future software solutions
- Write original and efficient code
- Perform intensive testing of all new and existing functionality to ensure error free deployment
- Optimize the solution for mobile use, including Apple and Android smartphones and tablets

**Reports To:** Andre Henn | Steven Wright | Gerda van Vuuren

**Working Hours:** Normal working hours are Sunday to Thursday 8:00AM to 5:00PM. We expect our team members to complete 45 hours in a standard week. There will be times where overtime or out of normal working hours commitment is required. We expect that as part of the team we go the extra mile to meet deadlines and to deliver excellence consistently and efficiently. We also believe in flexibility and maintaining a healthy work life balance.

**Leave Days:** You are entitled to 23 working days leave per year.

**Remuneration:**

Total Monthly Cash: AED 12,000 per month broken down as per below paid directly to you.

Basic Salary:	60%
Travel Allowance:	20%
Housing Allowance:	20%

**Probation Period:** 6 months. During this you will accumulate annual leave of 2 days per month however, you are only entitled to it if you progress past the probation period. In addition, you will only be eligible for bonus payments after the probation period.

**Confidential Information:** As one of The Veterinary Group team, you will require access to sensitive company information. This information is private and confidential and cannot be shared with any other team member nor any external person or company without written approval from your direct manager.

**Non-Compete:** If you decide to accept this offer you agree that should you leave TVG either through resignation or termination after the probation period, that you do not enter an employment designation with another organization in the Veterinary Industry that is a competitor of TVG within 6 months in the emirate of Dubai.

**Disclosure:** If you decide to accept this offer, we will require you to disclose any other business interests you are part of. If during your employment you have an opportunity to be part of another business interest, we require that you disclose this information prior to accepting to be part thereof.

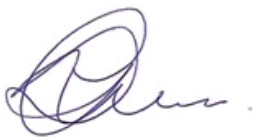
**Policies:**

The Veterinary Group has several human resource and administration policies and procedures. These policies are updated from time to time by the management of the company. You will receive notifications of new or updated policies to your company email address. All employees are expected to comply with these policies and procedures.

We look forward to a continuing a strong working relationship with you at The Veterinary Group and wish you every success in your new appointment.

Yours sincerely

Andre Henn



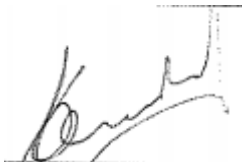
.....  
Andre Henn | Director Operations

**ACCEPTANCE OF OFFER OF EMPLOYMENT**

I have read, understand, and accept the terms and conditions of the offer of employment as set out above.

2021-11-08

.....  
Dated



.....  
Karsten Kaminski