

EMPLOYMENT CONTRACT

-V . AVF610P008-2005A

#\ Vuk° #u@8'h° ku@o:

foobar Agency GmbH
Ainmillerstr. 22
80801 München

Samuel Chinazam Odum
Plot 8 Block 10 Onoyom Mbuk Ave
Federal Housing Estate, Calabar
Cross River State, Nigeria

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1.1 The employee is employed as a His area of ..responsibility includes:

- ~~///~~Conception, design and implementation of individual software
- ~~///~~Advice to customers in all phases of the development of individual software
- ~~///~~Independent and customer-oriented project work with or with the customer
- ~~///~~Design of test procedures and implementation of quality assurance measures
- ~~///~~Implementation at the customer and professional and technical support of the application
- ~~///~~Documentation of work results
- ~~///~~Dealing with customer representatives from all functional areas (IT / specialist area).

The employee has demonstrated the necessary qualifications by presenting the originals of the corresponding certificates / test certificates. Corresponding copies were made available to the employer.

1.2 The employee will perform the activity on the premises of the employer (Ainmillerstr. 22, 80801 Munich) and - after consultation and options - also remotely in self-chosen premises (home office). The employer reserves the right to transfer other or additional activities to the employee - even at a different location. The employee can also be commissioned with less qualified work, provided this is reasonable when the interests of the employer and the employee are weighed up. During this time, the employee retains his full salary.

1.3 The employee expressly declares himself willing to undertake travel and temporary activities in other places at home and abroad, particularly with customers.

2

The employment relationship begins on June 1st, 2020 and is concluded for an indefinite period. To the extent that at this point in time all the legal prerequisites that are necessary for the employee to work in Germany are not present, the parties agree to the condition precedent that the start is delayed until these prerequisites are met. This applies in particular to the existence of valid residence and work permits. The employee will inform the employer immediately if a delay due to such legal requirements becomes foreseeable or occurs.

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Deutschland

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IBAN: DE10700202700015807566
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Eingetragen:
Amtsgericht München, HRB 236637
USt.-ID: DE314751232

Geschäftsführer:
Matthias Dietrich
Max Lüling

The first six months of the employment relationship count as a trial period. During the trial period, the employment relationship can be terminated by both sides at any time with a notice period of two weeks.

4.1 H YfY[i 'U'k YL 'nik cf_]b['hja Y]g(S'ci fg'H YVM[]bb)b['UbXYbXcZXL'nik cf_]b['ci fgUbXVfYU_gfYfVgX
cb'h YfY[i 'U]cbgcf'fYei]fYa YbglUdd'WYfYh'h YYa d'cmf"

5 # n

EUR 65.000,- (j b k c f X g g l h m Z j Y h c i g U X Y i f c g).

(= j UfJWYdUfhcZhfYhgUfm) on max. EUR 10.000,- (Jb k cfXg hMb h ci g bX Y f cg)

=ZgJMU\ Vcbi gGUbXWUbj YgJb fYa i bYUJcb UFYU fYXZh YYa dcmYFYWJj YgUWbZfa Ujcb YhfZca hY
 Wa dUbnZk \ JWVYWa YgdUfhCh JgWbhfUW

5.2 5bmVcbi gYgcf gWU dUa Ybgh Uh c VmcbXh YWUa ga YbHcbYXUfj c'i bHfmiYbYZhgZca hY
Ya d'cmfZhc k \JW'h YfY]gbc`Y[U YbHhYa YbhY Yb k]h fY[i `UfUbXfYdYUHXdUa YbHgZbY]h Yf Zcf h YdUgibcf
Zcf h YZ h fY`=Zh YYa d'cna YbhfYUjcbg j dYbXgZ h YbHhYa Ybhlc UdcggYVYVcbi gWUgYg h Udd m]Zh Y
Ya d'cmY]gbc`cb] Yf]b h YYa d'cmYfggfj]Wcb h YX YXUf`H YYa d'cmY]gcV]] YXlc dUmUW'h YVcbi g]Z
Y Y#g Y`Yj Ygh YWa dUbnk]h]b h fYfYa cbh gcZh YdUhc h Xi Ylc` \gcf` Yf`ck b hfa]bUjcb`cf Xi Ylc`
Y h fUcfX]bUmfcf VY U jcfU hfa]bUjcb`cZh YYa d'cmYf`H YgJa YUdd`Yg]Zh YYa d'cna YbhfYUjcbg j d]g
hfa]bUHXk]h]b h YUcfYa YbHcbYXdYf]cXVnU hfa]bUjcb U fYfYa YbZh YfYUgcb Zcf k \JW'k UgUf]]`hlc`
Y h fUcfX]bUmfcf VY U jcfU hfa]bUjcb`cZh YYa d'cmYf.

5.4 CdfUjcbU`mjbWffYXhfj Y`UbXhfj Y`Yl dmbggci hJXcZh YA i bJW`cWjcbUgk Y`Ugch Y`fYUHXyl dmbgg
k j`WYfYa Vi fgYXh h`Yya dcmYi dcb dfccZcZh YcdmUjcbU`fYUgcb j`UWfXbWk jh h`YUdd jWYfYfj Y`
Yl dmbgg i jXj bYg: cf Vi gbYgh f dōcb m h`Yha YcZi g`cb ZfY j b dUWcZi gbYgWl bhUgk cf j b j`ci fg`

: cf YUW XhzbW Xjbl h YHfj Y Xhgz\ck y YfZU YUgh YfY[i Ufj YfU Yk cf_]bl H a Yh UhlgU chXhlc Jhlg HU Yb jblc UWi bh

5.6 9a d'cmfGubXa d'cmYgk j\`c XUb Ubbi U Hf[Yha YHjbl jbk \JW h YYa d'cmYfGdYfcbU Hg gUbX[cUg Zcf h YZ hi fYUbXdUghdYfZfa UbWUfYXjgWgX"Cb h YVUgZCh YUgYga YblgcVUjbyXj b h jgk UhZ h Y fYa i bYfUjcb Zcf h YZ hi fYUb VYU fYXVh k Yb h YYa d'cmYUbx h YYa d'cmf.

6 u -

6.1 H YYa d'cmf Ug: d'Ubglc Ud'nZcf UH a dcfUfn a d'cna YbhU YbWdMfa Jhlc a U Yh YYa d'cmYUj U WY hc \JgWgca YfGZcf h Ydi fdcgYgcZdYfZfa jbl H a dcfUfnU YbWk cf_ "H YXi fUjcb cZ h Y jbxj jX U Ugg[ba Ybhi JgY h Yf"ja JhXcf Jgi bh Z f h Yf bchJWUbXjgUk Ugh a dcfUfn H YYa d'cmf k j\`jbZfa h YYa d'cmYUgGcb' Ugg WUb Ugg[ba Ybhjga a jYbhUbxdfcj jX h YYa d'cmYk jh h YUdd JWW Y jbzfa Ujcb g YhZca h Y Ya d'cna YbhU YbWZcf h YH a dcfUfn a d'cna YbhU YbWUbXdfcj Y h YdfYgbWcZ h Y JWbgZcf h YH a dcfUfn Ya d'cna YbhU YbWU h Jgha Y

6.2 -bgZf Ugh YYa d'cmY JgUgg[bYXhG g j b h YWgca YfGVi g bYgg UgdUfhcZ h YH a dcfUfn a d'cna YbhU YbWZ \Y Jgg VWW h h YWgca YfGk cf_ jbgfi Wjcbg" H JgXcYgbch UZZW h YYa d'cmfG[YbYU f j\ hcZa UbU Ya Ybh

7 †

7.1 H YYa d'cmY JgYbh h YXh UfYU jbl j UWjcb cZ S'k cf_]bl Xh j b h YWYbXf nYf k \ J YWb h jbl jlc dUhi h YUcj YWa dYbUjcb" H YH a YcZ h Yj UWjcb JgXhMfa jYXVn h YYa d'cmf HU jbl jblc UWi bh h Yk Jg YgcZ h YYa d'cmY h YVi g bYgg j b h YUgUbx h Y c JXh k Jg YgcZ h Yf Ya d'cmYgUbXa i ghYfYei YghXVn h Y Ya d'cmYk jh jbl UfYUgbU YdYf cX" H YYa d'cmY Wb Wja Z Ubbi U YU YZcf h YZfgha YUZF gl a cbh gcZ i b j b h f i d h X g f j JW

7.2 < c JXhga i ghUk Ugh VY[fubhXUbXhU Yb j b h YWfYbhWYbXf nYf \ck y YfZh JgdYf cXWb Ugh bh A fW" %Y h bX h YZ`ck jbl nYfZch Yk Jg Y h Y dYfYg`Z h Yj UWjcb Wi XbchVYhU Yb Xi f jbl h Jgha YXi Yh j bWdUWm h k cf_z h Yj UWjcb k j\`Y dYfYcb Gd h a Yf" Sh U h Y Ugh jZ h Jg UWjcb Ybh h Ya Ybh UgbchVYb HU Yb Vn h Yb

7.3 H YYa d'cmf fYgYf Ygh Yf j\ hlc UfUbl YUbbi Uj UWjcb Vh k Yb 7 fJga UgbXBk Mufzk \ JW JgWi bhX hck UfXgh Yj UWjcb Ybh h Ya YbhcZ h YYa d'cmYzk \ YfVn h Y & %U bX" %U fYUW gWXi YXk jh \UZUXhni cZj UWjcbZdfcj jX h YnZU`cb k cf_]bl Xh g h JgcfXf k j\`VW a a i b j W h X h h YYa d'cmYg j b k f j h jbl jbl ccX H a Y

7.4 5 h h YbXcZ h YYa d'cna Ybh fYUjcb g JdZfYa Ujbl j UWjcb Ybh h Ya Ybha i ghYfYXi WXk jh j b h YbchV dYf cX jbgZf Ugh Jg Jgdgg VY

7.5 T b dUX Yj YWb VY[fubhXhU jbl jblc UWi bh h Y j b h YUgZ h YYa d'cmf.

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8.1 H YYa d'cmY JgcV[YXh ja a YXU h n bchZ h h YYa d'cmf cZUmja dYXa Ybhlc k cf_ UbX JgY dYMX Xi fUjcb" H YfYUgbgZcf dYj Ybh jbl k cf_ a i ghYVWa a i b j W h X cb fYei Ygh

8.2 Z h YYa d'cmY Jgi bU Yh k cf_ UgfYg h cZub j\`bYg h fci [\ bc Zi h cZ Jgck bZ Ya i gh jbzfa h YYa d'cmf Vn h Yd cbYzj YfU`mcf j b k f j h jbl Uci h h Y dYMX j b W d U W m Zcf k cf_ UbX JgY dYMX Xi fUjcb" 5 h h Y Ugh jcb h Y fX X h cZub j\`bYg h YYa d'cmY Ugh dYfYbh h YYa d'cmf k jh Ua YXW W h Z W h cZ j b W d U W m Zcf k cf_z k \ JW W b Zfa g Jgcf Yf j b W d U W m h k cf_ Zca h YZfgh X h cZ h Y j\`bYg UbX h Y dYMX Xi fUjcb cZ h Y j b W d U W m h k cf_ " Z h Y j b W d U W m h k cf_ Ugg cb Yf h Ub g U h X j b h Y W h Z W h Z h YYa d'cmY Ugh YZ`ck jbl X h U h Y Ugh h g Va j h UbYk W h Z W h cZ j b W d U W m h k cf_ UbX jbzfa h YYa d'cmf j b Uj UbWUci h h Y

WbHbi Ujcb i bh`h YgUfhcZk cf_ "b`h YWgYcZFYei Ybhg`cfh]`bYgYgzh YYa d`cmf`lgYbHhYXlc`fYei Yghh Y
dfYgYbHjcb`cZh Ya YXjW`WfHjZWHYZca`h YZfghXUmcZh Y]bWdUWmrc`k cf_.

8.3 7cbHbi YXdUha Ybh]b`h Yy YbhcZ]`bYgYXdYbXgcb`h YgUhi hcfmdfcj]gcbg

9 # \

9.1 H`YYa d`cmYU`fYUgUc U`WbZXXbhU`]bZfa Ujcb`cVUjYX]b`h]gWbhfUM U`fYUjcbg`jd`fH`WUgVi gbYg
UbXhFUXYgWfMg`h YWbW`gcb`cZh YWbhfUMXUHU`bX]lg`Y d]fmU`bXfYg`h`g`ch Yf`hWb]W`cf`Wa a`YfWU`
]bZfa Ujcb`cZUm]`]bXU`ci hih`YYa d`cmY`UbXU`ci hih`YYa d`cmf`gWg`ra YfgUgk`Y`UgXcWa Yb]gcf`ch`Yf`
]bZfa Ujcb`cZh YYa d`cmf`cf`Wg`ra Yfzk`\\W]`lgXg]`bUH`XUgWbZXXbhU`Zhc`VY`YdHgWfMfZca`h]fXdUfH`Yg
Zcf`Ub`i`b`ja]hXdyf]cXZ]`Y`VmcXh`Yhfa]bUjcb`cZh YWbhfUMXU`bXlc`VYi`gXcb`nZcf`h`Yy`YmHjcb`cZh`Y`
Ya d`cna`YbhfYUjcbg`jd`H`lg`X`hmcZWbZXXbhU]m`fYU`gU`cYU``h`a`Uhfgh`U`fY`_`Ymrc`W`g`Ufa`h`c`
g`V`mU`bX]`h`gcf`]g`Wg`ra Ygcf`h`Xla`U`Yh`Yf`fYdi`Hjcb`<`Yk`j``Hj`YU`b`W`g`fma`Yg`fYg`h`df`Y`Ybh`h`Yf`
i`bU`h`cf]`nXUW`g`UbXi`bU`h`cf]`nXi`g`Y`n`h`]fXdUfH`Yg`

9.2 b`UXHjcb`h`_`bck`YX`YcZdfcXi`WU`bXVi`gbYg`dc`W`g`UbXg`U`YgWUbbYg`h`lgUdd`Yg]b`dUfH`W`f`h`U`
]bZfa Ujcb`h`U]gXg]`bUH`XUgWbZXXbhU`cf`h`U`Wb`VY`X`bHjZ`XUgVi`gbYg`cf`h`UXYgWfMg`6UgW`nZ`h`lg
]bW`XgU`Vi`gbYg`h`Wb]W`Z`bU`bVU`UbXch`Yf`]bZfa Ujcb`U`ci hih`YVi`gbYg`U`Mj`]h`Yg`cZh`Y]bXj`]X`U`
dUfH`Yg`UbXh`Yf`dfc`W`g`<`Y]gUg`cV]`YXlc`_`Yd`h`YbUa`Yg`cZh`YYa d`cmf`gWg`ra Yfgh`U`h`U`Y`YVW`a`Y`
_`bck`b`h`c`\\ja`g`W`h`

9.3 :`cf`di`fdcgYg`ch`Yf`h`Ub`h`YdYfZfa`UbW`cZ`lgk`cf`_`zh`YYa d`cmY`a`U`h`bchU`Y`Z`W`dncf`k`f]h`c`Zd`U`g`
g`Y`W`g`h`bXf`XcWa`Yb]g`Wa`di`h`f`dfc]`fUa`g`XU`h`cf`ch`Yf`Z`Yg`cb`ch`Yf`Wa`di`h`f`gcf`a`YX]Zcf`a`U`Yh`Ya`
_`bck`b`cf`U`W`g`Y`Y`h`U`b`cb`Y`ci`h`g`Y`h`Y`Wa`dU`b`

9.4 H`YYa d`cmY`a`U`h`dUg`cb`h`Y]bZfa Ujcb`dfch`W`X`V`n`h`lg`g`W`cb`h`h`]fXdUfH`Yg]bg`Zf`Ug`h`lg]gbY`W`g`fmi
Zcf`h`YdYfZfa`UbW`cZ`lgU`Mj`]h`Yg`b`W`g`cZ`Xi`Mz`Yk`j``W`bg`h`h`YYa d`cmY`Ug`h`c`k`\\Yh`Yf`UbXlc`k`\\U`
Y`h`b`h`h`Y`XU`a`U`h`Y`dUg`Y`cb`.

9.5 ``b`h`Yy`YbhcZU`fYUW`cZh`YU`cY`YWbZXXbhU]mrcV]Ujcbg`h`YYa d`cmY`a`i`gidU`h`WbhfUM`U`dYbU`h`i
]b`h`YUa`ci`bhcZ`k`c`U`YfU`Ya`cbh`n`b`Yh`k`U`Yg`h`Yg`fYXU`g`Xcb`h`Yk`U`Y`bHh`Ya`Yb]g`cZh`YdUg`h`a`cbh`g`
h`h`YYa d`cmY`Zcf`YUW`j`c`Ujcb`"H`Yf]`\\hlc`X`a`UbX`Xla`U`Ygcf`]b`i`b`Wj`YfY]YZ]b`U`W`g`cZbcb]`Wa`d]U`bW`
]gbchU`Z`W`X`V`n`h`YdUha`YbhcZh`YWbhfUM`U`dYbU`h`i`H`YWbhfUM`U`dYbU`h`k`j``bchW`i`b`h`c`k`U`Xg`h`Y`
W`a`dYb`g`h`cb`.

9.6 =Zh`YYa d`cmY`j`c`U`h`g`\\g`WbZXXbhU]mrcV]Ujcbzh`lg`Wb`Y`X`h`h`fa`]bUjcb`"H`YYa d`cmY`Ug`U`X`]g`g`
h`YYa d`cmY`h`U`h`V`h`U`h`c`Z`g`W`f`g`d`i`b]g`U`Yi`bXf`G`W`cb`%`I`K` ;`.

9.7 H`YX`hmcZWbZXXbhU]m`YbXg]Zh`Yg`b`g`h`j`Y]bZfa Ujcb`V`W`a`Yg`YbYU`m`_`bck`b`cf`]ga`U`Y`U`W`g`Y`Y`h`
U`h`]fXdUfH`k`\\c`]gbchg`V`W`m`h`U`X`hmcZWbZXXbhU]m]b`fYUjcb`h`h`Y`ch`Yf`dUfH`

10 h) #

10.1 H`YYa d`cmY`g`dYf`gbU`XU`U`fY`dfc`W`g`X`Y`W`fcb]W`n`H`YYa d`cmY`U`fYUg`h`h`YfU`g`Zf`cZdYf`gbU`XU`
h`U`W`g`ra`Yf`cZh`YYa d`cmY`]bg`Zf`Ug`h`lg]gbY`W`g`fmi`Zcf`h`Yy`YmHjcb`cZh`lgWbhfUM`H`Y`g`cfU`Y`Z`h`U`g`Zf`UbX`
dfc`W`g`b]`Hj`Yg`d`U`W`Zcf`h`Ydi`fdcgYg`cZdU`h`c`z`dYf`g`bbY`d`Ubb]b]`UbX`dYf`g`bbY`Xj`Y`cda`Yb`H`YYa d`cmY`
k`j``ja`a`YX]U`Y`m]bZfa`h`YYa d`cmY`cZWU`b]Yg]b`h`YU`X`Y`g`cf`ch`Yf`WU`b]Yg`H`YYa d`cmY`]gYbHh`YXlc`
]bZfa Ujcb`U`ci hih`YdYf`gbU`XU`U`g`cfY`XU`W`f`X]b]`h`h`Y;`8DF`"C`h`Yf`k`]g`zh`Y`dfc]`]gcbg`cZh`Y;`8DF`UbX`
h`Y68G`Udd`m`

17 U

17.1 H\Y\Ya d'cnYYi bXXfUj Ygic jbzfa h\Y\Ya d'cnYf ja a YXUHYmUci hWUb jYgjb'dYfgcbU VWa gUbWgg W' Uga Uf jU'gUhi gZbi a Vy'cZWj XfYbzUXfYggUbXWbHUMXHU'g

17.2 6ch dUfhYgWbZfa h\Uih\Ym\Uj YfYWj YXUWdmcZha jgWbHUM

18 7 h

18.1 H\Y\Ya d'cnYXWUfYgh Uh\Y jgbchig VWMic UWa dYhjb VUb k jh UdfY jci gYa d'cnYf UbXh Uh\Yf UYbc ch Yf'cVgUWgic ghfhb j\ jgUM U Ya d'cna Ybhc h\YXUmgjdi UHX j b h YWbHUM

18.2 u 7 k 8

18.3 Gci XUdfcj jgcb'cZha jgWbHUMVWa Yk\c mcf dUfhU'mjb YZWMj Yzcf jZUfY i Ujcb h Uh jgbWgg fm dYf gY jgbch j bW XZha YZWMj YbYgg'cZha YfYa Ujb j d'fcj jgcbg'cZha jgWbHUM jgbch UZWMX bgh UXCZha Y j b YZWMj Ydfcj jgcb'cf h'c Z j b U'ced\c YZU Y U'mdYfa jgg VYg jdi Ujcb'cf fY i Ujcb jgXYYa Xhc VYU fYXZ k j W WffYgcb XgUgZf Ugdgg VYh'c k Uih YdUfhYgk UbHXcf k ci X\Uj Yk UbHXZcf h Ydi fdcg'cZha jg WbHUM jZha Ym\UkfYw j b jnXh Y'ced\c Y

18.4 7\Ub j Ygic h jgWbHUMa i ghVYa UX j b k f j h b j "H\ jgUg Udd j Ygic UWUb j Yh'c h jgk f j h Yb Zfa WU gY" 8 Y j U j b j Zca h j g j b Zfa U WUb j Ygcf UX j hcbgic h jgYa d'cna YbHUM UfY YZWMj Y jZha Ym f d Yg b h j b X j j X U U f Y Ya Y b g k j h j b h Ya Y b j b j cZY" S) V6; 6.

A München, den 13.05.2020

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Name: Matthias Dienrich

Position: Geschäftsführer

A Ort, Datum

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Samuel Chinazam Odum