EMPLOYMENT CONTRACT

-V . AVF610P008-2005A

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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

foobar

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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
 - Á Independent and customer-oriented project work with or with the customer
 - AMDesign of test procedures and implementation of quality assurance measures
 - •Á Implementation at the customer and professional and technical support of the application
 - AMADocumentation of work results
 - AMDealing 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.

3 Prob

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.

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- 4.1 H\YfY[i`Uf`k YY_`mk cf_]b[`t]a Y]g(\$\ci fg'H\YV\[]bb]b[`UbXYbXcZXL]`mk cf_]b[`\ci fgUbXVfYU_gUfYVLgXX` cb`l\YfY[i`U]cbgcf`fYei]fYa YblgUdd`]WWYlc`l\YYa d`cmYf"
- 4.2 = ZfYei | fYXVmih YYa d`cmYfžih YYa d`cmYYi bXYfHU_Yghck cf_ cj YfHa YUbXcj YfHa YUgk Y`UgG bXLinUbXdi V`]W \c`|XLink cf_ hch YYI hYbhdYfa | llhXVmiUk "H\YYa d`cmYf`|gYbh|hYXhcgWYXi 'Yi dhc', \ci fgcZcj YfHa YdYfk YY_" 5hlh YX|gWYHcb'cZh YYa d`cmYfžcj YfHa Y]ghc VYWa dYbgLhXcf Wa dYbgLf

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5.1 H\YYa d`cmYYfYW]j YgUZl YX[fcggUbbi U`gUUfm]b h\YUa ci bhcZ

EUR 65.000,- (]b k cfXg gll hntZj Yh ci glbXYi fcg).

=bUXX]h]cbžUVcbi g]gdUX]Zh\YU[fYX[cUgUYa YhUh]\YYbXcZh\YnYUf

(= j Uf]WYdUfhcZHf[YhgUUfn] on max. EUR 10.000,- (]b k cfXg h\u00e4b h\ci g\u00e4bXYi fcg

df 7 ``mtffch ffk]grdfc fUHE'H YHtf[YngJUfmdf mtf]g91 F +) \$\$\$\$ fflo k cfXg gyf YbhniZj Yh ci gbXY1 fcgE' : i ffh Yf XHJ gg]b dUfl W Uf h YVYU_Xck b cZh YdfYa]i a `UbXh Y[cUggUY`UXXck b]b UgdUfUhrHtf[Yn U fYYa Ybh'H: cVHJb h YVcbi gih YYa d`cmYY]gcV][YXhc fYei Yghg W UHtf[YhU fYYa YbhZca h YWa dUbmcb Ub Ubbi U Wgg 5 bmcj Yfla YflbW X]b['dcggVYk cf_ cb 'Uhi fXhg@G bXhgUbXdi V]W c`|XhgE]gWa dYbgHXX k]h h |gfYa i bYfUfcb.

=ZglYMjU Vcbi gYgUbXWUb[Yg]bfYa i bYfUljcbUfYU[fYYXzh\YYa d`cnYYfYM]jYgUWbZlfa Uljcb``YhhfZfca h\Y Wa dUbnžik \]WVYWa YgdUfhcZh.]gWbHUMi

GUUfmidUna YbligUfYa UXYWg\`Ygglic Ub`UWvi bhigtIYYJZYXVnih\YYa d`cnYYUbXUfYdUnWYcb'h\Yh\]fXk cf_]b[`XLinicZh\YZc``ck]b[`a cbh\.

5.2 5bm\cbi g\gcf'g\M\U d\na \\blg\h\th\[c \V\ncb\h\\Y\U\]a ga \\bl\cb\\X\U\J\gch\\chi\cbi\\Y\\J\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\Y\\\\gch\\\\gch\\Y\\\\\gch\\\\gch\\\\gch\\\\gch\\\\gch\\\\gch\\\gch\\\gch\\\gch\\\\gch\\\gch\\\gch\\\gch\\\gch\\\\gch\\\gc

5.3 H. YYa d'cmYY]gbchidYfa]lhYXhr Ugg[b UbX#cf d'YX[Y \]gWa dYbgLijcb WU]a ghr h]fXdUfl}Ygk]lh ci hih Y Ya d'cmYfigdf]cf k f]lhYb WbgYbh 5 b Ugg[ba YbhU fYYXk]lh h]fXdUfl}Ygk]lh ci hih Y Ya d'cmYfigWbgYbh]g]bYZYMij Y'H. YYa d'cmYYWbbchcZgYhWa dYbgLijcb WU]a gU UbghUVUJa Vmh YYa d'cmYfzi b Yggfh Y Wi bhYWUJa]gi bXjgli hXXzfYUXmZcf XXWjejcb cf "Y[U'mY|bX]b[.

5.4 CdYfUjcbU`mijbWffYXlfY Y UbXlfY Y Yl dYbgYgci lgJXYcZl\ YA i b]W`cWljcbUgk Y`Ugcl\ Yf fYU\XYl dYbgYg k]``VYfYJa Vi fgYXlc l\ YYa d`cnYYi dcb dfccZcZl\ YcdYfUjcbU fYUgcb]b UWdfXlbWk]l\ l\ Y\Ydd`]WWYlfY Y`Yl dYbgYg[i [XY`]bYg': cf Vi glbYgglf]dgcb`ml\ YlJa YcZi gYcb ZcfY][b d`UWcZVi glbYggWi bhUgk cf_]b[\ci fg'

: cf YUW XLhzi]bWi X]b['lh YlfU Y XLhzzi`\ck Yj YfzUh YUzhlh YfY[i `Uf'U Yk cf_]b['l]a Ylh Uh]gU `clhYXlhz']h]g HU Yb `|bhc UWwi bh

5.6 9a d'cnYfgUbXYa d'cnYYgk]``\c`XUb'Ubli U'H.f[Yha YY]b[']b'k\]W'h\YYa d'cnYYgdYgcbU'H.g.gUbX[cUg' Zef'h\YZ hi fYUbXdUghdYZefa UbWUYX]gWggX'Cb'h\YVUggcZh\YUgygg YbhgcVHJbYX]b'h\]gk Unzh\YfYa i bYfUlcb'Zef'h\YZ hi fYWb'WYU fYXXWhk YYb'h\YYa d'cnYYUbXh\YYa d'cnYf.

6 u -

6.1 HAYYa d'cmYr Ug: d'Ubghe Udd'mizef Uhla defUmiYa d'cma YbhU YbWridYa]hihe a U_YhAYYa d'cmYY U 'UVY he \]gWghea YfgZef hAYdi fdegYgeZdYfZefa]b[hYa defUmiU YbWrik ef_"HAYXi fUljebeZhAY]bXjj]Xi U Ugg[ba Ybhi]gY]hAYf"]a]hAXef]gi bh] Z fhAYf bel;WUbX]gUk UnghYa defUmiHAYYa d'cmYr k]```]bZefa hAYYa d'cmYr Uggebeb Uggi WUb Ugg[ba Ybhig]a a]bYbhUbXdfej]XYhAYYa d'cmYr k]hAYUdd`]WWY]bZefa Uljeb gAYhiZea hAYYa d'cma YbhU YbWriZef hAYha defUmiYa d'cma YbhU YbWriZef hAYha defUmiYa d'cma YbhU YbWriLihAJgh]a Y.

6.2 =bgcZlf Ugh\YYa d`cmYY]gUgg[| bYXH.g.g]b h\YWgra YfigVi glbYggUgdUfhcZlh\YhYa dcfUfmYa d`cma YbhU[YbWbzi \Y]gg VYWnllc h\YWgra Yfigk cf_]bgfi Wnlcbg'H.]gXcYgbchUZXWnlh\YYa d`cmYfig[YbYfU f][\hcZa UbU[Ya Ybh

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7.1 H\YYa d`cmYY]gYbHjhYXhc UfYU]b[j UWH]cb cZ' \$'k cf_]b[XLing]b h\YWYbXLf mYLf k\]`YWbHjbi]b[hc dUm h\YUcj YWa dYbgLH;cb"H\YHa YcZh\Yj UWH]cb]gXYhYa]bYXVmh\YYa d`cmYf H_]b[]bhc UWhi bhl\Yk]g\YgcZ h\YYa d`cmYYzh\YVi gbYgg]bhYYggUbXh\Y\c`]XLink]g\YgcZch\Yf Ya d`cmYYgUbXa i ghVYfYei YghXVmh\Y Ya d`cmYYk]h\]b UfYLgcbUVYdYf]cX"H\YYa d`cmYYWb WU]a Z ```Ubbi U ``YU YZcf h\YZfghHa YUZhf gl a cbh\gcZ i b]bhYffi dhXgYfj]W.

7.2 < c`]XLhga i ghtk thgVY[ftbhXtbXH_Yb']bhYWffYbhWYbXlfmYt/\ck Yj Yfzh\]gdYf]cXWb``tghi bh]``
A tfW'' %'Yl hbXhYZc``ck]b[mYtfzch\Yfk]gY]hYl dlfYg'=ZhYj tWt]cb\Wi `XbchVYH_Yb'Xi f]b[h\]gha YXi Yhc'
]b\WdU\Jmhck cf_zhYj tWt]cb'k]``Yl dlfYcb'G\dha VYf'' \$h\ thhY`th\gh]Zh\]gj tWt]cb Ybh]hYa Ybh\tgbchVYb'
H_Yb\mh\Yb.

7.3 H\YYa d`cmYrfYgYfj YgH\Yf][\hlic UffUb[YUbbi U'j UWHcb VYlk YYb 7\f]gha UgUXBYk `MMfžk\]W`]gWti bHX\
hck UfXgH\Yj UWHcb YbHhYa YbhcZh\YYa d`cmYYžk\YfYmH\Y&("%&"UX' %%&"UYYUW gWYXi `YXk]h\\UZUXIm
cZj UWHcbždfcj [XYXh\YmZU``cb`k cf_]b[`XImg/h\]gcfXYf`k]``VYWa a i b]WhYXhc`h\YYa d`cmYYg]b`k f]Hb[`]b`[ccX`
Ha Y

7.4 5 hih YYbXcZh YYa d`cna YbhfYUlcbg\]dzfYa Ulb]b[j UWl]cb Ybh]hYa Ybhga i ghVYfYXi WXk]h\]b ih Ybch]W dYf]cXz]bgcZf Ugh\]gfgdcggVY.

7.5 T bdUX YU YWb VY [fWhXHU]b[]blr UWri bhl\ Y]bhYygcZh\ YYa d`cnYf.

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8.1 H. YYa d'cmYY]gcV][YXhr]a a YXJUHYmbch]Zmh. YYa d'cmYf cZUbmja dYXja Ybhlr k cf_UbX]lgYl dYMXX Xi fUljcb"H. YfYLgcbgZcf dfYj Ybhljb[k cf_a i ghVYWa a i b]WMXcbfYei Ygh

Wobljbi Uljeb i blj`h\YglufhcZk cf_"⇒b h\YWgYcZZfYei Ybhg\cfh]``bYggYgjh\YYa d`cnYf]gYbhlhYXhc fYei Yghh\Y dfYgbhlhjeb cZh\Ya YXJW\WfhZWhYZca h\YZfghXlmcZh\Y]bWdUVJmhc k cf_.

8.3 7cbł/bi YXdUna Ybh/b h\YY YbhcZ]``bYggXYdYbXgcb h\YgUi lcfmdfcj]gcbg

9# \

- 9.1 H\YYa d`cmYYU fYight U`WbZXYbljU`]bZcfa Ujcb cVtUbYX]bT\]gWblftWi U fYUjcbg\]dfij W`Ug\i glbYgg UbXlfUXYgWMgZh\YWbWi glcb cZh\YWblfUMgXLFUUbX]lgYl d]fmLbXfYg` lggch\Yf lhWb]W`cf Wa a YfyU]bZcfa Ujcb cZUbm_]bXtUci hlh\YYa d`cmYf UbXUci hlh\YYa d`cmYfigWgra YfgUg\Y``UgXcWa Yblgcf ch\Yf]bZcfa Ujcb cZh\YYa d`cmYf cf Wgra Yfzk\]W]gXig[bUhXUgWbZXYbljUzht VY_YdligWMhZca Th\]fXdUflYg Zcf Ub ib]a]hXXdYf]cXz]"Y`VmabXlh\Yhfa]bUjcb cZh\YWblfUMgUbXtt VYi gXxcb`mZcf Th\YYl YWhjcb cZh\Y Ya d`cma YbhfYUjcbg\]d"H\]gXi ImcZWbZXYbljU]lmfYUhgUcj YU` la a UhMgh\UhUY`]_Ymht Wi gY\Ufa Ta gUYmhLbX]lgcf]lgWgra Yfgcf TaXia U Yh\Yf fYdi HUjcb"< Yk]``HU_YU`bYWggfma YUgi fYght dfYj Ybhlh\Yf ibU h\cf]nYXUWYggUbXi bU h\cf]nYXi gYVnih\]fXdUflYg
- 9.2 =b`UXXII;lcb`lcc_bck `YXI YcZdfcXi WiUbX`Vi glbYggdc`]WYgUbXgUYgWUbbYgëth`]gUdd`]Yg]b`dUff]W`UffcU``
]bZcfa Ufcb`th`Ufi]gXYg[[bUftX\UgWbZXYbH]U`cf`th`UftWb`VY]XYbHZYX\UgVi glbYggcf`lfUXYgWM*g*GUgW`nzith]g
]bWi XYgU``Vi glbYggfthWb]WizZJbUbVJU`UbXcth`Yf`]bZcfa Ufcb`Uvci hith YVi glbYggUMij]lfYgcZth`Y]bXJj]Xi U`
 dUff]YgUbXth`Yf`dfc^YMg*< Y]gUgc`cV][YXtc_YYd'th`YbUa`YgcZth`YYa d`cnYffgWgfca Yfgth`Ufv`Uj YVYWa Y
 _bck b`lc`\a`g\WYth
- 9.3 : cf di fdcg/gch\Yf h\Ub h\YdYfZcfa UbWcZ\]gk cf_zh\YYa d`cnYYa UmbchHU_YzWdmcf k f]hYcZZd`Ubg` g_YhWYgzhhbXYf XcWa YbhgzWa di hYf dfc[fUa gzXLHUcf ch\Yf Z]`Ygcb ch\Yf Wa di hYfgcf a YXJUzcf a U_Yh\Ya _bck b`cf`UWYgdVYhc`UbnocbYci hglXYh\YWa dUbm
- 9.4 H\YYa d`cnYYa UndUggcb h\Y]bZcfa Uljcb`dfchWMXVnih\]ggWMjcb hc`h\]fXdUfl]YgjbgcZf`Ugh\]g]gbWWggfmi Zcf`h\YdYfZcfa UbWcZ\]gUMjj]l]Yg'=b\WgYcZXci Vhz\Yk]``Wbgi`hih\YYa d`cnYf Ughc`k\Yh\Yf`UbXhc`k\Ui\Yi h\bhih\YXLHJa UnWYdUggXcb.
- 9.5 "=b1h YYj YbhcZUVYYW`cZlh YUVcj YWbZXYbljU]lmcV][U]cbgih YYa d`cnYYa i gidUniUWblfUMi U`dYbUlmi]b1h YUa ci bhcZlh c`Uj YfU Ya cbh\ mbYhk U Ygfla YUg fYXVUgYXcb1h Yk U YYbljhiYa YblgcZlh YdUgh* a cbh\gi. hc h\YYa d`cnYf Zcf YWW'j]c`U]cb"H\Yf][\hlic XYa UbXXI.a U Ygcf]b1 bWlj YfY]YZ]b'U`WgYgcZbcb!Wva d`]UbW]gbchUZZVMXXVnih YdUna YbhcZlh YWblfUMi U`dYbUlmi'H\YWblfUMi U`dYbUlmik]``bchWni bhlick UfXglh Y Wva dYbgl.]cb.
- 9.6 = Zh\YYa d`cnYYj |c`Uhg\|g\WbZXYbh|U|lmcV][Uhcbžh\]g\Wb``YUXhc`hhfa |bUhcb"H\YYa d`cnYf`Ugc`Uxj |g\yg`h\YYa d`cnYYh\UhVhfUhU`cZg\Whjg|gdi b|g\UYi bXhf`G\Mijcb\%-1 K;.
- 9.7 H\YXi hmcZWbZXYbHJU]lmYbXg]Zh\YgYbgHj Y]bZcfa UHcbVVWa Yg[YbYfU`m_bck b`cf`]ga UXYUWYgg|VYhc`Uh\]fXdUfhnk \c`]gbchig VYWMc UXi hmcZWbZXYbHJU]lm]b`fYUHcb hc`h\Ych\Yf`dUfhn

10 h)

10.1 H\YYa d'cnYYligdYfgbU XLHULYdfcWglXYYMfcb]W\nith\YYa d'cnYYU fYYgftch\YlfUbgMfcZdYgbU XLHU ht UWglta YfcZh\YYa d'cnYf]bgZdf Ugh\]glgbYWglfmZtfh\YYl YWh]cb cZh\]gWblfUMfh\YgltU\ZffUbgMf UbX dfcWggb[HU_Ygd*UWZtfh\Ydi fdcgYgcZdUnfc``ždYgbbY d'Ubb]b[UbXdYfgbbY XYj Ycda Ybh'ih\YYa d'cnYY k]``]a a YXJUYm]bZtfa h\YYa d'cnYfcZWUb[Yg]b h\YUXYYggcfch\YfWUb[Yg'H\YYa d'cnYY]gYbh]hYXhtc]bZtfa Ujcb Uvci hih\YdYgcbU XLHUgltfYXUWrfXjb[ht h\Y; 8DF"Ch\Yfk]gYzh\Ydfcj]glcbgcZh\Y; 8DF UbX h\Y68G Udd`m

10.2 H.YYa d'cnYY]geV][YXIv dUH]VdUHY]b h YedYfUJebU XLHUW``YMJebž]bW XJb[h YfWvfXJb[cZh Y Uff]j U #XYdUH fYHa YgUWvfXJb[hc h Y]bgfi WJebgcZh YYa d'cnYf ef h YWgra Yf Xi f]b[UMjj]HYg'H YXLHU UfJgb[]b h YWbHM hcZh YWbHUM U fYUJebg]d UYgrefYXVmh YYa d'cnYf ef Wgra Yf UbXeb mdUgyXeb hc h]fXdUH]Yg[Zh]g]gbWygtfmhc Z 'Z]`` h Ydi fdegYcZh YWbHUM H YYa d'cnYYU fYyglv g W XJgWeg fY.

11 o

H\YYa d`cmYYi bXYfH_Yghc bchZmh\YYa d`cmYf]b k f]h]b[`cZUbmUbW;`UfmiUMj]]h]Ygk \]W UYYfYa i bYfUhXcf` k \]W UZYMih\YYa d`cma YbhifYUjcbg\]d`cf`'YcdUXjnYh\Y]bhYyggcZh\YYa d`cmYf`k \]W UYYk cfh\ `dfchYMjb["' =h]gcb`mdYa]hhXk]h\ h\ Ydf]cf`k f]hhb WbgYbhicZh\YYa d`cmYf"H\YYa d`cmYf`k]`` bchfYZ gYWbgYbhk]h\ci hi [ccXWi gY"H\YYa d`cmYf Wb fYj c_Yh\YWbgYbhUiUbmh]a Y]Z\]gcdYfUjcbU]bhYyghUgc fYei]fYgh\]gzHU_]b[']bhc UWn bhYa d`cmYY]bhYydg

12 "# \ '@

12.1 H\YYa d'cmYY]gdfc\]V]hXXZca k cf_]b[Zcfh\YWa dUmzk\]W]g]b X]fYWkicf]bX]fYWkiWa dYh]l;bk]h\YWa dUmzk\]Wa dUmzk\]Wa dUmzk\]b Ub]bX;dYbXYbhzXYdYbXYbhcfch\Yfk UmZcfh\YXi fUjcbcZh\]gWbhfUMi=b h\Ygla Yk Umzh\YYa d'cmYY]gbchdYfa]lhXXcVi]`XzUwi]fYcfdUflYbHUMY]b h\]gWa dUmiX]fYWkimiXi f]b[h\Yhfa cZ h\]gWbhfUMiH\]gXcYgbchUdd'mhc Udi fYmWd]hU dUflYdUflcbzh\fci [\k\]Wh\Ya d'cmYY\Ugbc'dcggV]]hm cZ|bZi YbV|b[h\YWa dUm

12.2: i fth Yfa cfYzh YYa d'cnYYi bXhftu_Ygbc Wa a]gglcbgZfca ih]fXdUft]YgZcf Vfc_YfXXV gbYggcddcfli b]lt]Yg cf XYUgfNch Zcf ih YWa dUbniUbXZcf Wgra YfgcZh YWa dUbniU: i fth Yfa cfYzh YfYg\ci `XVYbc ch\ Yf YWbca]W XXdYbXYbVNgVYtk YYb ih YYa d'cnYYUbXh\ Yg dd`]Yfg#dUfbYfgcZh\ YWa dUbnicf ih Yff Wgra YfgĕUbXcZh\ Y Wgra Yf\]a gYZ! UbXUfYbchUj U`WYUhlh YdfYgYbhilja Y"=ZcbYcZh\ YUcj Y7UgYgUf]gYzh\ YYa d`cnYYk]```]a a YXJUYmi]bZcfa 'lh YWa dUbnib k f]lt]b[.

12.3 = big WUWgyzh YWa dUbnig YbhlhYzhcidfc\]V]hWodYfUjcb k]h h YUZYMXXh]fXdUfmk]h ja a YXJUY YZYMY=bih YfYdYUhXWgYcf]bidUfl]W/U`mgYf]ci gWgYgcZUj]c`Ujcb U Ubghh YUVcj YH YWa dUbnig YbhlhYxhcihfa]bUYh YYa d`cna YbhWbhfUMzcf]a dcfhUbhYUgcbg DcggV mzWUa gZcf XLa U YgfYa Ub i bUZYMXX

12.4: cf YUW WgYcZj |c`U|cb`cZh\YgYdfc\]V|l|cbgëh\YYa d`cnYY\Ught`dUniUWblfUMi U`dYbUlmcZ 9I F & &\$\$\$'\$\$"=b`h\YYj YbhcZUdYfa UbYbhj |c`U|cbzh\YWblfUMi U`dYbUlm|gZcfZY|hXZcf YUW`a cbh\ cf`dUfh h\YfxZ'h\YUgYfl|cb`cZZ fh\Yf`XLa U Ycf`h\Yf][\hcZh\YWa dUmhc`hYfa |bUhYh\YYa d`cnYYXi Yhc`h\]gj |c`U|cb` fYa U|bgi bUZYMXX

13 @ " "#

13.1 H\Ydfcj]gcbgcZl\Y9a d`cnYY=bj Ybl\cbg5VhlUdd`mhc]bj Ybl\cbgVnt\YYa d`cnYY.

13.2 =bgcZf UgWchnf][\lizdYfZcfa UbWchfchWnjcb cf ch\ Yf YUhXf][\ligUf]gY]b h\ YWbhil hcZh\ Yk cf_ cZh\ Y
Ya d'cn\YYZcf h\ YWa d'Unzih\ Y\a d'cn\YYhfUbgYfgg Wf][\ligcf Yj Ui Ujcb UbXh\ Yf][\ligcZi gYhc g Wf][\ligUgZf
Ugdcgg\YYZ\Ygf\W]U`nzcf Ub i b`]a]hXXbi a VYf cZ\ Yj Ui Ujcbg]b U`a YXJUi b`]a]hXXbi h\ Yozh\ h\ Yozh\ Yf WYUjcb Yl Wi gj Ynzcf gc\Whm

13.3 "H\YfYa i bYfUjcb gYhci hjb GYMjcb) Ugc jbWi XYgh\YfYa i bYfUjcb Zcf h\Yf][\lgcZi gYhfUgZYfYX]b UWvfXLbW k jh\dufU[fui\%Ucj Y.

13.4 "H\YWa dUmilgYbh]hYXUiUmiha Yho [fUbhUxlfUbgYf gla d'Ycf Yl Wi gj Yz`]a]hXxcf i b`]a]hXxzUgc dUh]U i gU Yf][\light h\]fXdUh]YgzUgc ho h\YYl hYbhh\Uni\YgYUYh\Yi gU Yf][\light bgYffYXho h\YWa dUmi]b\UWVfXLbW k]h\dUfU fUl\%

13.5 K cf_UbXWblf]Vi hlcbgh\Uih\YYa d`cmYa U_YgZcf h\YWa dUbmLgdUfhcZ\]gk cf_ a UmbchVYcZZYfYXz Yj Ui UhXcf i gXX]b Ubmch\Yf k UmVZcfYzUZMfzcf UZMf h\Yi gYcf Yl d`c]HLHcb Vmh\YWa dUbm

13.6 H\YlfUbgMfcZf][\lgg\hici h]bdlfUftld\%XcYgbchYbXk]h\h\Ylfa]bUljcbcZh\YYadcna YbhWblfUMik]h\YadcnYyzfY[UXYggcZh\YfYLgcbZcfg WUWblfUMlMfa]bUljcbzVi hWblfbi Yg]bXYZb]lYm

14 "u

14.1 57Mf ik Ylf]U dYf]cX\UgYl dJfY&YUW WoblfUMi U dUflbYf Wo [] j Ylk fYYa cblk gfbcljWfc ik YYbXcZU WYbXLf a cblk "5bmgfUi lcfmill libgcb cZlk YbcljWdYf]cX]b ZJ cf cZlk YYa d'cmYYUdd]Yg]b ik YgLa Yk Unib ZJ cf cZlk YYa d'cmYf"HYfa]bUljcb a i givY]b k f]ljb["HYfa]bUljcb]gYl W XYXVZcfYYa d'cma YbhVY[]bg"5 "Uh' Uff]j U]gWbgXYfYXUlMfa |bUljcb cb lk YbYl hdcgdVYXLM.

14.2 H\YYa d`cma YbhifYUjcbg\]dYbXgk]h\ci hbchjWzUhi\Y`Uh'giUhi\YYbXcZh\Ya cbh\]b k\]Wh\YYa d`cmY\UgfYUWYXh\YgUh hcfmfYljfYa YbhiU\Y'H\Yg h YUdd`]Yg]Zh\YYa d`cmYYXfUk gUb YUf`mfYljfYa YbhidYbgcbzdUfljU`fYljfYa YbhidYbgcb Xi Yhc fYXi WXYUfb]b[WdUJfmiYZcfYfYUW]b[h\YgUbXLfXfYljfYa YbhiU\Y

14.3 H\Y'a d'cn'Y']gYbl;h'YXlc fYYLgYh\Y'a d'cn'Y' Zca k cf_i bl; 'h\Y'h fa]bUl;cb cZh\Y'a d'cna Ybh fYUl;cbg\]dk]h\Wbl;h'Xdua YbhcZh\Y'a i bYUl;cb" H\Y'l Ya dl;cb H_Ygd`UWk]h\ci hh\YbYXZcf Umi Z fh\Y'l d'UbUl;cbzH_]b[]bhc UWh bhUmi\c`]XlmYbl;h'Ya Yblgh\Uia Un'gl;``VYX Yhc h\Y'a d'cn'YUbXUmWMX]h cb h\Y k cf_]b[1;a YUWh bh'8i f]b[1;\Y'la YcZfYYLgyzh\Y'a d'cn'Y'a i gh'\U; YUbmYUb]b[gYUfbYXh\fci [\ h\Yi gY cZ\]gk cf_ZcfWcZzhhU Ubgih\YWa d'ybgU;cb WUa `U Ubgih\Y'a d'cn'Y.

14.4 I dcb htfa |bUt]cb cZh\YYa d`cna YbhWbhtUWzh\YYa d`cnYY]gcV][YXhc dfcj |XYh\YYa d`cnYf k |h\ U``dUzk cfXgUbXUWuggWXYg]b cfXYf hc YbUVYUWugghc cZJVJU XcWa YbhgUbXXLHU/H\YgLa YUdd`]Yghc U`XcWa YbhgUbXk cf_Yei |da Ybh'5 f][\hcZcZzXht]b[UbXfYhbh]cb |gYl Wi XXX

15 - h

15.1 "7" Ua garca h Y Ya d'ona YbhfYUjobg]d a i ghYa UXY]b k f]h]b [ho h YWbhfUMi U dUflbYf k]h]b h fYY a obh gozh YXi YXLhY "=Zh Yoh Yf dUflmfYYMgh YW.Ja]b k f]h]b [of XoYgbohWa a Ybhob]hik]h]b h fYYk YY_g cZh YUgyff]obzh YWUa a i ghVYUgyffhX`Y[Umk]h]b h fYYa obh gozh YfY'Mijob "7" Ua garca h YYa d'ona Ybh fYUjobg]d h UhUYbohUgyffhXk]h]b h YgYXWX]bYgUYYI W XXX

15.2 H\]gXcYgbchUZYVkiVUJa gVUğYXcb'UMgcZ]bhYbhcf'[fcggbY[`][YbWzUgk Y`UgVUJa gcb'h\YgUhi hcfmi a |b]a i a kUY'

16 # "# " O "

16.1 J YfVU Wr`UMfU U fYYa YblgXc bchYl]gti

16.2 'I b] `UMfU VY\ U j [cf Vnth YYa d`cnYf XcYgbchi [jj Yth YYa d`cnYY Ubnthoblf UMi U ``Y [U f] [\lgcZ'cb [! htfa `cf `Zcf 'h YZ hi fYzi b `Yggh YfY]g Ub cfU cf k f] hthb Ua] WW Y Ua YbXa Ybhlic 'h Y Wibhf UMi H\ YYa Yf YbWcZUWU ja `UgYX cb cdYf UhcbU df UMjW]g Y Wi XYX

17 U

17.1 H/YYa d'cmYYi bXYfHU_Yghc']bZcfa 'h/YYa d'cmYf']a a YXJUY/mUci hWUb[Yg]b dYfgcbU'VJfWa gHbWlgg W' Uga Uf]lU gUli gibi a VYf cZW]'XYYbZUXYYggUbXWbHUMXYH]'g

17.2 6ch dufflygwbzffa h unh ym y yfywlj yxuwdmczh gwblfuw

18 7 h

18.1 "H\YYa d`cmYYXYWLFYgh\Uni\Y]gbchg VYMMrc UWa dYlfljcb VUb k]h\ UdfYj]ci gYa d`cmYf UbXh\Unih\YfY UfYbc ch\Yf cVgHXWghc gHlfljb[\]gUMi U Ya d`cma Ybhcb h\YXImgl]di `UhX]b h\YWbhfUMi

18.4 7\Ub[Yghch]gWoblfUMai giVYa UXY]b k f]ljb["H\]gUgc Udd`]Yghc UWUb[Yhch]gk f]lhhb Zcfa WU gY" 8Yj]Uljb[Zca h]gg]bZcfa UWUb[Ygcf UXX]h]cbghch]gYa d`cna YbhWoblfUMUYYZZYMjj Y]Zh\YmfYdfYgybh]bXjj |Xi U'U fYYa Ybhgk]h\]b h\Ya YUb]b[cZŸ" \$) V6; 6.

