§ 1 Legal framework and place of work

(1) The employment relationship begins on November 1st, 2022.

(2) The place of work is Frankfurt am Main. If necessary, the employee can also work at other locations

used by the company or by customers at other locations and is in connection with

obliged to make business trips in Germany and abroad to carry out their work.

§ 2 Activity

(1) The employee is hired as a senior full stack developer and for the following work

deployed:

• Design and development of masks, databases and business logic

• Development of integration, especially via web services (including SOAP)

• Design, development and customization of software according to requirements

of Labor Digital's customers

• Checks and tests of the concepts and the developed software

(2) The employee undertakes to also carry out other equivalent and reasonable work,

which are not associated with a reduction in wages

§ 3 contract term

The employment relationship is concluded for an indefinite period. The first six months are considered a probationary period.

During this time, the employment relationship can be terminated by either party with a notice period of two weeks

be terminated.

Employment contract Navin Ajit Dhote Page 2 of 6

§ 4 Remuneration

(1) During the probationary period, the employee will receive annual gross remuneration of EUR 76,000.

This is paid out in 12 equal monthly installments.

(2) After the end of the probationary period, the remuneration increases automatically to EUR 80,000 per year.

(3) After the probationary period, remuneration consists of a fixed basic salary of 90 percent and

a variable portion of 10 percent of the gross remuneration mentioned under (2).

(4) The variable remuneration amounting to 10 percent of the annual

Gross Compensation will be paid subject to the achievement of the target set for the team, in

which the employee worked, is calculated and paid out on a quarterly basis.

(5) The non-cash payment of the monthly fee must be made in good time so that the receipt of payment

the employee's bank account no later than the penultimate bank day of the month. Of the

The payment date may differ due to a voluntary (general) company agreement

to be determined.

(6) The variable remuneration is due on the last day of the month following a quarter.

(7) The payment of both the fixed and the variable remuneration is made cashless by bank transfer

to an account to be notified to the employer. The employee is obliged to any change

of the account details to be announced immediately. Delays in salary payments due to

non-communication of new bank details are not at the expense of the employer.

(8) After 18 months from the end of the probationary period, the employee is entitled to a

Discussion with the employer about his prospects - in particular about whether and when a

Increase in remuneration to 115 percent can be achieved in accordance with clause (1.). Becomes

If this goal is not achieved, the employee is entitled to a corresponding annual interview.

§ 5 travel expenses

(1) For this purpose, reference is made to the travel expenses guideline in the employee handbook.

§ 6 working hours

(1) The regular weekly working time is 40 hours.

(2) The employee is obliged to work reasonable overtime or

To work overtime within the framework of up to 10 percent of the regular weekly working hours.

(3) The decision as to whether overtime that is not already included in the regular remuneration of the

Employees are compensated by time off in lieu or in money is at the discretion

of the employer. It is also at the discretion of the employer, the times when the

Compensatory time off is granted, to be determined in accordance with this clause.

(4) Claims for compensation for overtime for a month are valid within 60 days

make. Otherwise the claims expire. The compensation - in time or money - is due until the end

of the month following the assertion.

Employment contract Navin Ajit Dhote Page 3 of 6

(5) The employee is permitted to carry out the work outside of the business premises of the

employer and outside the business premises of clients. This is with each

to be agreed with the manager in advance. However, attendance is compulsory for

Employer set deadlines.

(6) The employee is obliged to list the work he has done weekly and in the

enter the data system of the employer

§ 7 Work Results

(1) All work results provided by the employee are due to the employer and go

subject to the provisions contained below in this section into the exclusive

property of the employer.

(2) Insofar as the work results are subject to copyright protection, the employee grants this

Employer the exclusive, perpetual, transferable and unrestricted in all respects

right of use for all types of use known now or in the future. On their enumeration

mutually waived. The right of use also includes the right to grant sublicenses

without the employee's consent. It is agreed that the employer has the right

to change the work results without restriction and in every conceivable way and in the same way the

To publish or exploit the change, insofar as the change does not distort the

work that violates the legitimate interests of the employee. The same applies

any legal successors. The above rights of use exist after termination

of the employment relationship indefinitely. For the treatment of copyrights

Computer programs find the legal regulations in Sections 69a to 69g of the Copyright Act

supplementary application.

(3) The employee will not make use of any right to have the car named.

(4) Claims for remuneration for work results are generally settled with the remuneration for work;

a right of the employee to an adjustment of remuneration or the payment of a further one

There is no remuneration for the rights of use granted, unless mandatory laws stipulate otherwise

dictate otherwise.

(5) Rights of use for the employee outside of his work performance and/or outside of the

Works/programs developed in the employer’s field of activity during working hours are the responsibility of the employer

offer immediately. In order to be included in operational use, a separate one is required

Agreement. The use of working time and resources for such developments is only after

prior consent of the employer.

(6) The employee undertakes to inform the employer of any and all of them for the duration of the

immediately in writing to report any invention made during the employment relationship. For the treatment of

Inventions and technical suggestions for improvement are subject to the provisions of the law

Employee inventions in the currently valid version.

(7) In the event that industrial property rights are acquired for the employer at home and abroad, the

Employees are obliged to cooperate as necessary

§ 8 Vacation

(1) The holiday entitlement is 30 working days per calendar year.

(2) The employee plans and applies for his vacation in good time. The employee must withdraw from

Allow employers to approve leave. The employer can accept a vacation request from the

Reject the employee if there are urgent operational reasons or vacation requests from others

Workers who deserve priority from a social point of view come first.

(3) The employee agrees that the data for the period from December 24 to 1January of the following year working days are used for a company holiday

will.

The employee agrees that all bridge days are due to nationwide public holidays

arise when vacation days have to be taken.

(4) The legal treatment of vacation is otherwise based on the provisions of the

Federal Vacation Act.

§ 9 Inability to work and continued payment of remuneration in the event of illness

(1) The employee is obliged to inform the employer immediately of any hindrance to work

to share. As far as this is possible, he must also state the probable duration.

(2) If the inability to work due to illness lasts longer than two calendar days, the

Employees a medical certificate of the existence of incapacity for work and their

expected duration at the latest on the following working day. At one over the

illness beyond the specified period is a follow-up certificate within another

three days after the previous certificate of incapacity for work expired.

(3) If the employee is unable to work due to illness through no fault of his own, he is entitled to

Continued payment of wages for a period of six weeks according to the statutory

provisions. The employer is entitled to withhold the continued payment of remuneration for as long as

until the certificate of incapacity for work is received

§ 10 Confidentiality

(1) The employee undertakes to keep track of all operational matters arising under or from

become aware of the reason for their activity in the company, during the duration of the employment relationship

and to maintain silence even after leaving.

A data protection declaration is signed by the employee separately from the employment contract.

(2) Upon termination of the employment relationship, all operational documents and those prepared

issue transcripts or copies to the employer.

Employment contract Navin Ajit Dhote Page 5 of 6

Section 11 Secondary Employment

Any secondary employment that is paid or that impairs the employment relationship is only permitted with the consent of the

employer permitted. Before taking up secondary employment, the employee is obliged to

notify the employer. He must provide the employer with information about all facts in this regard

grant that it needs to examine the question of impairment.

§ 12 contractual penalty

In the event of culpable non-commencement of work, breach of contract, in particular non-compliance

the agreed notice period or early termination due to culpable breach of contract

conduct, the employee undertakes to pay the employer a contractual penalty in the amount of a gross monthly salary.

Section 13 Seizure of wages and salaries, assignment of earned income

(1) The assignment as well as the pledging of remuneration claims are without the consent of the

employer excluded.

(2) In the case of wage and salary garnishments, the employee pays to the employer for each garnishment

Compensation for his expenses for processing the seizure a lump sum of EUR

20.00

§ 14 Termination of employment

(1) The employment relationship ends at the end of the month in which the employee leaves the statutory

reached the normal retirement age.

(2) The employment relationship can be terminated with a notice period of three months to the end of the quarter

will.

(3) The extension of the notice period is based on the statutory provisions. The agreed

The notice period applies to both the employer and the employee.

(4) The termination must be in writing. The cancellation of this contract also requires the written form.

§ 15 Forfeiture of Claims, Expiry Periods

All claims from the employment relationship must be paid within a period of three months after they are due

Text form can be asserted. If this is not done, these claims expire.

If the service provider rejects the claim in text form or does not declare this within a

month after the assertion of the claim, it expires if it is not claimed within three months

is asserted in court after the rejection or after the end of the one-month period.

Employment contract Navin Ajit Dhote Page 6 of 6

The limitation period does not apply: to liability based on intent, to damage resulting from the violation of the

life, body or health or for claims of the employee by operation of law of this

Deadline has been withdrawn (e.g. AEntG, MiLoG, BetrVG, TVG).

§ 16 Contract changes and partial nullity

Subsidiary agreements, changes and additions to this contract must be in writing. Are single

Provisions of this contract are ineffective, this does not affect the effectiveness of the remaining ones

provisions of this contract