

VOLUNTARY ORIENTATION INTERNSHIP AGREEMENT

1. Parties

Company: Sleak Technologies UG (haftungsbeschränkt)

Registered office: Schleißheimer Str. 125, 80797 Munich, Germany

Represented by: Lennard Greve, Managing Director

Intern Ms / Mr _____

Date of birth (DD.MM.YYYY) _____

Resident at _____

Student at Ludwig-Maximilians-Universität München in the master's program
Management and Digital Technologies (MMT)

The Company and the Intern (together "Parties") conclude the following agreement ("Agreement").

2. Legal nature, purpose & duration

1. This is a voluntary orientation internship pursuant to § 22 para 1 sent. 2 MiLoG, designed solely to allow the Intern to gain insight into startup practice and explore career options.
2. No employment relationship is created. The German Civil Code rules on service contracts (§§ 611 ff. BGB) apply only insofar as mandatory. Collective or works-council agreements do not apply.
3. Term: 23 April 2025 (inclusive) – 25 July 2025 (inclusive). Any extension requires a new written agreement addressing wage and social-insurance consequences.
4. Expected workload: 8 hours per week (≈ 1 day). Tasks must remain learning-oriented and must not replace regular staff.

3. Remuneration & expenses

The internship is unpaid. The Company may reimburse pre-approved out-of-pocket expenses (e.g. travel, licenses). Such reimbursement is not remuneration in the sense of labor or social-insurance law.

4. Company obligations

The Company shall:

1. assign a mentor (name: Philipp Heideker) as first point of contact
2. provide on-boarding and practical instruction tailored to the learning goals
3. make necessary digital tools available free of charge
4. cooperate with LMU's internship coordinator when requested
5. issue an internship certificate upon completion

5. Intern obligations

The Intern shall:

1. pursue the learning objectives diligently ~~and follow lawful instructions~~
2. comply with Company policies on safety, IT security, data protection, ethics and sustainability
3. keep working hours as agreed and notify absences or over-hours immediately
4. maintain confidentiality in accordance with § 9 and the NDA
5. Hand in a Presentation / Report at the end of the project

6. Working location & remote-work rules

The internship is performed remotely within Germany at the following address, which counts as the place of work:

_____ (street, postcode, city)

The Intern shall ensure an appropriate work environment (encrypted devices, secured Wi-Fi, no shared accounts).

7. Intellectual property & inventions

1. Copyright & neighboring rights. The Intern hereby assigns to the Company, by way of present and future assignment, all transferable exploitation rights (Nutzungs- und Verwertungsrechte) in any works (e.g. code, text, designs, audio-visual material) created within the internship scope. Where assignment is legally impossible, the Intern grants the Company a worldwide, perpetual, transferable and royalty-free

license to use, reproduce, adapt, translate, publish, distribute and make such works available in all media and languages.

2. The Company may edit, shorten or otherwise adapt such works.
3. The Intern warrants being the sole author and that no third-party rights are infringed; any required third-party consents have been obtained.
4. Inventions & technical improvements. The Intern assigns to the Company all present and future rights in inventions and technical improvements conceived during the internship, including the right to apply for intellectual-property protection worldwide. The Company shall pay a lump-sum compensation of €1 for each assignable invention, unless mandatory law requires a higher amount. The Intern will assist with any filings at the Company's expense.

8. Confidentiality & non-disclosure (NDA)

1. "Confidential Information" means any non-public data relating to the Company, its products, customers, suppliers, algorithms, financials or personnel, disclosed in any form.
2. The Intern shall keep Confidential Information secret during the internship and for five (5) years thereafter, use it only for internship purposes and prevent unauthorized disclosure.
3. Exceptions: information that (a) is or becomes public without breach, (b) was lawfully known prior to disclosure, (c) is independently developed without use of Confidential Information, or (d) must be disclosed by law (after prior notice).
4. Upon request or termination, the Intern shall delete or return all Confidential Information.

9. Data-protection & code of conduct

1. The Intern shall process personal data only on documented instructions of the Company and in line with the Company's Data-Protection Policy and GDPR Art. 32 security measures.
2. No production customer data may be exported or stored on private devices.
3. Breaches or suspected breaches (e.g. phishing, data loss) must be reported to info@sleak.ai within 24 hours.
4. The Intern commits to respectful communication and zero discrimination. Violations may result in immediate termination.

10. Termination & notice

Either Party may terminate this Agreement with one week's written notice; termination for cause remains unaffected. If terminated early, §§ 8-10 continue to apply. If the Intern terminates the elective Module is counted as failed. If the company terminates the Agreement the intern can choose to either fail the module or hold the presentation / hand in the report regardless.

11. Limitation of claims

All claims arising from this Agreement must be asserted in text form within three (3) months after they fall due; otherwise, they lapse. Mandatory statutory exceptions remain unaffected.

12. Miscellaneous

1. Amendments or additions require written form (§ 126 BGB) and the explicit heading "Amendment".
2. German law applies; venue is Munich if legally permissible.
3. If any provision is invalid, the remainder stays effective.

13 Execution

This Agreement is signed in two originals; each Party receives one.

Heilbronn, 23.04.2025

Lennard Greve - For the Company

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_____ - Intern