



Working student contract

The following working student contract is concluded between **Carl Zeiss SMT GmbH**, Rudolf-Eber-Straße 2, 73447 Oberkochen and **Priontu Chowdhury**, Am Vogelbusch 35, 2nd upper floor, 28717 Bremen, subject to a valid work and residence permit and the availability of a valid matriculation certificate:

I. START OF CONTRACT, TERM, SCOPE OF DUTIES

1. Start of contract, term

Your temporary working student contract will begin on 03/01/2023 and end on 08/31/2023.

2. Task area

You will join us as a working student within the SMT-EPJP Process Data Systems Engineering department at the Oberkochen site. The technical support is provided by Christian Schriever, Tel.

+You may be assigned other equivalent duties commensurate with your qualifications and skills without notice. In this context, due consideration shall be given to the interests of both parties.

You are obliged to notify in writing the date of termination of studies by graduation, discontinuation or temporary interruption, in which case the contract ends at the end of the calendar month in which the termination falls.

You must submit a valid certificate of enrollment (Immatrikulationsbescheinigung) to the company when you start work and at the beginning of the semester.

II. APPLICABILITY OF OPERATIONAL PROVISIONS

The statutes of the Carl Zeiss Foundation and the Code of Conduct apply to your employment relationship in the currently valid version. These can be found in the appendices.

The respective valid works agreements shall apply insofar as they fall within the personal scope of application. The respective valid works agreements can be viewed on the intranet.

To the extent permitted by law, the provisions of this agreement may be deviated from by works agreement. If future works agreements deviate from the provisions of this contract, they shall apply to your employment relationship even if they deviate to your disadvantage.

III. YOUR GOODNESS

Your compensation will be determined in accordance with the applicable regulations within the Group. This is currently Group Works Agreement No. 11/2019 together with the protocol note dated September 14, 2022, which can be inspected by your manager. Your current pay group is EG01. With working hours of 20



hours per week, 1hr monthly salary amounts to € 1370.22 gross. 1hr remuneration is determined pro rata according to the agreed weekly working hours.

According to the currently valid Group regulations, 1hr remuneration is adjusted to remuneration group EG03 after 6 months of service. After 12 months of service, 1hr pay is adjusted to pay group EGOS.

The payment is due at the end of each month and will be transferred to an account specified by you.

IV. THE PERFORMANCE OF YOUR EMPLOYMENT

1. Working time

Her regular weekly working time is 20 hours, distributed over five working days per week. This corresponds to a part-time factor of 57.14%. The location, duration and distribution of daily working hours, breaks and rest periods are governed by company regulations, taking into account statutory requirements.

During the lecture period, the weekly working time of 20 hours may not be exceeded within the scope of free time allocation. If you work more than 20 hours during your lecture-free period, proof must be submitted to the personnel management, otherwise the activity will be accounted for according to an employee activity in the social insurance.

2. Recreational vacation

Your vacation entitlement is based on the statutory regulations. Taking into account the length of your employment, you have a vacation entitlement of 20 days based on a five-day week. If you work part-time, your vacation entitlement may be reduced in accordance with the number of working days per week. You agree on the vacation entitlement with your individual supervisor. In principle, vacation must be taken in the respective calendar year.

3. Continued payment of remuneration in the event of illness

If you are unfit for work due to illness, the statutory regulations apply. According to these, you currently receive continued payment of remuneration for a period of six weeks.

In the event of illness, the immediate supervisor or Human Resources Management must be notified immediately.

V. RESULTS

1. Inventions

Inventions must be reported to the patent department via your supervisor if they arise from your work or are based primarily on experience or work performed by ZEISS ("service inventions"). The technical task and its solution must be described in the notification. ZEISS decides whether an invention is protectable and requires protection. The German Employee Invention Act (Arbeitnehmererfindungsgesetz), as amended, shall apply to these inventions.



If such an invention is to be remunerated as a special achievement pursuant to § 18 of the Statutes of the Carl Zeiss Foundation, this remuneration shall be compensated or offset against the payment of the inventor's remuneration owed by law.

2. Other works

The results created by you during your employment at ZEISS belong to the company. ZEISS has been granted an exclusive right of use for works subject to copyright protection. The benefits arising from this are compensated with the remuneration specified in II.

VI. TERMINATION OF EMPLOYMENT

If a current certificate of enrollment is not presented to the employer, this employment relationship will end without the need for notice. If you are unable to present your matriculation certificate through no fault of your own, please inform your manager.

During the fixed term, both parties may give notice of termination of the fixed-term employment contract. The applicable notice periods shall be determined in accordance with the statutory provisions.

Furthermore, the contract may be terminated by either party for cause without notice.

Any notice of termination must be in writing.

You can take legal action against a notice of termination in accordance with the applicable legal provisions. Currently, the time limit for filing an action is three weeks after receipt of the written notice of termination.

VII. SUPPLEMENTARY PROVISIONS

1. Forfeiture of claims

Claims arising from the employment relationship must be asserted in text form within three months. If this is not done, they shall lapse. If the party liable to pay benefits rejects the claim in text form or does not declare this within one month, the claim shall lapse if it is not asserted in court within three months of the rejection or after the expiry of the one-month period. Claims arising from intentional breaches of duty, minimum wage or other indispensable claims arising from law, collective bargaining agreement or works agreement shall not be forfeited.

2. Final provisions

There are no oral ancillary agreements.

Additions and amendments to this contract must be made in writing to be effective. This shall also apply to the amendment of the written form requirement itself. This excludes, in particular, amendments to the contract due to operational changes.



Individual agreements between the parties within the meaning of Section 305b of the German Civil Code (BGB) shall take precedence and shall be effective informally.

Oberkochen, 14.02.2023

Carl Zeiss SMT GmbH

i. V. Britta Singer

i. V. Tim Maierhofer

Date, Priontu Chowdhury

Attachments

Data Protection, Publication of Image Data, Declaration of Commitment
Statute of the Carl Zeiss Foundation
Code of Conduct

RECEIPT CERTIFICATION NACHWEIS GEMA.f§ 2 ABSATZ 1 NACHWEISGESETZ (NACHWG)

I have received an original signed copy of this employment contract and confirm that I will keep the original carefully and not destroy it.

Place, date

Signature **Priontu Chowdhury**

Please send us a signed original of your employment contract together with the acknowledgement of receipt within 7 days by mail back to:

Carl Zeiss AG / HRBS Team Special Employment
Ernst-Ruska-Ring 1
07745 Jena