



International Contractor Agreement

between

World Data Lab

Lindengasse 56/18-19, 1070 - c/o Impact Hub Vienna

Vienna, Austria

represented by Andreas M. Lichtl

(hereinafter referred to as „the Client“)

and

Name	Teodor Yankov
Address	Flat 5, 1 Greenaway Gardens, London NW3 7DJ, United Kingdom
Date of Birth	21.05.2022
Social Security Number	SX743700A (UK National Insurance number)
Citizenship	Bulgarian
IBAN	GB76 REVO 0099 7031 3487 20
BIC	REVOGB21

(hereinafter referred to as „the Contractor“)

1. International Contractor Relationship

Between the Contractor and the Client, represented by Andreas M. Lichtl, the following international contractor relationship is concluded. The contractual relationship begins on the 1st of June 2022 and is limited until the 31st of August 2022. It therefore ends on the 31st of August 2022 by lapse of time, without the need for a declaration of dissolution.

2. Assignment

The Contractor is taken on primarily to carry out the following work:

- Data Intern

The Contractor undertakes to carry out the tasks assigned to him to the best of his knowledge and diligence.

3. Place of Work



Contractor is not bound to a specific place of work and is in principle free to choose the place where he works.

4. Freedom from Instructions

Contractor is not integrated into the organisation of the company in carrying out the agreed activities and is therefore completely free in its performance. Insofar as this is not given by the nature of the tasks, the Contractor can freely dispose of the time and place of work and the organisation of his work processes.

5. Subcontracting

Contractor shall essentially perform the services himself but is entitled to be substituted by suitable persons of his choice when performing the agreed activities at his own expenses. Contractor shall ensure that the representative has the necessary professional competence. Such substitution shall be subject to the same obligations as those to which the Contractor has committed himself in this agreement. In particular, he is subject to the provisions of non-disclosure. The Client must be notified in advance of any substitution. In case, the Contractor is liable for the proper performance of the service.

6. Application of Labour Law Regulations

Contractor acknowledges that this Contractor Agreement is not subject to any labour law regulations. It is stated that to this Contractor Agreement any labour law regulations, collective agreements, work agreements, etc. are not applicable. In particular, the Contractor is therefore not entitled to any fringe benefits including continued remuneration in the event of illness, paid vacation, special payments, etc.

In the event that, contrary to this agreement, the activities of the Contractor develop in such a way that an employment relationship could exist, the Contractor undertakes to notify the Client immediately. In this case, it is agreed that the remuneration already paid shall settle claims for special payments or other claims arising from a genuine employment relationship.

7. Payment

For the provision of the agreed services, the Contractor receives an amount of **EUR 15 per hour**. These payments will be results-based. The Client assumes an average workload of **25 hours per week**, but this will vary due to the nature of the work.

The Contractor undertakes to submit a monthly invoice for his services, indicating the nature, time and duration of the work performed. In the event of reduced performance (in terms of time or content), the fee shall be reduced proportionally. The Contractor agrees that the entire remuneration will be transferred to a bank account designated by him. The transfer is done the latest two weeks after the arrival of the invoice. The payment of the fees is subject to the proper and timely provision of the services. If this is not done, no fee is due.



The Contractor is solely responsible and liable for any taxes and fees that may be relevant and the submission of any relevant declarations, as per reverse tax charge system.

9. Scope of Activities

The Contractor may, at his own discretion, determine and allocate his working time and is not bound by the observance of a specific working time specified by the Client or by normal working hours in the organisation.

Additional Work

Additional Work shall only be recognized if expressly ordered by the Client. If the previous order was not possible in the individual case, it must be communicated to the Client without delay afterwards, stating the reasons which made the additional work necessary. In the event of failure to comply with this obligation to notify, the additional work shall be deemed not to have been accepted and no compensation shall be paid. Any additional work, if they are to be compensated at all according to the above mentioned, shall be compensated according to item 7.

10. Prevented Work Performance

In the event of sickness or long-term absence, the Contractor shall inform the Client of the impediment immediately after the event or, in the case of planned absences, no later than four weeks before the occurrence of the event and, where appropriate, provide for proper substitution.

All other operating resources and work equipment are provided by the Contractor himself. No subsidy is granted for any operating resources and work equipment provided by the Contractor.

12. Ownership and Assignment of Work Product

The Contractor agrees that all Work Product will be the sole and exclusive property of the Client. The Client is entitled to the full right of use of the contracted work of the Contractor. Any and all documents produced by Contractor, including but not limited to memorandum, research notes, correspondence, e-mails, pleadings, and reports in the course of his work for Client, shall be the property of Client and Contractor shall retain no ownership, interest or rights therein. Any and all materials and documents made available to the Contractor by the Client are to be returned unsolicited upon termination of this Agreement.

13. Confidentiality Obligations

The Contractor shall treat the company and business secrets as well as other confidential matters of the Client and third parties, such as customers of the Client, as strictly confidential. In particular, the identities of any customers of the Client shall be regarded as trade secrets. Such knowledge shall only be used for the Client's purposes; in particular, it shall not be used for the Contractor's own purposes. The same restrictions apply to other data and circumstances which, by their nature, require confidential treatment. The above obligations shall remain unaffected even after the end of this agreement.



All documents, objects, files, or property handed over remain the property of the Client and must be returned to the Client at any time without undue delay upon request, but no later than upon termination of this agreement.

A breach of the aforementioned confidentiality obligations shall be deemed a reason for dismissal and shall oblige the Contractor to pay a contractual penalty equal to three times the last gross monthly fee according to item 7, however, a maximum of EUR 10.000,- which shall become due immediately upon written assertion of the claims by the Client within two weeks on the Client's bank account. However, it is expressly stated between the contracting parties that, in addition to the contractual penalty, other damages can also be asserted against the Contractor and that an injunction against the future infringement can be demanded.

13. Customer Protection Clause / Employees Safeguard Clause

Subject to relevant laws and regulations the Contractor is prohibited from entering into business relationships (independent or dependent) with all customers, partners and contacts of the Client established through this contracting relationship during the term of this agreement. The International Contractor also undertakes not to use company and business secrets and/or confidential information to contact customers or partners of the Client directly or indirectly.

In addition, the Contractor undertakes not to entice away employees of the Client within one year of termination of this agreement.

Violation of these provisions shall result in an obligation on the Contractor to pay a contractual penalty equal to two times the last gross monthly fee according to item 7, which shall become due immediately upon written assertion of the claims by the Client within two weeks on the Client's account. However, it is expressly stated between the contracting parties, that, in addition to the contractual penalty, all other damages can also be asserted against the Client.

14. Termination

A notice period for termination of 4 weeks shall be agreed, provided, however, that the Client must comply with the same notice periods and notice dates as the Contractor. The contractual relationship may be terminated at the last of each calendar month, subject to prior compliance with the agreed notice period. If the agreement lasts less than one month, it may be terminated at any time.

15. Forfeiture of Claims

Open claims arising from the present contractual relationship must be asserted in writing to the Client within 3 months of the due date – unless otherwise provided by law – otherwise they expire.

16. Court of Jurisdiction



For all disputes arising from this contract, the parties agree to the exclusive jurisdiction of the relevant court in Vienna.

17. Changes to the Contract

This agreement constitutes the entire legal and complete agreement between the contracting parties and supersedes all prior oral or written agreements and understanding of whatever form between the contracting parties.

Changes and additions to the present contract must be made in writing. Verbal collateral agreements are not permissible and are invalid.

18. Severability Clause

Should a provision of this contract be or become legally invalid, these circumstances shall not affect the validity of the remaining provisions of the contract according to the unanimous will of the contracting parties. The invalid provision shall be replaced by a valid provision which is suitable for the purpose of the invalid provision and the avoidance of the legal defect which led to the invalidity. The same applies to a gap in the contract.

19. Miscellaneous

The Contractor hereby expressly agrees that his personal data will be processed for the purposes of this International Contractor Agreement and will be stored until revoked, taking into account statutory storage and documentation obligations, and will be passed on to processors for the purposes of this International Contractor Agreement.

For reasons of readability, no gender-specific formulations are used. Insofar as personal designations are only given in masculine form, they refer to men and women in the same way.

The Contractor has carefully read the contents of this International Contractor Agreement before signing it and expressly agrees to it.

World Data Lab, represented by Andreas M. Lichtl

Location, Date

Signature

Teodor Yankov

London, UK | 18.05.2022

A handwritten signature in black ink, appearing to read "Teodor Yankov", written over a horizontal line.

Location, Date

Signature