

[Excerpt from Anna's Employment Contract]

CONTRACT OF EMPLOYMENT

between

Xperience Yourself GmbH
Kaiserschmarrenstreet 47, 1040 Vienna
("XY Austria" or "the Employer")

and

Ms. Anna N.
Schnitzelalley 59, 1090 Vienna
(the "Employee"),

together "the Parties",

has been agreed as follows:

1. Commencement of Employment

The employment commences with effect from 1st of February 2019.
The appointment is being agreed for an indefinite period of time.

2. Salary

The Employee will receive a basic salary of 2,100.00 Euros (gross) per month for his/her services.

3. Termination of Employment

The employment can be terminated by XY Austria under the statutory periods of notice with effect as of the 15th and last day of any calendar month as the termination date. The employment can be terminated by the Employee in accordance with Austrian law. The employment can also be terminated for "good cause" in accordance with Austrian law.

[. . .]

5. Working Hours

The Employee will be working full-time (i.e. 40 hours per week).

The Parties agree that flexible working time ("flex-time", § 4b of the Working Time Act – AZG) will apply to the Employee's work, under the following parameters:

- a) The duration of the flex-time period shall be one month (i.e. the calendar month).
- b) The timeframe for flex-time shall be Monday through Friday (working days) from 7am until 9pm. Within those limits the Employee may allocate his/her working hours upon their own decision, taking into account urgent business needs. Working hours outside such timeframe are permissible only upon the Employer's specific instruction. The Employee must ensure that all statutory working

hour limits will be fully complied with, in particular with respect to the maximum daily working hours, the maximum weekly working hours, and the daily rest period. In case of urgent business needs, the Employer reserves the right to request the Employee's availability, and any hours so worked will count as overtime-work if allocated outside the flex-timeframe.

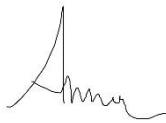
- c) No time-credits can be transferred at the end of a flex-time period. The Employee must ensure that no time debits will arise. Time credits can be used in whole days, and using up time credits in connection with weekly rest periods is not excluded.
- d) Fictitious working hours (40 hours per week) are allocated as follows: Monday through Friday 9.am through 5.30pm, with a daily lunch-break of 30mins.
- e) The Employee will be responsible to record his/her working hours on a daily basis in the automated FLY system available on desktop and mobile app.

[. . .]

8. Employer Guidelines

The Employee acknowledges that all employer policies and guidelines can be changed by the employer and will become enforceable and binding upon proper communication to the Employee.

Anna N.
(Employee)



Vienna, 1st of February 2019

XY Austria
(Employer)

