

## VOI HUNTER ASSIGNMENT

The VOI Hunter ("Hunter"), intermittent employed by Pay2me AB, is assigned by Voi Technology AB ("the Company"), to perform Hunter duties according to the following assignment.

The Company and the Hunter are collectively referred to as the "Parties".

### **1. Background, assignment and assessment**

1.1 The parties agree that the "Hunter", is assigned for a certain amount of time and on a demand basis. The Hunter is thereby not obliged to work, and the Company has no employment commitment to the Hunter. The parties agree that the Hunter will be contacted and offered work ("Tasks"), and the Hunter may freely refuse or accept the offered Task.

1.2 The Hunter shall perform duties in accordance with this assignment and the attached working instructions.

1.3 Between the Company and the Hunter, a mutual duty of loyalty applies. The Hunter has to fulfill his duties according to instructions issued by the Company from time to time. At each occasion, the Hunter shall in all respects monitor and utilize the interests of the Company and the Company and to ensure that trust and goodwill are created in the business.

### **3. Material belonging to the Company**

3.1 Upon termination of this assignment, or otherwise if the Company summons, the Hunter shall immediately return all material belonging to the Company, as well as all other property that the Hunter received or received from the Company. The Hunter has the opportunity to hand over the property belonging to the Company without the Company's claim.

### **4. Non disclosure**

4.1 The Hunter undertakes to observe complete duty of confidentiality regarding all the Company's affairs and that, unless required for the Hunter performance of his duties under this assignment, use or dismiss anything that the Hunter has become aware of as a result of his assignment as Hunter, irrespective of its form, which the Company may reasonably be expected to keep confidential. This may include investigations, work results, including intellectual property, know-how, individual or corporate financial conditions and other conditions, sales methods, marketing solutions, market research, business practices, pricing, business relationships, customer contacts, staff and human resources, as well as financial issues.

4.2 The Hunter shall keep all documentation, irrespective of its form, regarding the above conditions (including this assignment description with attachments) inaccessible to unauthorized persons, and shall take all reasonable steps to minimize the risk that confidential information is disclosed, disseminated or used in an unauthorized manner.

4.3 This confidentiality clause also applies to the affiliated companies affairs as well as after the termination of the assignment.

### **5. Intellectual property**

5.1 All intellectual property rights, including but not limited to inventions (whether patentable or not), copyrighted or related rights, database rights, computer software rights, software, pattern rights, trademark rights and other similar rights, including all associated know-how made or created by the Hunter, whether or not they occur within or outside normal working hours and/or the Company's premises

(a) in connection with the assignment; or

(b) during the term of this assignment or after termination of this assignment (up to one year after termination of assignment with patentable inventions) created or made within the framework of the Hunter assignment;

("Rights") shall be transferred solely to the Company.

5.2 The Company has the right to modify, amend, transfer, assign and license the Rights, including all related material to third parties. Furthermore, the Hunter, in so far as permitted by mandatory legislation, waives all his or her rights (including the right to be named) regarding the Rights.

5.3 The Company is allowed to use the Rights in all forms and in all media regardless of whether such form or media is known or known in the future in any of the world's known forms. Unless otherwise provided in mandatory legislation, the Hunter is entitled to receive special compensation in relation to the Rights, in addition to what is paid as salary and other employment related benefits in accordance with this assignment.

## **6. Privacy**

6.1 The Company is the data controller regarding processing of personal data of the Hunter in connection with the assignment.

6.2 The Hunter is aware that the Company has full access to all material, all communications and email correspondence, as well as an overview of Internet usage stored in or over the Company's computer system. The Hunter is also aware that screening of, where applicable, application and computer usage may occur even to the extent that it involves processing of personal data, both during and after the assignment, in order to maintain security of the computer systems and to ensure the succession of Company's corporate policy for computer use. The Hunter also approves the Company's corporate policy for the use of the Company's computers, software programs and networks.

## **7. Penalty**

7.1 The Company has the right to make an injunction in connection with a court order against the Hunters violation of the provisions in pp. 5-6, Intellectual Property and Privacy, above. In addition, the Hunter shall be required to pay a penalty of € 20 000 in case of violation of any of the provisions referred to in this section. The Company also has the right to receive compensation from the Hunter for the damage which an offense may cause.

## **8. Miscellaneous**

8.1 This assignment description with its appendices governs all parties' transactions regarding the Hunter assignment, replacing all previous agreements, both oral and written.

This assignment has been established from the time you have registered as a VOI Hunter and is valid as soon as you, the Hunter, have started performing your duties as a VOI Hunter.

## **Hunter Services - general task description**

### **Your Provision of Hunter Services For Voi**

You can provide Voi with Hunter Services by entering the Voi Hunter application ("Hunter App") and entering or scanning the code on the Voi Scooter ("Scooter") into the Hunter App. The Scooter will enter captive mode, so that you may take and charge the Scooter. You must capture and unlock the Scooter in the Hunter App before moving it.

If you unlock a Scooter through the capture button within the Hunter App, you agree to perform the following services:

- Charge the Scooter to a 100% charge and return to an authorized Scooter location (as specified by Voi in the Hunter App) ("Node") by the required return time the following day, and in no event more than 24 hours from capture.
- Return the Scooter in working condition or immediately notify Voi if the Scooter requires maintenance.

Voi may recommend and make available to you "Hunter Best Practices" through the Hunter App.

### **Your responsibility for prohibited actions**

While providing Voi Hunter Services, you agree that you will be solely responsible for the consequences of:

- entering any private or public property for which you do not have full authorization to enter;
- using electricity that you do not have a legal right to use;
- performing Voi Hunter Services in an unsafe, unprofessional, or unworkmanlike manner;
- overloading any electrical circuit while charging a Scooter;
- violating any law, statute, rule, permit, ordinance or regulation; and
- causing any third party to engage in the restricted activities above.

### **Payment for Your Services**

You will receive your reimbursement for providing Voi Hunter Services, pursuant to the terms of the Hunter assignment. Payroll will be handled by Pay2me the business week following your performance of Hunter services in accordance with this assignment. You are entitled to a payment for each Scooter that you fully charge to one hundred percent charge (100%) based on the then current applicable rate for the applicable Scooter as listed in the Hunter App. Scooters not charged to 100% will be paid out on a prorated amount. You acknowledge that you could get a partial amount of payment depending on how much additional charge you supply to the Scooter. The payment range is €3-25, depending on factors as stated above.

If the Scooter is returned to a Node or sent to an authorized Voi repair location after 7.00 local time the following day or such later time as provided by Voi in its sole discretion, your total payment (including any incentives) for services related to such Scooter may be reduced by up to 50% in Voi's sole discretion. If a Scooter is not returned to a Node or sent to an authorized Voi repair location within three (3) days from the date you initially picked up the Scooter, it will be presumed that you will not be returning the Scooter and you will be charged for the full value of the Scooter (€1.000). Voi's computer is the official timekeeping device. The timeliness of a Scooter return will be determined in the sole discretion of Voi.

**Expenses**

You are solely responsible for all of your own tools, equipment, insurance and any expenses that you incur in connection with the Voi Hunter Services, including without limitation, expenses for transportation, facilities, an electrician, and electricity.

**Charger Cords**

You must only use the charging cords (each a "Cord") made available from Voi. You will be charged €10.00 as deposit for each Cord, which will be refunded to you upon return of the Cord(s) if in the same condition as they were received, normal wear and tear excepted. You will also receive a postage paid return envelope with your Cord. If you lose or do not wish to use the return envelope, please contact us at [hunter@voiapp.io](mailto:hunter@voiapp.io).

**Disclaimers**

By providing Voi Hunter Services, you represent, warrant, and agree that:

- You own, or have the legal right to use the electricity fed to Scooters in your possession;
- You have had a certified electrician review and approve your location for safely charging Scooters prior to charging a Scooter;
- You have access to and will provide reasonable spacing and ventilation of Scooters while charging to prevent overheating of the Scooters and Cords;
- You will not engage in reckless behavior while charging Scooters, you will not make any misrepresentation regarding Voi, Scooters, Voi Hunter Services, or this Agreement;
- You will not attempt to defraud Voi in connection with your provision of Voi Hunter Services—if Voi suspects that you have engaged in fraudulent activity, it may withhold applicable payments for the charges in question.

**Modification of the Hunter service**

Please note that the Hunter service may be subject to change by Voi in its sole discretion at any time. When changes are made, You will receive a written notice in the Hunter App or by e-mail. Continued use of the Hunter App to provide charging services or other services to Voi shall constitute Your acceptance to such modifications.

# Allmänna villkor Pay2me

Dessa allmänna villkor gäller för uppdrag överenskomna mellan egenanställd och den egenanställdas uppdragsgivare, där Pay2me AB, med org nr 559138-8276 ("Pay2me"), blir avtalspart gentemot uppdragsgivaren likväl som tillfälligt arbetsgivare till den egenanställda under uppdragets utförande.

## Anställningsförhållandet såsom egenanställd

Pay2me är ett egenanställningsföretag som har F-skatt och fakturerar tillfälligt anställdas uppdragsgivare. Pay2me ansvarar för den egenanställdas administration och bokföring, redovisar moms, arbetsgivaravgifter och skatteavdrag och betalar sedan ut ett nettobelopp som lön. Pay2me är vidare juridisk avtalspart gentemot den egenanställdas uppdragsgivare

## Överenskommelsen mellan den egenanställda och uppdragsgivare

Den egenanställda och dennes uppdragsgivare överenskommer sinsemellan om uppdragets omfattning, arbetsrutiner, arbetsinstruktioner och ersättningsmodell. Semesterersättning skall inkluderas i denna ersättning. Ersättning eller löneutbetalning från Pay2me till den egenanställda kan därför aldrig överstiga den av uppdragsgivaren inbetalda ersättningen, med avdrag för lagstadgade skatter och avgifter.

## Uppdragsbekräftelse

Den egenanställda ansvarar för att dokumentera överenskommelsen med uppdragsgivaren innan ett uppdrag påbörjas, primärt genom den uppdragsbekräftelse som kan genereras i Pay2me's tjänst. Dessa allmänna villkor är en bilaga till uppdragsbekräftelsen och fakturan och skall utgöra en del av överenskommelsen, som bekräftas formellt gentemot Pay2me som avtalspart senast i och med uppdragsgivares betalning av utställd faktura.

## Avtalsförhållandet

Pay2me äger rätt att i system, eller på förfrågan, erhålla information om överenskommelse mellan egenanställd och uppdragsgivare för att säkerställa att denna är laglig och skäligen. Pay2me äger avsluta sitt avtalsförhållande och relaterad anställning med omedelbar verkan, i det fall Pay2me har anledning att misstänka att uppdragsvillkoren ej kan anses skäliga, ej är förenliga med Svensk lagstiftning, om arbetsuppgifterna som skall utföras saknar nödvändiga tillstånd, om minimilön ej utgår för arbetstiden, eller, om uppdrag av Pay2me uppfattas strida mot god sed eller på annat sätt riskerar att skada Pay2me i sin roll som egenanställningsföretag.

## Ansvar

Pay2mes ansvar är begränsat till de administrativa tjänster som utförs av Pay2me. Uppdragsgivaren arbetsleder och ansvarar själv för uppdraget och den egenanställda såsom för egen anställd personal. Eventuella reklamationer och anmärkningar, tillika anspråk på prisavdrag eller rättningar, skall göras direkt till den egenanställda. I samband med att faktura betalats anses leveransen av utfört och fakturerat uppdrag godkänt.

## Övrigt

Parterna har rätt att på sina hemsidor eller i övriga företagspresentationer ange den andra partens namn och logotype samt ange parternas samarbete om annat ej skriftligen meddelas av part.

## Tvist

Eventuell tvist angående tillämpningen eller tolkningen av parternas avtal och därmed sammanhängande rättsförhållande ska avgöras vid svensk domstol med Stockholms tingsrätt som första instans.

*Pay2me förbehåller sig rätten att utan föregående meddelande ändra dessa villkor så att de alltjämt följer branschstandard och myndigheters direktiv från tid till annan.*