

Undertaking Pursuant to the German Minimum Wage Act

by

Infinex Repoly GmbH
Schoßbachstr. 24
07552 Gera
Germany

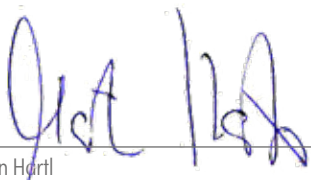
hereinafter „the Contractor“

to the

customers and partners
of Infinex Repoly GmbH

hereinafter “the Customer”

1. The Contractor hereby undertakes to pay the currently applicable minimum wage and to fulfil any other claims to payment pursuant to the German Minimum Wage Act or German Employee Secondment Act (AEntG). This undertaking includes an undertaking to pay the minimum wage punctually.
2. The Contractor undertakes to indemnify the Customer against its minimum wage liability and against all claims made in the event of a contravention by the Contractor. This indemnity obligation will also apply if a claim is made pursuant to the Minimum Wage Act against the Customer by employees of a subcontractor used by the Contractor.
3. If the Contractor wishes to employ a subcontractor to provide the goods/services, the Customer's written consent must be obtained before this is done. Once approval has been granted, the Contractor undertakes to impose the minimum wage obligations imposed by this contract on the subcontractor as well and to monitor compliance.
4. The Contractor undertakes to notify the Customer on demand at any time whether it is in compliance with the requirements of the Minimum Wage Act. This information must be supplied in writing within two weeks. #
5. In the event of a failure to supply the information and evidence required within the specified deadline, the Customer is entitled to withhold payments due to the Contractor and, if a further deadline expires without result, to cancel this contract with the Contractor with immediate effect.

A handwritten signature in blue ink, appearing to read "Martin Hartl".

Martin Hartl
Managing Director

January 2026