Updated April 30, 2026

Local Terms for Employment Services

In all jurisdictions where You receive Employment Services, the relevant Local Terms apply to You. Employees may be assigned (**Assigned**), as part of their Employment Agreement, to provide their services to You (each an **Assignment**). In the jurisdictions where Our Affiliates operate as a consultancy service, Employees are considered consultants (**Consultants**) under these Terms.

In the below countries, these Terms constitute a direct agreement between You and:

- **Armenia** - Remote Armenia LLC - Vazgen Sargsyan P. / Sh / 26 / 1.7 Floor / 709 Room Center 0010 Yerevan, Armenia; registered number 286.110.1169354
- **Australia** - Remote Australia Pty Ltd - Suite 2, Level 25, 100 Miller Street, North Sydney, Australia; registered number 51 646 519 342
- **Bangladesh** - Remote Technology Bangladesh Ltd. 9th Floor, High Tower, 9 Mohakhali C/A, Dhaka 1212, Bangladesh
- **Bolivia** - Remote Bolívia S.R.L. - Calle Cochabamba esquina Saavedra, Torres Empresariales CAINCO, Edificio La Vitalicia, Piso 2 Of. 4, Santa Cruz de la Sierra; registered number 445457
- **Bosnia and Herzegovina -** Remote Technology BH d.o.o. Sarajevo. Maršala Tita 48, 71000 Sarajevo
- **Brazil** - Remote Brasil Fornecimento de Serviços Ltda, Rua Iaia, 150, st. 82, r. 02, Itaim Bibi, São Paulo/SP ZIP Code: 04542-060
- **Cambodia** - Remote Technology Services (Cambodia) Co., Ltd., #306BCD, 3rd floor, Monivong Blvd (93) Sangkat Chaktomuk, Khan Daun Penh, Phnom Penh - 120204, Cambodia; registered number 1000112607
- **Costa Rica** - REMOTE COSTA RICA LIMITADA SRL - Rafael de Escazú, Edificio Terraforte, Second Floor, San José; registered number 3-102-812046
- **Dominican Republic** - REMOTE REPUBLICA DOMINICANA, S.R.L - Calle Rafael Augusto Sanchez No. 86, Roble Corporate Centre, Piso 9, Piantini, Santo Domingo; registered number 177156SD
- **El Salvador** - REMOTE EL SALVADOR, LIMITADA DE CAPITAL VARIABLE - Edificio Avante, local 5-01, Blvd. Luis Poma, Santa Elena, Antiguo Cuscatlán, La Libertad, El Salvador CP 01502
- **Georgia** - Remote Georgia LLC, Georgia, Tbilisi, Vake district, I. Chavchavadze avenue, N39, mezzanine, 405464581
- **Guatemala** - Remote Servicios Guatemala, Limitada, 15 Calle 1-04 Zona 10, Edificio Centrica Plaza, Torre 1, Nivel 4, Oficina 403, Guatemala City,
- **Honduras** - Remote Honduras, S. de R.L. - Edificio Palmira 4o Piso, Ave Rep de Chile, Tegucigalpa; registered number 33350
- **Hong Kong** - Remote Hongkong Limited - 3806 Central Plaza 18, Harbour RD, Wanchai, Hong Kong; registered number 72761365-000-03-21-0

Updated April 30, 2026

- **Israel** - Branch of Remote Europe Holding B.V - 1 Nirim Street, Tel Aviv; registered number 560038002
- **Jamaica** - Remote Jam Limited, Suite 5, 94C Old Hope Road, Kingston 6, Saint Andrew, Jamaica,
- **Kenya** - Remote Technology Kenya Limited - Plot. No.EQN-LR NO 1870/IX/196 10th Floor, Western Heights, Karuna Road PO BOX 2417-00606, Nairobi; registered number PVT-MKUMGBAZ
- **Kosovo** - Remote Kosovo L.L.C. - Ali Pashë Tepelena Street, Ivy Residence No. 12/c, 10000 Prishtina, Kosovo; registered number 812153443
- **Kyrgyzstan** - Remote KG LLC - 33/1 Razzakov Street, Bishek; registered number 201418 - 3300 - ЖЧК
- **Lebanon** - Remote Lebanon SAL - 109 Marfaa, 2nd floor, Allenby Street, Downtown, Beirut, Lebanon
- **Malaysia** - Remote Malaysia Sdn. Bhd - Unit C 12-4, Level 12, Block C, Megan Avenue II,12 Jalan Yap Kwan Seng, Kuala Lumpur; registered number 202101029682 (1429982U)
- **Mauritius** - Remote Technology (Mauritius) Ltd, DTOS Ltd, 10th Floor, Standard Chartered Tower, 19 Cybercity, Ebene, Republic of Mauritius,
- **Moldova** - Remote Technology S.R.L, Str. Puskin 47/1-5a, Chisinau, MD 2005, Republic of Moldova
- **Mongolia** - Remote Tech Mongolia LLC / Римөут Тек Монголиа ХХК - 7th floor, The Landmark Building, Sukhbaataar, Ulaanbaatar; registered number 6782337
- **Netherlands** - Remote B.V., Kraijenhoffstraat 137A, 1018RG, Amsterdam, The Netherlands 76389197; KvK, and vestigingsnummer 000044189508, 8606.08.967 (RSIN)
- **Nicaragua** - Remote Nicaragua, S.A., Barrio San José Oriental, Palí P del H tres y media cuadras al sur mano derecha, Managua,
- **Nigeria** - RN VIRTUAL TECHNOLOGY SERVICES LIMITED - St Nicholas House (10th Floor), Catholic Mission Street, Lagos; registered number 1748093
- **Pakistan** - Remote Pakistan (SMC-Private) Limited - Office No. 4, 6th Floor, Askari Corporate Tower, 75/76 D-1, Main Boulevard Gulberg-III, , Lahore, Lahore, Punjab, Pakistan
- **Paraguay** - Remote Paraguay S.A. - Roque Centurión Miranda Nº 1625 c/ Avenida San Martín, Edificio Studio Park, piso 4, Asuncion; registered number 80119731-7
- **Puerto Rico** - Remote Technology Puerto Rico LLC - 450 Avenida de la Constitución, Suite 200, San Juan, Puerto Rico 00901; registration number is 519791
- **Saudi Arabia** - Remote Administration (LLC) شركة ريموت الإدارية , Short address: RGSA3545 Building address: 3545 Al Shaikh Ibn Abdullah Al Al Shaikh. Secondary number: 7071 - King Saud University Postal code: 12373,
- **Singapore** - Remote Tech Singapore Pte. Ltd. - 2 SHENTON WAY #18-01 SGX CENTRE I, Singapore; registered number 202037510D
- **Sri Lanka** - Remote Lanka Limited, No.47, Alexandra Place, Colombo 07, Sri Lanka Postcode: 00700

Updated April 30, 2026

- **Sweden** - Remote Technology Sweden AB - P.O. BOX 16285, 103 25, Stockholm; registered number 559282-0327
- **Taiwan** - 瑞募途台灣有限公司 (Remote Taiwan Ltd.) - 11F, No.1, Songzhi Rd., Xinyi Dist., Taipei City 11047, Taiwan; registered number 90619898
- **Thailand** - Remote (Thailand) Ltd (บริษัท รีโมต (ไทยแลนด์) จำกัด) - Bangkok Bhiraj Tower, Level 30, Bhiraj Tower at EmQuartier, 689 Sukhumvit Road (Soi 35), Klongton Nuea, Vadhana, Bangkok 10110; registered number 0105567061799
- **United Kingdom** Remote Technology Services Ltd - 5 New Street Square EC4A 3TW, London; registered number 12387671
- **Zimbabwe** - REMOZW TECHNOLOGY SOLUTIONS (PRIVATE) LIMITED, 4 Normandy Road, Belgravia, Harare

The following additional Local Terms apply and constitute a direct agreement between You and Our relevant Affiliate(s):

Albania

Remote Albania SHPK (**Remote Albania**) - TIRANE Rr. Reshit Çollaku, Pallati Classic Construction, H. 2, Kati 2, Nr. 12, Njësia Bashkiake nr. 10, Tiranë, Shqipëri. Postal code 1001; Registration No: M22012002C

Working Procedure.

1.1 Remote Albania will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Albania providing services to You under the direction of Remote Albania.

1.3 Both You and Remote Albania will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Albania will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Albania will communicate to all Employees the applicable employment terms and conditions based on the Albanian Labour Code.

2.3 Remote Albania will be responsible at all times for Employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Albania acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Albania declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Albania will remain responsible for all sanctions and termination related communication with its Employees.

Argentina

Remote Argentina SRL (**Remote Argentina**), Av. Pueyrredón 2362, 4th. "A", Ciudad Autónoma de Buenos Aires, Registration number 30-71635653-8'

Working Procedure.

1.1 Remote Argentina will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Argentina providing services to You under the direction of Remote Argentina.

1.3 Both You and Remote Argentina will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Argentina will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Argentina will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote Argentina will be responsible at all times for Employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Argentina acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Argentina declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Argentina will remain responsible for all sanctions and termination related communication with its Employees.

Austria

Updated April 30, 2026

Remote Austria GmbH, Wagramer Strasse 19, 3. Stock, 1220 Wien, Austria, Registration number ATU76000248

Working Procedure.

1.1 Remote Austria will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Austria providing services to You under the direction of Remote Austria.

1.3 Both You and Remote Austria will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Austria will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Austria will communicate to all Employees the applicable employment terms and conditions based on Austrian labour laws.

2.3 Remote Austria will be responsible at all times for Employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Austria acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Austria declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Austria will remain responsible for all sanctions and termination related communication with its Employees.

Belarus

RTB Technology Services LLC (**Remote Belarus**), Internatsionalnaya Street, Building 36-1, Office 824, Suite 13a, Minsk, Registration number 192845191

Working Procedure.

1.1 Remote Belarus will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Belarus providing services to You under the direction of Remote Belarus.

1.3 Both You and Remote Belarus will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Belarus will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Belarus will communicate to all Employees the applicable employment terms and conditions based on the Belarusian Labour Code.

2.3 Remote Belarus will be responsible at all times for Employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Belarus acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Belarus declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Belarus will remain responsible for all sanctions and termination related communication with its Employees.

Belgium

Remote Belgium - Marnixlaan 23, 5th floor, 1000 Brussels, Belgium; registered number 0764552020

Working Procedure.

1.1 Remote Belgium will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 In accordance with Article 31(1), second and third paragraph, of the Act of 24 July 1987 on temporary labour, agency labour and the lending out of workers to users in Belgium, the parties agree that instructions given by You to Employees (i) shall be in compliance with Your obligations with respect to occupational health, safety and welfare at work (such as that Employees work in safe premises, and are given proper support for workplace hygiene and ergonomics) (ii) shall not be construed or interpreted as the exercise of authority by You over Employees.

Your Obligations.

2.1 The below are permitted instructions for You with regard to Employees, which shall in no way affect the Employer's authority vested in Remote Belgium over Employees:

1. Training and instructions to ensure respect for and the security and the protection of You and any affiliated premises and infrastructure.
2. Training and instructions regarding the safe use and operation of machines, equipment, products and handling of materials, including chemical reagents, regulated substances and biohazards such as biological and infectious agents.
3. Training and instructions related to the execution of the services in compliance with Your policies in relation to (i) data protection and privacy (ii) access to and use of network and computer resources (iii) compliance, code of conduct and (iv) security, safety and health.
4. Guidelines and information to ensure the proper performance and delivery of the services, in particular:
    1. Provision of information relating to the specifications of an Assignment.
    2. Provision of information relating to the progress made and the monitoring of services delivery in relation to an Assignment.
    3. The communication and submission of comments relating to non-compliance with the services requirements under an Assignment.
5. Within research and development departments, instructions related to protection of intellectual property and documenting and storage of the results, such as in laboratory notebooks, scientific reports, and databases.

Obligations of Remote Belgium.

3.1 The Employer authority vested in Remote Belgium over Employees shall not be affected by the permitted instructions listed above. This concerns in particular Remote Belgium's authority with respect to:

1. recruitment,
2. compensation and benefits policy (payment of salaries, bonuses, benefits and reimbursements of expenses, etc.),
3. career management and assessment of performance and competence,
4. subscription of insurance policies, if any,
5. governance of attendances and absences (monitoring of working time, authorisation and justification of absences),
6. training and personal development policy, with the exception of those that are specific to You and which are necessary for the performance of the services,
7. orders, pay-checks, the aspects of the organisation of labour and selection and Assignment of Employees,
8. disciplinary sanctions and associated policies,
9. dismissal and associated policies, and
10. absence from work (holidays, sick leaves and other).

3.2 A representative (employee or authorised agent of Remote Belgium) shall be available via the Platform to act as a contact person and/or supervisor for Employees. Any questions,

remarks and/or feedback that You may have shall be communicated to this representative when necessary. Said representative shall in turn give the necessary instructions to Employee(s) under such Assignment.

3.3 You acknowledge that any final instructions relating to holidays, fees, performance or (disciplinary) action must be made by Remote Belgium to Employees and You agree not to issue any direct instructions to Employees on these matters.

Bulgaria

Remote Bulgaria EOOD (**Remote Bulgaria**) - 3rd floor., 10 Tsar Osvoboditel Blvd., Sredets Region, city of Sofia 1000, Stolichna Municipality, Republic of Bulgaria; registered number UIC 206307734

Remote Bulgaria provides the following services in Bulgaria:

1. where We assign Our Employees to specific tasks requested by You pursuant to an Assignment (**Temporary Working Agency Model**), and
2. where We provide consulting and solutions services tailored as per Your needs (**Consultancy Model**).

Temporary Working Agency Model:

Working Procedure.

1.1 Remote Bulgaria will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Both You and Remote Bulgaria will designate representatives on the Platform to provide any instruction or comment regarding the performance of Employment Services.

1.3 The following details will be managed and/or selected by You on the Platform and visible to both You and the Employee:

- name, position, and nature of the work to be performed,
- the duration of the Assignment,
- working time and time off (which can be recorded on the Platform by Employees and reviewed and approved by You),
- salary structure and organisation, any additional employment remunerations and amounts, as well as any collective labour agreements binding You, and
- the initial training necessary for performance of the temporary work by Employees.

Your and Our Obligations.

2.1 Remote Bulgaria and You shall cooperate in good faith to ensure the following:

- Employees shall fulfil all obligations to Remote Bulgaria arising from the Employment Agreement,
- Employees shall fulfil all obligations to You arising from performance of the Assignment under these Terms,

2.2 Each party shall comply with its obligations with respect to Employees' rights arising under these Terms, the Bulgarian Labour Code, and any other applicable law.

2.3 The performance of the Employees' obligations to You under an Assignment shall terminate:

- with completion of the work assigned under the Assignment,
- if Employee being substituted returns to work,
- upon termination of the Employment Agreement between Employees and Remote Bulgaria in accordance with the Bulgarian Labour Code,
- upon termination of Remote Bulgaria's temporary work agency registration.

Consultancy Model:

Working Procedure.

1.1 You appoint Remote Bulgaria to provide project services (Project Services) entered into the Platform and described in detail in a separate addendum through our own employees and contractors (**Personnel**).

1.2 To the extent We are engaged in the provision of the Project Services, We shall report to and receive operational and commercial instructions and guidance of Your authorized personnel. We shall, through Our own authorized representative, notify our Personnel on the instructions and guidance received from You.

1.3 You may engage other vendors in relation to the provision of services the same as or similar to the Project Services. We may provide services the same as or similar to the Project Services to other clients.

No Employee Leasing under Consultancy Model

2.1 Remote Bulgaria and You hereby agree that no contractual or other legal relationship beyond these terms shall be established (i) between Remote Bulgaria and You, and (ii) no employment agreement shall be established between You and the Personnel. In particular, no relationship regarding employee leasing between You and Remote Bulgaria and no employment relationship between You and the Personnel shall be established under the Consultancy Model.

2.2 You warrant, covenant and undertake that the way in which You will engage with Remote Bulgaria and Personnel will not render the relationship as one involving the supply of labour to You by Us and, in particular, that You will not:

- control, supervise, or direct any Personnel as to how they perform the Project Services,
- in any way whatsoever integrate the Personnel into Your operational organisation or that of any of Your affiliates,
- treat the supply of any of the Project Services via us as a provision of personnel service (it being accepted that we can replace any Personnel in accordance with these terms).

Your and Our Obligations.

3.1 In case that You consider that the performance of the Project Services by us is unsatisfactory for a reason which is due to individual employees' performance, You are entitled to request in writing to replace such Personnel physically involved in the provision of the Project Services.

3.2 We shall supply the Project Services with the due care, skill and diligence and shall co-operate with You generally, and in particular: a. comply with all reasonable requests, instructions and directions issued by You; and b. respond promptly, accurately and adequately to all reasonable requests made by You in relation to the Project Services;

3.3 You will provide Us in a duly and timely manner with all information and with all necessary assistance so that we can provide the Project Services as much efficiently as possible.

Canada

Canada Remote Technology Inc. (**Remote Canada**)- 3 Bridgman Ave, Suite 204, Toronto ON M5R 3V4; registered number 732086533

For Employment Services in Canada, neither Remote Europe nor RTSI will render services to You.

Quebec - Personnel placement agency permit number AP-2202637 (province of Quebec)

Working Procedure.

1.1 In accordance with Section 22 of the *Regulation respecting personnel placement agencies and recruitment agencies for temporary foreign workers, CQLR c N-1.1, r.0.1*, You agree to comply with the occupational health and safety obligations under Section 51 of the *Act respecting occupational health and safety* (chapter S-2.1) with respect to workers in the province of Quebec.

Chile

Remote Chile SpA (**Remote Chile**), Gertrudis Echenique 30, office 32, Las Condes - Santiago, Registration number RUT Nº77.281.926-9

Updated April 30, 2026

Working Procedure.

1.1 Remote Chile will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Chile providing services to You under the direction of Remote Chile.

1.3 Both You and Remote Chile will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Chile will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Chile will communicate to all Employees the applicable employment terms and conditions based on the Chilean Labour Code.

2.3 Remote Chile will be responsible at all times for Employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Chile acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Chile declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Chile will remain responsible for all sanctions and termination related communication with its Employees.

China

Remote (Shanghai) Global Employment Services Co., Ltd. (**Remote China**) - Room 1903, 19th Floor, No.993 West, Nanjing Road, Jing'An District, Shanghai; Unified Social Credit Code 91310000MACUAMP18G

Working Procedure.

1. Remote China will act as the Employer of Employees who will render Employment Services under these Terms, while assigning Employees to the specific tasks requested by You pursuant to an Assignment.
2. Both You and Remote China will designate representatives on the Platform to provide any instruction or comment regarding the performance of Employment Services.

Updated April 30, 2026

Colombia

Remote Technology Colombia S.A.S. (**Remote Colombia**), Cra. 12 # 89 - 33 P6, Bogota, Registration number AB20218809

Working Procedure.

1.1 Remote Colombia will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Colombia providing services to You under the direction of Remote Colombia.

1.3 Both You and Remote Colombia will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Colombia will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Colombia will communicate to all Employees the applicable employment terms and conditions based on the Colombian Labour Code.

2.3 Remote Colombia will be responsible at all times for Employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Colombia acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Colombia declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Colombia will remain responsible for all sanctions and termination related communication with its Employees.

Croatia

Remote Technology Croatia d.o.o. (**Remote Croatia**), Horvatova ulica 80, 10010 Zagreb, Registration number 81368308

Working Procedure.

1.1 Remote Croatia will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Croatia providing services to You under the direction of Remote Croatia.

1.3 Both You and Remote Croatia will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Croatia will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Croatia will communicate to all Employees the applicable employment terms and conditions based on the Labour Act of Croatia.

2.3 Remote Croatia will be responsible at all times for Employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Croatia acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Croatia declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Croatia will remain responsible for all sanctions and termination related communication with its Employees.

Cyprus

Remote Cyprus Ltd (**Remote Cyprus**), Spyrou Kyprianou, 47 1st floor Mesa Geitonia, Limassol, Cyprus, Registration number 421102

Working Procedure.

1.1 Remote Croatia will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Croatia providing services to You under the direction of Remote Cyprus.

1.3 Both You and Remote Cyprus will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Cyprus will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Cyprus will communicate to all Employees the applicable employment terms and conditions based on the labour laws of Cyprus. .

2.3 Remote Cyprus will be responsible at all times for Employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Cyprus acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Cyprus declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Cyprus will remain responsible for all sanctions and termination related communication with its Employees.

Czech Republic

Remote Technology Czech s.r.o. (**Remote CZ**), Pobřežní 394/12, Karlín, 186 00, Prague, Registration number 09590781, file No. C 338637 maintained by the Municipal Court in Prague

Remote CZ provides the following services in the Czech Republic:

1. where We assign Our Employees to specific tasks requested by You pursuant to an Assignment (**Temporary Working Agency Model**), and
2. where We provide consulting and solutions services tailored as per Your needs (**Consultancy Model**).

Temporary Working Agency Model:

Working Procedure.

1.1 Remote CZ will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Both You and Remote CZ will designate representatives on the Platform to provide any instruction or comment regarding the performance of Employment Services.

1.3 The following details will be managed and/or selected by You on the Platform and visible to both You and the Employee:

- name, position, and nature of the work to be performed,
- the duration of the Assignment,
- working time and time off (which can be recorded on the Platform by Employees and reviewed and approved by You),
- salary structure and organisation, any additional employment remunerations and amounts, as well as any collective labour agreements binding You, and
- the initial training necessary for performance of the temporary work by Employees.

Your and Our Obligations.

2.1 Remote CZ and You shall cooperate in good faith to ensure the following:

- Employees shall fulfil all obligations to Remote CZ arising from the Employment Agreement,
- Employees shall fulfil all obligations to You arising from performance of the Assignment under these Terms.

2.2 Each party shall comply with its obligations with respect to Employees' rights arising under these Terms, the Czech Labour Code, and any other applicable law.

2.3 The performance of the Employees' obligations to You under an Assignment shall terminate upon agreed terms.

Consultancy Model:

Working Procedure.

1.1 You appoint Remote CZ to provide project services (Project Services) entered into the Platform and described in detail in a separate addendum through our own employees and contractors (**Personnel**).

1.2 To the extent We are engaged in the provision of the Project Services, We shall report to and receive operational and commercial instructions and guidance of Your authorized personnel. We shall, through Our own authorized representative, notify our Personnel on the instructions and guidance received from You.

1.3 You may engage other vendors in relation to the provision of services the same as or similar to the Project Services. We may provide services the same as or similar to the Project Services to other clients.

No Employee Leasing under Consultancy Model

2.1 Remote CZ and You hereby agree that no contractual or other legal relationship beyond these terms shall be established (i) between Remote CZ and You, and (ii) no employment agreement shall be established between You and the Personnel. In particular, no relationship

regarding employee leasing between You and Remote CZ and no employment relationship between You and the Personnel shall be established under the Consultancy Model.

2.2 You warrant, covenant and undertake that the way in which You will engage with Remote CZ and Personnel will not render the relationship as one involving the supply of labour to You by Us and, in particular, that You will not:

- control, supervise, or direct any Personnel as to how they perform the Project Services,
- in any way whatsoever integrate the Personnel into Your operational organisation or that of any of Your affiliates,
- treat the supply of any of the Project Services via us as a provision of personnel service (it being accepted that we can replace any Personnel in accordance with these terms).

Your and Our Obligations.

3.1 In case that You consider that the performance of the Project Services by us is unsatisfactory for a reason which is due to individual employees' performance, You are entitled to request in writing to replace such Personnel physically involved in the provision of the Project Services.

3.2 We shall supply the Project Services with the due care, skill and diligence and shall co-operate with You generally, and in particular: a. comply with all reasonable requests, instructions and directions issued by You; and b. respond promptly, accurately and adequately to all reasonable requests made by You in relation to the Project Services;

3.3 You will provide Us in a duly and timely manner with all information and with all necessary assistance so that we can provide the Project Services as much efficiently as possible.

Obligations.

4.1 Remote CZ will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

4.2 Remote CZ will communicate to all Employees the applicable employment terms and conditions based on the Czechian Labour Code.

4.3 Remote CZ will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

4.4 Remote CZ acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

4.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote CZ declares that all Employees Assigned to You hereunder will comply with such legislation.

4.6 Remote CZ will remain responsible for all sanctions and termination related communication with its Employees.

Denmark

Remote Technology ApS. (**Remote Denmark**), Harbour House, Sundkrogsgade 21, Copenhagen, Registration number 41 28 64 90

Working Procedure.

1.1 Remote Denmark will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Denmark providing services to You under the direction of Remote Denmark.

1.3 Both You and Remote Denmark will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Denmark will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Denmark will communicate to all Employees the applicable employment terms and conditions based on the Danish Act of Employment.

2.3 Remote Denmark will be responsible at all times for Employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Denmark acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Denmark declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Denmark will remain responsible for all sanctions and termination related communication with its Employees.

Ecuador

Remote Ecuador Remotedor S.A.S. (**Remote Ecuador**), Avenida 12 de Octubre N24 – 739 y Avenida Colón, Edificio Boreal, piso 13, oficina 1306, Quito – Ecuador

Updated April 30, 2026

Working Procedure.

1.1 Remote Ecuador will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Ecuador providing services to You under the direction of Remote Ecuador.

1.3 Both You and Remote Ecuador will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Ecuador will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Ecuador will communicate to all Employees the applicable employment terms and conditions based on the Ecuador Labour Code.

2.3 Remote Ecuador will be responsible at all times for Employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Ecuador acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Ecuador declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Ecuador will remain responsible for all sanctions and termination related communication with its Employees.

Egypt

Remote Egypt for Outsourcing Services (**Remote Egypt**), 3 Saad El-Din St, Al-Mobtadiyan, Al-Sayeda Zainab, First floor, Apt Nr. 4, Cairo, Registration number 180132

Working Procedure.

1.1 Remote Egypt will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Egypt providing services to You under the direction of Remote Egypt.

1.3 Both You and Remote Egypt will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Egypt will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Egypt will communicate to all Employees the applicable employment terms and conditions based on the labour laws of Egypt.

2.3 Remote Egypt will be responsible at all times for Employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Egypt acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Egypt declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Egypt will remain responsible for all sanctions and termination related communication with its Employees.

Estonia

Remote Estonia OÜ (**Remote Estonia**), Harju maakond, Kesklinna linnaosa, Pärnu mnt 158, Tallinn, Registration number 16189732

Working Procedure.

1.1 Remote Estonia will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Estonia providing services to You under the direction of Remote Estonia.

1.3 Both You and Remote Estonia will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Estonia will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Estonia will communicate to all Employees the applicable employment terms and conditions based on the Estonian Labour Code.

2.3 Remote Estonia will be responsible at all times for Employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Estonia acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Estonia declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Estonia will remain responsible for all sanctions and termination related communication with its Employees.

Finland - Remote Finland Oy (**Remote Finland**), Uudenmaankatu 1-5 00120 Helsinki, Finland, Registration number 3203846-8

Working Procedure.

1.1 Remote Finland will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Finland providing services to You under the direction of Remote Finland.

1.3 Both You and Remote Finland will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Finland will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Finland will communicate to all Employees the applicable employment terms and conditions based on the Finland Labour Code.

2.3 Remote Finland will be responsible at all times for Employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Finland acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Finland declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Finland will remain responsible for all sanctions and termination related communication with its Employees.

France

In France, Employees will be onboarded under Remote France or Remote SAS.

Remote Technology Services France (**Remote France**) - 27 Rue Maurice Flandin 69003 Lyon, France; registered number 889 598 462

Working Procedure.

1.1 Remote France will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Both You and Remote France will designate representatives on the Platform to provide any instruction or comment regarding the performance of Employment Services.

Obligations of Remote France.

2.1 Remote France is committed to complying at every moment with all remuneration, tax, and Social Security obligations, according to French Law.

2.2 Remote France will communicate to all Employees providing Employment Services the applicable employment terms and conditions based on the French Labor Law Code.

2.3 Remote France shall report any changes in the manner of Employment Services to Employees within a period of two (2) weeks.

2.4 Remote France will be responsible at all times for the obligations in labor matters, Social Security, Work Medicine, and Prevention of Labor Risks.

2.5 Remote France acknowledges that working hours and rest periods of the Employees will be in accordance with applicable French laws and regulations regarding working time.

2.6 In view of the provisions of French laws and regulations regarding occupational health and safety, Remote France declares that all Employees Assigned hereunder will comply with such legislation.

Remote SAS (**Remote SAS**) - 27 Rue Maurice Flandin 69003 Lyon, France; registered number 884 383 076

Working Procedure:

1.1 Remote SAS will assign employees engaged under the French portage system (**Wage**

Portage Employees) to the specific tasks negotiated by You with the Wage Portage Employees pursuant to the Wage Portage Service Agreement signed with Remote SAS.

1.2 Both You and Remote SAS will designate representatives on the Platform to provide any instruction or comment regarding the performance of Wage Portage Services.

Obligations of Remote SAS.

2.1 Remote SAS is committed to complying at every moment with all remuneration, tax, and Social Security obligations, according to French Law.

2.2 Remote SAS will communicate to all Wage Portage Employees the applicable employment terms and conditions based on the French Labor Law Code.

2.3 Remote SAS shall report any changes in the manner of Wage Portage Services to You and the Wage Portage Employees within a period of two (2) weeks.

2.4 Remote SAS will be responsible at all times for the obligations in labor matters, social security, work medicine, and prevention of labor risks.

2.5 Remote SAS acknowledges that working hours and rest periods of the Wage Portage Employees will be in accordance with applicable French laws and regulations regarding working time.

2.6 In view of the provisions of French laws and regulations regarding occupational health and safety, Remote SAS declares that all Wage Portage Employees assigned hereunder will comply with such legislation.

Your Obligations

3.1 You undertake not to exercise any power of management, control or disciplinary powers over the Wage Portage Employee, as We are the sole and exclusive employer of the Wage Portage Employee.

3.2 You undertake not to exceed the maximum service period set at 36 months (including renewal).

Germany

In Germany, Employees will be onboarded under the AUG model, subject to a Master Service Agreement (**MSA**) agreed to between You and Remote Technology GmbH, Bockenheimer Landstrasse 2-4, 60306 Frankfurt am Main, Germany; trade registry number HRB 119900. The Master Services Agreement will control over the Terms of Service where they conflict; terms not covered under the MSA will be governed by the Terms of Service.

If agreed to separately in writing, the Solutions model below shall apply.

Solutions Model

Updated April 30, 2026

Remote Solutions Germany, GmbH (**Remote Germany**) - c/o Cormoran GmbH, Am Zirkus, 10117 Berlin, Germany; trade registry number HRB 287562

Working Procedure.

1.1 Remote Germany (or as used in this section, **we**, **us**, **our**) is a company that provides consulting and solutions services including, but not limited to, research, marketing, sales support, HR, accounting, and payroll.

1.2 You appoint Remote Germany to provide the project services (**Project Services**) on the provisional start date (**Project Start Date**) entered into the Platform.

1.3 The parties will agree to project tasks to be provided prior to each relevant Project Start Date.

Liability for Output.

2.1 In case of intent or gross negligence on the part of Remote Germany, our Employees or Consultants (**Personnel**), engaged by us to perform the Project Services for You, Remote Germany is liable according to the provisions of applicable law; the same applies in case of breach of fundamental contract obligations.

2.2 Remote Germany's liability for culpable damage to life, body or health as well as our liability under the Product Liability Act (*Produkthaftungsgesetz*) shall remain unaffected.

2.3 For the avoidance of doubt, the above stipulations solely define Remote Germany's liability regarding performance of the Project Services detailed on the Platform.

Obligations of Remote Germany.

3.1 In respect of any result, element, stage or product of the Project Services that You reasonably notify Remote Germany as not meeting industry standards or any Project Service specifications or tasks, Remote Germany shall make reasonable efforts to remedy such defect.

3.2 It is Remote Germany's obligation to ensure that our **Personnel** have the skill and expertise required to carry out the provision of the Project Services to industry standards.

Insurance.

4.1 Remote Germany undertakes and agrees to take out and maintain any mandatory insurance coverage with an insurance provider to cover our respective liabilities under these terms.

No Employee Leasing under Solutions Model

5.1 Remote Germany and You hereby agree that no contractual or other legal relationship beyond these terms shall be established (i) between Remote Germany and You, and (ii) no

employment agreement shall be established between You and the Personnel. In particular, no relationship regarding employee leasing (*Arbeitnehmerüberlassungsverhältnis*) under the German Employee Leasing Act (*Arbeitnehmerüberlassungsgesetz* – AÜG) between You and Remote Germany and no employment relationship (*Arbeitsverhältnis*) between You and the Personnel shall be established under the Solutions Model.

5.2 You warrant, covenant and undertake that the way in which You will engage with Remote Germany and Personnel will not render the relationship as one involving the supply of labour to You by us and, in particular, that You will not:

1. control, supervise, or direct any Personnel as to how they perform the Services,
2. in any way whatsoever integrate the Personnel into Your operational organisation or that of any of Your affiliates,
3. treat the supply of any of the Project Services via us as a provision of personal service (it being accepted that we can replace any Personnel in accordance with these terms).

Greece

Remote Greece S.M.P.C, Zaloggou 4, 15343 Agia Paraskevi, Athens, Registration number 159109403000

Working Procedure.

1.1 Remote Greece will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Greece providing services to You under the direction of Remote Greece.

1.3 Both You and Remote Greece will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Greece will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Greece will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote Greece will be responsible at all times for Employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Greece acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Greece declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Greece will remain responsible for all sanctions and termination related communication with its Employees.

Hong Kong

Remote Hong Kong Limited, Hong Kong is 3806 Central Plaza, 18 Harbour Road, Wanchai, Hong Kong, Registration number 72761365-000-03-21-0

Working Procedure.

1.1 Remote Hong Kong will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Hong Kong providing services to You under the direction of Remote Hong Kong.

1.3 Both You and Remote Hong Kong will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Hong Kong will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Hong Kong will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote Hong Kong will be responsible at all times for Employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Hong Kong acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Hong Kong declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Hong Kong will remain responsible for all sanctions and termination related communication with its Employees.

Hungary

Updated April 30, 2026

Remote Hungary Kft. (**Remote Hungary**) - 1062 Budapest Váci út 1-3, “B” tower 6th Floor, Hungary; registered number 01-09-373087; TEA licence number: BP/0701/44056-4/2020-1842

Working Procedure.

1.1 Remote Hungary shall render Temporary Employment Services as a temporary-work agency to You, the user enterprise, in accordance with the Hungarian Labour code. Remote Hungary shall act as the Employer, Assigning Employees to You to perform work under Your direction and supervision, for Your benefit.

1.2 Unless otherwise specified, the Assignment of Employees and the sharing of the Employer’s rights shall take place pursuant to the conditions of these Terms of Service.

Your Obligations.

2.1 When exercising management and supervision over the employee(s), You shall behave as befits a good and careful Employer under Hungarian law, and will in any case exercise the same care towards the employee(s) as You would towards Your own employees. Pursuant to the Hungarian Labour Code, the employee(s) are entitled to equal treatment in terms of employment conditions as employees employed by the Client in the same and/or similar positions. You are obliged to provide Remote Hungary and the employee(s) with all the relevant information and updates about the applicable employment terms and conditions.

2.2 In view of the provisions of the Hungarian Labor Code, You are obliged to correctly implement and apply the applicable laws and legislation with regard to working time, working conditions and safety at the remote workplace of the employee(s).

2.3 As the user enterprise, You shall be liable to compensate the employee(s) for all costs that reasonably occur in relation to the employment relationship.

Iceland

Remote Technology Iceland ehf, Enor ALT ehf., Höfðabakka 9

Working Procedure.

1.1 Remote Iceland will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Iceland providing services to You under the direction of Remote Iceland.

1.3 Both You and Remote Iceland will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Iceland will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Iceland will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote Iceland will be responsible at all times for Employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Iceland acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Iceland declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Iceland will remain responsible for all sanctions and termination related communication with its Employees.

India

Remote Infosystem Private Limited (**Remote India**) - Plot no. 15, 4th floor, Unit V1, Partap Nagar, Mayur Vihar-I, Delhi 110091, India; CIN: U74110DL2020FTC364278

Working Procedure.

1.1 Remote India will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees will remain under the direction and supervision of Remote India while providing the requested services under the Assignment.

Obligations of Remote India.

2.1 Remote India, as the sole employer of the Employees, assumes all employer responsibilities as it relates to the Employees, including payment of remuneration, tax withholding and reporting, deduction of Employee Provident Fund contributions, and provision of other statutory benefits and obligations, as mandated under applicable law in India.

2.2 Remote India shall further be responsible for redressal of Employee grievances in accordance with applicable law in India, and shall follow due process as set out under applicable in India, while undertaking any disciplinary action, including suspension or dismissal, against the Employees.

Your Obligations.

3.1 You agree that the Employees shall not carry out provision of the services under the Assignment in Your premises/facilities/offices.

Indonesia

PT Remote Tech Indonesia, Gedung Intiland Tower Lt 19

Working Procedure.

1.1 Remote Indonesia will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Indonesia providing services to You under the direction of Remote Indonesia.

1.3 Both You and Remote Indonesia will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Indonesia will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Indonesia will communicate to all Employees the applicable employment terms and conditions based on the Indonesian Labour Code.

2.3 Remote Indonesia will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Indonesia acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Indonesia declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Indonesia will remain responsible for all sanctions and termination related communication with its Employees.

Ireland

Remote Management Technology Limited, 1st Floor, 9 Exchange Place, I.F.S.C., Dublin 1, D01 X8H2, Ireland, Registration number 667383 (BRN)

Working Procedure.

Updated April 30, 2026

1.1 Remote Ireland will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Ireland providing services to You under the direction of Remote Ireland.

1.3 Both You and Remote Ireland will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Ireland will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Ireland will communicate to all Employees the applicable employment terms and conditions based on the Employment Rights Acts.

2.3 Remote Ireland will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Ireland acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Ireland declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Ireland will remain responsible for all sanctions and termination related communication with its Employees.

Italy

In Italy, Employees will be onboarded under Remote Management Technology or Remote Italy.

Remote Management Technology Limited (**Remote Management Technology**), Via Principessa Clotilde 7, 00196 Roma (RM), Italy: registered number 18239961008

Working Procedure.

1.1 Remote Management Technology will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Both You and Remote Management Technology will designate representatives on the Platform to provide any instruction or comment regarding the performance of Employment Services.

1.3 Remote Management Technology will perform Employment Services with suitable organization and resources including personnel with adequate professional skills and all the other instruments required for the performance of the Employment Services in compliance with the regulations, both legal and contractual, related to labor law, social security, welfare, immigration (**Personnel Assigned**) and will comply every moment with all remuneration, tax, and Social Security obligations, according to the Italian Law and the applicable collective agreements. Remote Management Technology undertakes the obligation to make direct payment of the economic treatment to the Personnel Assigned to provide Employment Services for You, as well as to pay the social security contributions (as provided by Art. 37, paragraph 1, Legislative Decree 81/2015). You undertake the obligation to reimburse Remote Management Technology for the wage and social security charges actually incurred by Remote Management Technology on behalf of the Personnel Assigned (as provided by Art. 33, paragraph 2, Legislative Decree 81/2015) and any additional amounts provided for in the commercial contract. You also undertake the obligation to inform Remote Management Technology of the remuneration and working conditions applied to employees performing the same duties as the Personnel Assigned to provide Employment Services for You (as provided by Art. 33, paragraph 2, Legislative Decree 81/2015).

1.4 Remote Management Technology and You declare that Employment Services are of intellectual nature and, therefore, their execution at the current date does not imply risks relating to work safety deriving from interferences. Any following change in the execution will be promptly managed and coordinated in order to obtain any adequate amendments required by the law time by time applicable. If the performance of the activities by the Personnel Assigned to provide Employment Services for You may involve interference risks, You shall cooperate with Remote Management Technology to implement all measures required by law and to mitigate such risks.

Health and Safety Obligations

2.1 You are solely responsible, towards the Personnel Assigned to provide Employment Services for You, for fulfilling the prevention and protection obligations established by law and collective agreements relating to health and safety. Any potential health and safety risks, as well as the preventive measures adopted, must be communicated by You to Remote Management Technology and will be included in the employment agreement or in the assignment letter. Pursuant to Article 35, paragraph 4, the obligation to provide information on health and safety risks related to productive activities, as well as to provide training and instructions on the use of work equipment necessary for the performance of the work carried out by the Personnel Assigned to provide Employment Services for You, in accordance with Legislative Decree No. 81 of 9 April 2008, may be fulfilled by You. Mandatory health surveillance, where required, shall remain Your responsibility.

2.2 Remote Management Technology, in relation to the Personnel Assigned to provide Employment Services, will cooperate with You, where required by law or by the collective bargaining agreement applicable to the employment relationship, to ensure the health and safety of the Personnel Assigned to provide Employment Services for You.

2.3 You shall undertake to provide the Personnel Assigned with individual and/or collective protective devices (where applicable) required by the nature of the Employment Services and in compliance with the applicable health and safety regulations, and You shall provide the Personnel Assigned with work equipment, machinery, and tools, where necessary, that have the

required certifications and approvals, in accordance with the applicable health and safety regulations.

The Personnel Assigned shall work under Your management, supervision, and control. Disciplinary authority shall always remain with Remote Management Technology, which may exercise it also based on the information provided by You.

Remote Technology S.r.l (**Remote Italy**) - Via Montebello 27, Milano (MI) 20121, Italy; registered number 2595241

Working Procedure.

1.1 Remote Italy will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Both You and Remote Italy will designate representatives on the Platform to provide any instruction or comment regarding the performance of Employment Services.

1.3 Remote Italy will perform Employment Services with suitable organization and resources including personnel with adequate professional skills and all the other instruments required for the performance of the Services in compliance with the regulations, both legal and contractual, related to labor law, social security, welfare, immigration (**Consultants**) and will comply every moment with all remuneration, tax, and Social Security obligations, according to the Italian Law and the applicable collective agreements.

1.4 Remote Italy and You declare that Employment Services are of intellectual nature and, therefore, their execution at the current date does not imply risks relating to work safety deriving from interferences. Any following change in the execution will be promptly managed and coordinated in order to obtain any adequate amendments required by the law time by time applicable.

Obligations of Remote Italy.

2.1 Remote Italy, in relation to the Consultants Assigned to provide Employment Services, (i) have undergone preventive health checks to ascertain any contraindications to work pursuant to Legislative Decree 81/2008 or, in any case, to provide for all health checks during Employment Services adequate to prevent contagions or other forms of disease within the workplace also in relation to the epidemiological emergency Covid-19; (ii) have fulfilled the information and training obligations of the Consultants assigned to the execution of Employment Services in matters of safety and health with particular reference to the individual workplaces and the individual tasks performed, as well as the use of all equipment and machines or factors particular risks required by applicable laws from time to time; (iii) have equipped Consultants with the individual and/or collective protective devices (where applicable) required by the nature of Employment Services and in compliance with the legislation in force from time to time on health and safety in the workplace, including those relating to prevent Covid-19 contagion; (iv) have equipment, machinery and tools that have the necessary certifications and approvals in

compliance with the regulations in force from time to time on the subject of health and safety in the workplace.

Japan

Remote Japan KK (**Remote Japan**) - Room 704, 4-3-5 Ebisu, Shibuya-ku, Tokyo 150-0013, Japan ARK Outsourcing KK, registered number 0110-01-140375

Working Procedure.

1.1 Remote Japan and You may, during the Term, from time to time enter into one or more Assignments for the provision of consultancy services by Remote Japan to You.

1.2 You hereby retain Remote Japan to provide consultancy services to You in accordance with these Terms and any applicable Assignment (**Terms and Assignment**).

1.3 The parties acknowledge and agree that during the Term the contents of consultancy services may be modified and/or expanded from time to time upon the Assignment executed by authorised representatives of the parties. In the event of any inconsistency between the terms of any Assignment and these Terms, the terms of the applicable Assignment shall prevail.

1.4 "Employment Fees" set forth in Article 3.1 of these Terms shall be read as "Consulting Fee" for these Local Terms for Japan.

Your Responsibilities and Obligations.

2.1 You acknowledge that irrespective of Your recruitment and introduction to a Consultant, Remote Japan shall serve as Consultant's employer and all employment-related matters will be managed and handled by Remote Japan. Notwithstanding the foregoing, You shall be solely responsible for (i) the day-to-day supervision of the Consultant, (ii) maintaining all requisite business licenses applicable to Your business (including professional licenses), and (iii) compliance with all applicable laws, rules and regulations in connection with its receipt of the consultancy services from Remote Japan through the applicable Consultant.

2.2 You shall comply with (i) Remote Japan human resources and other such related policies as may be provided to You from time to time and (ii) any reasonable or necessary human resource directive of Remote Japan, when necessary for compliance with applicable laws, as determined in Remote Japan's sole discretion.

2.3 You shall inform Remote Japan sufficiently in advance and in writing of any changes regarding any Assignment or more generally, any changes impacting a Consultant's service (including without limitation any employment-related legal claim, injury, or incident relating to the Consultant or the workplace), such that Remote Japan may reasonably inform and notify the Consultant, any applicable authority or any other relevant third party in advance, respecting any

notice periods required by law, agreement or best practice or any matters which may confer to You a right to terminate these Terms, or as otherwise required to comply with applicable law.

2.4 You shall bear any cost or Loss arising from or related to any sums paid or payable in connection with the termination of the employment of any Consultant (including legal fees) or any claims by any Consultant in connection with their employment, engagement or the termination of their employment or engagement (including any claim in respect of unfair or wrongful dismissal, redundancy, termination payments or otherwise; breach of the terms of their employment; discrimination; whistleblowing; equal pay or otherwise), unless such cost or Loss arose from a failure solely attributable to Remote Japan. **'Loss'** means any loss, damage, liability, cost, charge or expense (including any costs of enforcement) and Losses shall be construed accordingly.

2.5 You acknowledge that when providing consultancy services under and pursuant to an Assignment, the Consultant’s engagement will be governed by the laws and regulations of Japan, without prejudice to Consultant’s rights and Remote Japan’s obligations under the laws and regulations of Japan.

2.6 You agree to pay promptly all fees and costs invoiced by Remote. You shall not make any payments relating to these Terms directly to the Consultant.

2.7 You shall be liable for any additional costs and losses arising from Your failure to comply with the obligations described above in this clause.

Responsibilities and Obligations of Remote Japan.

3.1 Remote Japan will engage the Consultant as employee(s) in accordance with these Terms, and Assign the Consultant to perform the consultancy services requested by You in the Assignment.

3.2 Remote Japan will: (i) handle Consultant’s background check, to the extent permitted by the applicable law; (ii) pay Consultant's wages and provide other benefits as Remote Japan deems appropriate in order to comply with applicable law and to the extent materially possible for Remote Japan to provide and support; (iii) pay, withhold, and transmit payroll taxes to the Consultant in an amount no less than required by applicable law.

3.3 Remote Japan will be responsible for handling the employment of the Consultant, including, without limitation, (i) the payment of all salaries and wages thereto, in full accordance with all applicable laws, rules and regulations; (ii) handling unemployment claims involving Consultant; and (iii) ensure Consultants are legally authorised to work within the jurisdiction in which the consultancy services will be provided.

3.4 Remote Japan will require the Consultant to comply with Your policies and guidelines as documented (provided such policies and guidelines are compliant with applicable law and the internal policies of Remote).

3.5 The Consultant assigned to You under these Terms and Assignment shall remain an employee of Remote Japan for the duration of time the Consultant provides services to You pursuant to any Assignment. For the avoidance of doubt, the Consultant shall not be entitled to participate in any of Your employee benefit plans.

Term and Termination.

4.1 The term of each Assignment shall commence as of the Assignment Effective Date (as defined in the Assignment) and remain in effect for the period specified therein, unless and until terminated under these Terms or the Assignment.

4.2 In the event of notice of termination of these Terms pursuant to the Termination clause under the General Terms, the services being provided by Consultant under and pursuant to any Assignment will continue to be performed and payment in respect of them to be due in accordance with the termination provisions contained in such Assignment or until the expiration of the term of such Assignment.

4.3 In the event of immediate termination of these Terms pursuant to the Termination clause of the General Terms and without waiver of the parties rights to claim damages or an indemnity for any losses suffered by it, You or We may immediately terminate the consultancy services being provided by Consultant under and pursuant to any Assignment or elect to have the consultancy services provided under and pursuant to it to continue to be performed until the date provided for in such Assignment.

4.4 Notwithstanding the foregoing, either party may terminate any Assignment in accordance with the applicable terms and conditions set forth therein.

Latvia

SIA Remote Latvia (**Remote Latvia**) – Tērbatas iela 14 – 3, Riga, LV-1011, Republic of Latvia; registration number 40203487799

1.1 Remote Latvia shall act as the employer of the Employees who will render Employment Services under these terms, while simultaneously assigning them to You pursuant to an Assignment. Remote Latvia acts as a temporary employment agency as defined in the Article 17 of the Support for Unemployed Persons and Persons Seeking Employment Law of the Republic of Latvia, while You act as a beneficiary of temporary work. Remote Latvia hereby warrants that it meets all the requirements established to temporary employment agencies by the legislation of the Republic of Latvia.

Lithuania

Remote Lithuania UAB (**Remote Lithuania**) - Vytenio 9, Vilnius, The Republic of Lithuania; registered number 305888351

Updated April 30, 2026

1.1 Remote Lithuania shall act as the employer of the Employees who will render Employment Services under these terms, while simultaneously assigning them to You pursuant to an Assignment. Remote Lithuania acts as a temporary employment agency as defined in the Article 72 of the Labour Code of the Republic of Lithuania (hereinafter – the Labour Code), while You act as a beneficiary of temporary work. Remote Lithuania hereby warrants that it meets all the requirements established to temporary employment agencies by the legislation of the Republic of Lithuania.

Luxembourg

Remote Luxembourg S.à r.l., Rue de Turi, 2nd Floor, L-3378, Livange, Luxembourg, Registration number B259352

Working Procedure.

1.1 Remote Luxembourg will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Luxembourg providing services to You under the direction of Remote Luxembourg.

1.3 Both You and Remote Luxembourg will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Luxembourg will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Luxembourg will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote Luxembourg will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Luxembourg acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Luxembourg declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Luxembourg will remain responsible for all sanctions and termination related communication with its Employees.

Updated April 30, 2026

Malta - REMOTE MALTA LIMITED, Level 3 (Suite 2764), Tower Business Centre, Tower Street, Swatar, Birkirkara BKR 4013, Malta, Registration number C 98412

Working Procedure.

1.1 Remote Malta will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Malta providing services to You under the direction of Remote Malta.

1.3 Both You and Remote Malta will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Malta will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Malta will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote Malta will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Malta acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Malta declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Malta will remain responsible for all sanctions and termination related communication with its Employees.

Mexico

R Remote Technology Mexico S. DE R.L. DE C.V. (**Remote Mexico**) - Tajin 619-1 Col. Letran Valle, Ciudad De Mexico, C.P. 03650, Mexico; registered number 2020049568

Working Procedure.

1.1 Remote Mexico will:

a. be unconditionally and uniquely be the employer of all Employees who participate in the execution of the Services;

b. pay the salaries and other labor benefits to its Employees;

c. fully comply with all provisions and obligations regarding the Specialized Support Services established by the Federal Labor Law, Social Security Law, National Housing Fund for Workers Institute Law, and any other applicable labor law.

1.2 For purposes of these Terms, there is no element of subordination between the Remote Mexico's Employees and You. Consequently, Remote Mexico shall be considered as the employer of each of its Employees and is the only party who profits from the services rendered by such Employees.

1.3 Remote Mexico shall be responsible for the development of its Employees in the rendering of Employment Services; therefore, You do not assume any responsibility of tax nature (IMSS, SAR, INFONAVIT, etc.).

Instructions.

2.1 Remote Mexico will exclusively determine at all times the specific tasks to be performed by its Employees in accordance with these and will be at all-time in charge of the direction and control of such Employees during the rendering of Employment Services. Employees will execute said Employment Services under the orders and instructions of Remote Mexico. Remote Mexico shall be responsible for engaging, hiring, and managing personnel in order to perform the Employment Services hereunder.

2.2 You and We recognize that Employees will be at the disposition of Remote Mexico and Remote Mexico's Employees will execute the work and perform Employment Services exclusively following instructions of Remote Mexico, in the places where Remote Mexico determines the best form to provide Employment Services with the maximum efficiency within the schedules and parameters established by Remote Mexico and You.

2.3 Remote Mexico will designate a responsible manager for the rendering of Employment Services, who will perform management, vigilance, and supervision activities to achieve the quality of Employment Services. Remote Mexico shall, at all times, supervise, and oversee Employment Services provided by Employees, through a responsible manager, as well as to provide any written instructions it deems convenient to improve the rendering of Employment Services.

Obligations of Remote Mexico.

3.1 Remote Mexico will keep true, complete, accurate, and up to date books and records related to documentation evidencing the employment or, as the case may be, the contractual relationship with Employees, and the fulfillment of the labor and social security obligations thereof.

3.2 Remote Mexico shall be responsible for the compliance with all labor and other obligations towards Employees, as well as representation with the union(s) with which, as the

case may be, represent its Employees. Remote Europe will inform You as to the course of any required collective bargaining agreement held with any relevant union, as required, and any agreement to be reached with the latter.

3.3 Remote Mexico shall be solely responsible for complying with, among others, the following obligations:

1. entering into an Employment Agreement with each Employee, who will be assigned for the provision of Employment Services as detailed on the Platform, in which it appears as the sole employer responsible for the labor relationship;
2. timely pay salaries and any other applicable employment benefits to Employees;
3. register all Employees before IMSS and INFONAVIT with the correct salary;
4. timely payment of fees and contributions to IMSS and INFONAVIT corresponding to its Employees;
5. make severance payments arising from the termination of the employment relationships with its Employees;
6. deliver to You a copy of the documentation that evidences that the corresponding registrations and payments to Employees, as required by You;
7. As the case may be, Remote Europe has the obligation to appear before the corresponding authorities to identify itself as the current and sole employer of its Employees, being liable for any payment that needs to be made in connection thereto; and
8. register as an employer with the Social Security and other authorities as required as well as complete any registrations and filings that are required for labor and other purposes.

3.4 All the obligations assumed by Remote Mexico in this clause will continue in full force and effect until any procedure or trial arising from the complaints, lawsuits, and resolutions from the breach of the aforesaid obligations concludes, in the event, any complaints, lawsuits, and resolutions exist.

Morocco

Remote Technology Morocco SARL (**Remote Morocco**), Crystal 3 - Boulevard Sidi Mohamed Ben Abdellah B06- RDC- 20100, Casablanca, Morocco., Registration number 508487

Working Procedure.

1.1 Remote Morocco will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Morocco providing services to You under the direction of Remote Morocco.

1.3 Both You and Remote Morocco will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Morocco will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Morocco will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote Morocco will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Morocco acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Morocco declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Morocco will remain responsible for all sanctions and termination related communication with its Employees.

Netherlands

Remote B.V. (**Remote Netherlands**) - Apollolaan 151, Unit 439, 1077AR Amsterdam, the Netherlands; registered number 76389197

Working Procedure.

1.1 For the purposes of the Assignment to the Client, Remote Netherlands will enter into a payroll Employment Agreement, as referred to in Section 7:692 of the Dutch Civil Code, with Employees to be Assigned.

1.2 Employees will perform the Assignment under the conditions laid down in the Employment Agreement.

1.3 Remote Netherlands will act as payroll employer for Employees recruited and selected by You. Employment Services under the Agreement include taking care of the payroll and personnel administration, absence management as well as management of other employment law risks by entering into an Employment Agreement with Employees proposed by You, while simultaneously Assigning Employees to You to perform work under Your direction and supervision.

Employment Terms and Conditions.

2.1 Pursuant to Section 8A of the Dutch Placement of Personnel by Intermediaries Act, Employees are entitled to equal treatment in terms of employment conditions as employees

employed by You in the same and/or similar positions in the Netherlands, or if there are no such Employees in the Netherlands, Employees in the same and/or similar positions in the industry and/or sector of You in the Netherlands.

2.2 You are obliged to determine the applicable employment terms and conditions based on the principle mentioned in article 5.1. Pursuant to Section 12A of the Dutch Placement of Personnel by Intermediaries Act, and obliged to provide Remote Netherlands and Employees with all the relevant information about the applicable employment terms and conditions prior to the Assignment of Employees. You agree to provide Us with the correct and complete information in a timely manner. You shall report any changes to the applicable and/or minimum level of remuneration pursuant to the applicable law within two weeks after the announcement of such (upcoming) changes being necessary. Remote will inform You of any perceptible errors and shortcomings.

2.3 If, at any time, it appears that the job description and/or associated employment terms and conditions of Employees do not correspond with the work actually performed by Employees, You will immediately provide Us with the correct job description and associated terms and conditions. The remuneration of Employees will be determined again on the basis of the new job description.

2.4 The position and/or the employment terms and conditions may be adjusted during the Assignment if Employees make a reasonable claim to that adjustment by invoking legislation and/or regulations and/or the applicable collective labor agreement. Remote Netherlands may also be obliged to make an offer for such adjustment based on Section 7:628a paragraph 5 of the Dutch Civil Code. If the amendment results in higher remuneration or employment terms and conditions more favorable to Employees, Remote Netherlands will correct the remuneration of the Employees and related Fees accordingly. You will owe the adjusted Fee (with retroactive effect) from the moment of the performance of the new position.

New Zealand

Remote Technology New Zealand Limited (**Remote New Zealand**), Simpson Grierson, Level 27, 88 Shortland Street, Auckland Central, Auckland, 1010, NZ, Registration number 9429049116113

Working Procedure.

1.1 Remote New Zealand will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote New Zealand providing services to You under the direction of Remote New Zealand.

1.3 Both You and Remote New Zealand will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote New Zealand will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote New Zealand will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote New Zealand will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote New Zealand acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote New Zealand declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote New Zealand will remain responsible for all sanctions and termination related communication with its Employees.

North Macedonia

Remote Technologies DOO Skopje (**Remote Macedonia**). 10 Kosta Shahov St, Skopje 1000, Republic of North Macedonia

Working Procedure.

1.1 Remote Macedonia will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Macedonia providing services to You under the direction of Remote Macedonia.

1.3 Both You and Remote Macedonia will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Macedonia will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Macedonia will communicate to all Employees the applicable employment terms and conditions based on the Law on Labour Relations.

2.3 Remote Macedonia will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Macedonia acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Macedonia declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Macedonia will remain responsible for all sanctions and termination related communication with its Employees.

Norway

Remote Technology Norway AS (**Remote Norway**) - Munkedamsveien 59B, 0270 OSLO, Norway; registered number 926 493 329

Working Procedure.

1.1 Remote Norway will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Both You and Remote Norway will designate representatives on the Platform to provide any instruction or comment regarding the performance of Employment Services.

1.3 Remote Norway, as the sole employer of the Employees, assumes all employer responsibilities as it relates to the Employees, including all compliance and requirements pursuant to Act No. 62 of 17 June 2005 relating to working environment, working hours and employment protection, etc. (Working Environment Act) and other applicable regulations.

Panama

REMOTE PANAMA S. DE R.L. (**Remote Panama**), Distrito de PANAMÁ, Corregimiento de BELLA VISTA, Calle 59, casa: 5, Urbanización Obarrio, Registration number 155707163-2-2-21 DV 30

Working Procedure.

1.1 Remote Panama will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Panama providing services to You under the direction of Remote Panama.

1.3 Both You and Remote Panama will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Panama will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Panama will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote Panama will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Panama acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Panama declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Panama will remain responsible for all sanctions and termination related communication with its Employees.

Peru

REMOTE PERU S.R.L. (**Remote Peru**), Dionisio Derteano 184 OF 603 Urb. Santa Ana. San Isidro-Lima, Tax ID number 20608442902

Working Procedure.

1.1 Remote Peru will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Peru providing services to You under the direction of Remote Peru.

1.3 Both You and Remote Peru will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Peru will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Peru will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote Peru will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Peru acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Peru declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Peru will remain responsible for all sanctions and termination related communication with its Employees.

Philippines

Remote Philippines Inc. (**Remote Philippines**) - 27 & 28, Tower 2, The Enterprise Centre, Corner Paseo De Roxas and Ayala Avenue, Makati, 1226, Philippines, registered number 2021020006436-03

Working Procedure.

1.1 Remote Philippines will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Both You and Remote Philippines will designate representatives on the Platform to provide any instruction or comment regarding the performance of Employment Services.

Providing Services from Your Facilities.

2.1 In the case that Employees should render any Employment Services to You at Your designated facilities/offices, both parties will carry out all the mandatory health and safety coordination measures.

Obligations of Remote Philippines.

3.1 Remote Philippines shall abide by Philippines labor laws, rules and regulations, issuances, (including but not limited to those pertaining to all statutory benefits and leaves) and orders handed down by the Philippines Department of Labor and Employment.

3.2 Remote Philippines will undertake employer-employee responsibilities including the payment of wages, compensation, the statutory employee-related benefits to all employees covered by any Assignment, and duly remit all the required Social Security System, Home Mutual Development Fund, and Philippine Health Corporation premiums to appropriate

government agencies, in accordance with the provisions of the Labor Code and other applicable laws and decrees and the rules and regulations promulgated by competent authorities. Remote Philippines will assume all other employer responsibilities, such as, subject to due process, the imposition of disciplinary action, including dismissal, if appropriate.

3.3 Remote Philippines will provide Employees performing under the Assignment with all the relevant information about the applicable terms and conditions of this Agreement, as reasonably necessary.

3.4 Remote Philippines will notify Employees of any changes in the manner of provision of Employment Services within a period of two (2) weeks or as reasonably practicable.

3.5 Remote Philippines will be responsible for the direction and control over its Employees covered by the Assignment, or who may be Assigned to You including authority to hire, terminate, discipline, and reassign the Employees.

3.6 Remote Philippines will assign working hours and rest periods of Employees in accordance with applicable Philippine labor laws and regulations regarding working time.

3.7 Remote Philippines will comply with the applicable Occupational Health and Safety laws and regulations.

3.8 Remote Philippines has and shall maintain substantial capital, equipment and manpower reasonably required for the provision of Employment Services to be performed, as well as providing all Employees covered by the Assignment the necessary tools and equipment to perform the Services.

Poland

Remote Poland Sp. z o.o. (**Remote Poland**), Ujazdowskie 41, 00-540 Warsaw, Poland, Registration number KRS 813247

Working Procedure.

1.1 Remote Poland will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Poland providing services to You under the direction of Remote Poland.

1.3 Both You and Remote Poland will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Poland will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Poland will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote Poland will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Poland acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Poland declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Poland will remain responsible for all sanctions and termination related communication with its Employees.

Portugal

Remote Tech Unipessoal Lda. (**Remote Portugal**), Praça Mouzinho de Albuquerque nº 113, 5º andar 4100-359 Porto, Portugal; CIPC 515720623

Working Procedure.

1.1 Remote Portugal will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Both You and Remote Portugal will designate representatives on the Platform to provide any instruction or comment regarding the performance of Employment Services.

Obligations of Remote Portugal.

Remote Portugal will:

2.1 Remote Portugal will comply and be responsible for all remuneration, tax, and Social Security obligations, occupational health and safety according to the Portuguese Law.

2.2 Remote Portugal will communicate to all Employees affected in Employment Services the applicable employment terms and conditions based on the Portuguese Labour legislation.

2.3 Remote Portugal will report any changes in the manner of provision of Employment Services to Employees within a period of two weeks.

2.4 Remote Portugal acknowledges that working hours and rest periods of Employees will be in accordance with applicable Portuguese laws and regulations regarding working time.

2.5 Remote Portugal will be responsible for the direction and control over its Employees covered by the Assignment, or who may be Assigned to You, including authority to hire, terminate, discipline, and reassign the Employees.

2.6 Remote Portugal will assign working hours and rest periods of Employees in accordance with applicable Portuguese labour laws and regulations regarding working time.

2.7 In view of the provisions of the Portuguese laws and regulations regarding occupational health and safety, Remote Portugal declares that all employee(s) assigned to this SLA shall comply with the Occupational Health and Safety legislation.

Romania

Remote Technology RO SRL (**Remote Romania**), No 5, Nicolae Galea Street, Building 10, Entrance A, 1st floor, Apartment 5, room 1, District 5, Bucharest, Romania Postal Code 050215, Registration number 43311990

Working Procedure.

1.1 Remote Romania will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Romania providing services to You under the direction of Remote Romania.

1.3 Both You and Remote Romania will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Romania will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Romania will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote Romania will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Romania acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Romania declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Romania will remain responsible for all sanctions and termination related communication with its Employees.

Serbia

Remote Technology RS (**Remote Serbia**), Bulevar Mihajla Pupina 165G, 11070 Novi Beograd, ****Registration number 21801461,

Working Procedure.

1.1 Remote Serbia will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Serbia providing services to You under the direction of Remote Serbia.

1.3 Both You and Remote Serbia will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Serbia will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Serbia will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote Serbia will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Serbia acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Serbia declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Serbia will remain responsible for all sanctions and termination related communication with its Employees.

Slovakia

Updated April 30, 2026

Remote Slovakia s.r.o. (**Remote Slovakia**) - Pribinova 40, 811 09 Bratislava –municipal district Ružinov, Slovak Republic; registered number 53 687 264

Working Procedure.

1.1 Remote Slovakia will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Both You and Remote Slovakia will designate representatives on the Platform to provide any instruction or comment regarding the performance of Employment Services.

Providing Services from Your Facilities.

2.1 In the case that Employees should render any Employment Services to You at Your designated facilities/offices, both parties will carry out all the mandatory health and safety coordination measures.

Obligations of Remote Slovakia.

3.1 Pursuant to the Slovak Labour Code (Act No. 311/2001 Coll.) and further relevant Slovak legal regulations, Remote Slovakia, as the employer of Employees, shall comply with all remuneration, tax, and Social Security obligations, according to the Slovak Law.

3.2 Remote Slovakia will communicate to all the Employees affected to the provision of Employment Services the applicable employment terms and conditions based on the Slovak Labour Code.

3.3 Remote Slovakia will comply with the applicable statutory and contractual obligations in labour matters under the Slovak laws.

3.4 In view of the relevant provisions of the Slovak Labour Code, as well as the Slovak Act No. 124/2006 Coll. regarding occupational health and safety, Remote Slovakia declares that all Employees will comply Occupational Health and Safety legislation in Slovakia.

Slovenia

Remote SI, Technology Services, LLC (**Remote Slovenia**) - Tržaška cesta 515, 1351 Brezovica pri Ljubljani, registration no. 8952809000

Solutions Model

<u>Working Procedure</u>

1.1 Remote Slovenia (or as used in this section, **we, us, our**) is a company that provides consulting and technology solutions services including, but not limited to, programming and other IT related services, research, marketing, sales support, accounting and payroll.

1.2 Remote Slovenia shall provide the services (**Project Services**) entered into the Platform and further agreed in a Consulting Services Agreement.

1.3 Both You and Remote Slovenia will designate representatives on the Platform to communicate and provide mutual cooperation regarding the performance of the Project Services.

Remote's Liability for Performance

2.1 Remote Slovenia shall be exclusively liable for any intentional or grossly negligent breaches of the Consulting Services Agreement by Remote Slovenia or its Employees according to the provisions of applicable law.

2.2 Remote Slovenia shall not be liable for any damages that arise out of defective instructions regarding the performance of Project Services and/or specific tasks thereunder unless it has failed to notify the defect at the appropriate time and in the appropriate manner.

Obligations of Remote Slovenia

3.1 Remote Slovenia undertakes to perform the Project Services in accordance with the applicable professional standard of diligence. Remote Slovenia shall make reasonable efforts to remedy any defect notified in respect to the performance of the Project Services and/or specific tasks thereunder, without prejudice to any other available legal remedies.

3.2 Remote Slovenia undertakes to perform the Project Services through employees who have the particular qualifications, skills and expertise required in accordance with the applicable professional standards.

Insurance

4.1 Remote Slovenia undertakes and agrees to take out and maintain applicable mandatory insurance coverage with an insurance provider to cover our respective liabilities under these terms.

Final provisions

5.1 Remote Slovenia shall not represent You in the market or initiate any business on Your behalf. The relationship is not intended to constitute an agency, partnership, joint venture, license or similar relationship.

5.2 Remote Slovenia shall at all times be exclusively responsible to instruct and supervise its Employees or Consultants (**Personnel**) in relation to the performance of Project Services and shall retain all its rights as the employer in this respect. Remote Slovenia and You hereby agree that no contractual or other legal relationship beyond these terms shall be established between You and the Personnel assigned by Remote to perform the Project Services.

5.3 You warrant, covenant and undertake that the way in which You will engage with Remote Slovenia and its Personnel will not render the relationship as one involving the supply of labour and, in particular, that You will not:

(a) control, or direct any Personnel as to how they perform the Services,
(b) in any way whatsoever fully integrate the Personnel into Your organized work process or that of any of Your affiliates,
(c) treat the performance of any of the Project Services by Remote Slovenia as a provision of labour service (it being accepted that we can replace any Personnel in accordance with these terms).

South Africa

South Africa Remote Technology (**Remote South Africa**), 47 Ardennes Crescent, Thornwood, Durbanville, 7550, Cape Town, Western Cape, South Africa, Registration number 2020/263679/07

Working Procedure.

1.1 Remote SA will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote SA providing services to You under the direction of Remote SA.

1.3 Both You and Remote SA will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote SA will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote SA will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote SA will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote SA acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote SA declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote SA will remain responsible for all sanctions and termination related communication with its Employees.

South Korea

Remote South Korea LLC. 10FL (**Remote South Korea**) -, Kyobo Securities Building, 97 Uisadang-daero, Yeongdeungpo-gu, Seoul, 07327, South Korea

Working Procedure.

1.1 Remote South Korea will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote South Korea providing services to You under the direction of Remote South Korea.

1.3 Both You and Remote South Korea will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote South Korea will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote South Korea will communicate to all Employees the applicable employment terms and conditions based on the Labor Standards Act.

2.3 Remote South Korea will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote South Korea acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote South Korea declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote South Korea will remain responsible for all sanctions and termination related communication with its Employees.

Spain

Remote Technology, S.L. (**Remote Spain**) - Calle Serrano 41, 4th floor, 28001 Madrid, Spain; CIF 0B01640648

Working Procedure.

1.1 Remote Spain will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Both You and Remote Spain will designate representatives on the Platform to provide any instruction or comment regarding the performance of Employment Services.

Obligations of Remote Spain.

2.1 Pursuant to the Spanish Worker's Statute, Remote Spain is committed to complying every moment with all remuneration, tax, and Social Security obligations, according to the Spanish Law.

2.2 Remote Spain will communicate to all Employees affected in the services the applicable employment terms and conditions based on the principle mentioned in Article 8 of the Spanish Worker's Statute.

2.3 Remote Spain will be responsible at all times for the obligations in labour matters, Social Security, and Prevention of Labour Risks.

2.4 Remote Spain acknowledges that working hours and rest periods of Employees will be in accordance with applicable Spanish laws and regulations regarding working time.

2.5 In view of the provisions of the Spanish Worker's Statute related to smart working, as well as the Spanish laws and regulations regarding occupational health and safety, Remote Spain declares that all Employees will comply with the Occupational Health and Safety legislation.

Switzerland

Remote Consulting Services Switzerland GmbH (**Remote Switzerland**), Hinterbergstrasse 16, Steinhausen, Zug CH-6312, Switzerland, ****Registration number CHE-300.403.612

Working Procedure.

1.1 Remote Switzerland will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Switzerland providing services to You under the direction of Remote Switzerland.

1.3 Both You and Remote Switzerland will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Switzerland will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Switzerland will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote Switzerland will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Switzerland acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Switzerland declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Switzerland will remain responsible for all sanctions and termination related communication with its Employees.

Tunisia

Remote Technology Tunisia LLC (**Remote Tunisia**) - Immeuble SCI, 1er étage, B11, 6 Rue Du Lac Toba, Les Berges Du Lac, 1053 Tunis, Tunisie; registration number 1859198H

Working Procedure.

1.1 Remote Tunisia will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Tunisia providing services to You under the direction of Remote Tunisia.

1.3 Both You and Remote Tunisia will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Tunisia will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Tunisia will communicate to all Employees the applicable employment terms and conditions based on Tunisian Labour Law.

2.3 Remote Tunisia will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Tunisia acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Tunisia declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Tunisia will remain responsible for all sanctions and termination related communication with its Employees.

Turkey

Remote Teknoloji Danışmanlık A.Ş (**Remote Turkey**) - REŞİTPAŞA MAH. ESKİ BÜYÜKDERE CAD. PARK PLAZA BLOK NO: 14 İÇ KAPI NO: 43 SARIYER / İSTANBUL; registered number 310480-5

Working Procedure.

1.1 Remote Turkey will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Turkey providing services to You under the direction of Remote Turkey.

1.3 Both You and Remote Turkey will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Turkey will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Turkey will communicate to all Employees the applicable employment terms and conditions based on the Turkish Labour Law.

2.3 Remote Turkey will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Turkey acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Turkey declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Turkey will remain responsible for all sanctions and termination related communication with its Employees.

Uganda

Remote Uganda Virtual Technology Limited (**Remote Uganda**) - 4th Floor, DFCU Towers, Plot 26 Kyadondo Road, Nakasero, Kampala, Uganda

Working Procedure.

1.1 Remote Uganda will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Uganda providing services to You under the direction of Remote Uganda.

1.3 Both You and Remote Uganda will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Uganda will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Uganda will communicate to all Employees the applicable employment terms and conditions based on the Employment Act, 2006.

2.3 Remote Uganda will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Uganda acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Uganda declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Uganda will remain responsible for all sanctions and termination related communication with its Employees.

Ukraine

Remote Ukraine LLC (**Remote Ukraine**), 38 Turgenevska Street, 01054 Kyiv, Ukraine, Registration number 43961005

Updated April 30, 2026

Working Procedure.

1.1 Remote Ukraine will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Ukraine providing services to You under the direction of Remote Ukraine.

1.3 Both You and Remote Ukraine will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Ukraine will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Ukraine will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote Ukraine will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Ukraine acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Ukraine declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Ukraine will remain responsible for all sanctions and termination related communication with its Employees.

United Arab Emirates

REMOTE EMPLOYMENT SOLUTIONS FZCO (**Remote UAE**) - HDS Tower, Jumeirah Lakes Towers, Unit: 505, Plot No: 952, 500001, DMCC, Dubai, United Arab Emirates, Registration number DMCC197398

Working Procedure.

1.1 Remote UAE will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote UAE providing services to You under the direction of Remote UAE.

1.3 Both You and Remote UAE will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote UAE will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote UAE will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote UAE will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote UAE acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote UAE declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote UAE will remain responsible for all sanctions and termination related communication with its Employees.

United States

Remote Technology, Inc. (**Remote US**), 18 Bartol Street #1163, San Francisco, CA 94133, USA, Registration number 7403597

Working Procedure.

1.1 Remote US will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote US providing services to You under the direction of Remote US.

1.3 Both You and Remote US will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote US will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote US will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote US will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote US acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote US declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote US will remain responsible for all sanctions and termination related communication with its Employees.

Uruguay

REMOTE URUGUAY S.R.L. (**Remote Uruguay**), Avenida Bolivia 1427, Oficina 103, Montevideo, Uruguay, Registered number 6511

Working Procedure.

1.1 Remote Uruguay will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Uruguay providing services to You under the direction of Remote Uruguay.

1.3 Both You and Remote Uruguay will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Uruguay will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Uruguay will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote Uruguay will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Uruguay acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Uruguay declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Uruguay will remain responsible for all sanctions and termination related communication with its Employees.

Vietnam

REMOTE VIETNAM COMPANY LIMITED (CÔNG TY TNHH REMOTE VIỆT NAM) (**Remote Vietnam**), 612 Cowork-07, Level 6, Me Linh Point Tower, 2 Ngo Duc Ke Street, District 1, Ho Chi Minh City, Vietnam, Registration number 2152027332

Working Procedure.

1.1 Remote Vietnam will assign its Employees to the specific tasks requested by You pursuant to an Assignment.

1.2 Employees are strictly the employees of Remote Vietnam providing services to You under the direction of Remote Vietnam.

1.3 Both You and Remote Vietnam will designate representatives on the Platform to provide any instruction or comment regarding the performance of the Assignment.

Obligations.

2.1 Remote Vietnam will comply at all times with remuneration, tax, and social security obligations in respect of the Employees, according to local Law.

2.2 Remote Vietnam will communicate to all Employees the applicable employment terms and conditions based on the Labour Contract Law.

2.3 Remote Vietnam will be responsible at all times for employer obligations relating to labour matters, social security, labour risks, and occupational safety.

2.4 Remote Vietnam acknowledges that working hours and rest periods of the Employees will be in accordance with applicable local laws and regulations regarding working time.

2.5 In view of the provisions of local laws and regulations regarding occupational health and safety, Remote Vietnam declares that all Employees Assigned to You hereunder will comply with such legislation.

2.6 Remote Vietnam will remain responsible for all sanctions and termination related communication with its Employees.