

## **Non-Competition clause**

During the period of employment and for one year after termination of employment, within the geographical area stipulated in this clause, the employee – unless he/she has permission from the employer – will not begin or operate (alone or in partnership, directly or indirectly) any business which is identical to, similar to or related to that of the employer; neither will the employee work in any fashion for such a business, whether in return for payment or not, nor hold a share of any type in such a business. Any violation of this clause is subject to an immediately claimable penalty of €5000,- per event, in addition to a penalty of € 500,- for every day that the employee is in violation, to be paid to the employer, without limiting the right of the employer to claim full damages from the employee if such damages exceed these amounts. In case of violation, the employee will be in default based only on the fact of violation, without a summons or any other formality being required, and without damages having to be proved.