

EXHIBIT D

User Terms and Conditions and Privacy Statement

Please read these (i) Terms and Conditions and (ii) Privacy Statement carefully prior to using the Atlantic Labs Talent Pool platform, as these will apply to your use of the Atlantic Labs Talent Pool platform and our Services.

(i) Terms and Conditions

1. In general

Sompani UG (“Sompani”, “Sompani Talent Communities”, “us”, “we”, or “our”) has created several websites that operate as online Talent Pool platforms that offer Services, as defined hereinafter for registered Users, as defined hereinafter that are active in a Startup. The present Terms and conditions together with our additional Privacy and Cookie Policy apply to the use of the Atlantic Labs Talent Pool platform whether as a guest or a registered user. Use of the Atlantic Labs Talent Pool platform includes accessing, browsing, or registering to use the Atlantic Labs Talent Pool platform.

By using the Atlantic Labs Talent Pool platform, you acknowledge and confirm that you have read and understood these Terms and conditions, and accept to be legally bound by the application of these Terms and conditions, including our additional Privacy and Cookie Policy. If you do not agree to all of these Terms and conditions and our Privacy and Cookie Policy, you must not use the Atlantic Labs Talent Pool platform or register for our Services.

We may modify these Terms and conditions and our Privacy and Cookie Policy from time to time by amending this page and therefore advise to regularly check this page, as these modifications are binding on you. Any derogation from the present Terms and conditions and our Privacy and Cookie Policy is excluded unless a prior explicit and written agreement by us.

2. Definitions

2.1. Users

Users as defined in the present Terms and conditions are natural persons and legal entities who have registered and whose registration is confirmed by Sompani. Users can only register, if they are part of the Atlantic Labs Talent Pool community. If the startup (domain) of the User is not yet registered with Atlantic Labs Talent Pool, Sompani Talent Communities will provide an answer with regard to the necessary steps to register upon demand of the User, if Sompani Talent Communities deems necessary.

Users who are successfully registered could be considered both User-Referrer as well as User-Recruiter depending on the nature of their activity as explained as follows:

- A **User-Referrer** is a specific registered User who offers to refer a Candidate to the Atlantic Labs Talent Pool community and, subject to Candidate approval, to the Sompani Global Pool for the purpose of a possible recruitment by a User-Recruiter.
- A **User-Recruiter** is a specific registered User who browses through the Atlantic Labs Talent Pool platform in our pool of Candidates for a Candidate, accesses Candidate CVs, views either short or full profiles and gets introduced to a Candidate for the purpose of interviewing and potentially hiring a Candidate, as defined hereinafter.
- A **Candidate** is a natural person that is referred by a User-Referrer whom there is a connection between them. A connection may be but is not limited to a former job candidate, a former or current colleague, or an acquaintance that is looking for new job opportunities and is willing to be recruited via the Atlantic Labs Talent Pool platform or via the Sompani Global Pool and to work in a company. Candidates give informed consent to upload mandatory personal information, including availability date, education level, language proficiencies, professional experience, position, field, geographical availability, keywords describing candidate skills on the Atlantic Labs Talent Pool, and if consent is provided by Candidate, to the Sompani Global Pool.

2.2. Atlantic Labs Talent Pool Account

Following registration, User-Referrers and User-Recruiters will have to provide a password. The User is the only one who may use its Atlantic Labs Talent Pool account and must keep its password secret.

When logged in, in the top dashboard, Users are able to view their history of contacted Candidates; Candidates that are marked as *favourite candidate*, as well as a summary of Candidates of which Users that have been introduced to.

The top dashboard will allow a User-Recruiter to confirm a hire, in case a Candidate signed an employment contract or otherwise if the User-Recruiter employs either directly or indirectly a Candidate that it has found through the use of our Atlantic Labs Talent Pool platform.

2.3. Sompani Global Marketplace

Referred candidates will remain exclusively accessible to the Atlantic Labs Talent Pool platform and its registered Users for a period of two weeks. If the Candidate is still willing to be recruited and has not been placed for a position within three weeks after publishing Candidate's profile on the Atlantic Labs Talent Pool platform, a copy of Candidate's profile may be published to a Sompani Global marketplace, subject to Candidate's approval.

3. Operation of our Services on the Atlantic Labs Talent Pool platform

Sompani Talent Communities sets up and operates the Atlantic Labs Talent Pool online platform in the area of human resources where Users and Candidates may come into contact with each other by referring and searching Candidates with a view of finding new employment relationships, hereinafter collectively called "Services".

Please find hereinafter the operation and the rules and guidelines on which Users may make use of our Services on the Atlantic Labs Talent Pool platform.

3.1. Registration

In order to be able to make use of our Services on the Atlantic Labs Talent Pool, Users-Recruiters are required to register as a User. In order to be able to register, Users-Recruiters need to request access to the Talent Pool Community and provide first name, last name and approve the Terms and Conditions as well as the Privacy Policy of Sompani Talent Communities. Once access is granted by Sompani Talent Communities, User-Recruiters are required to approve their email address and confirm a password for their account.

Sompani Talent Communities will verify all logins either by pre-determined list of emails or manually after login. Only Users with permitted email-domains are eligible to use our Services. Should a User forget its password it should click on "forgot password" Sompani Talent Communities will send a verification email with a new password-reset link. Furthermore we ask you to read our Terms & Conditions as well as our Privacy Policy very attentively prior to register through the Atlantic Labs Talent Pool platform on the Atlantic Labs Talent Pool platform and acknowledge and agree to be bound by these Terms and conditions.

To complete your registration as a User, you are required to confirm your email address by clicking the email confirmation link in the confirmation email we send you after your registration. If you cannot find this confirmation email, we would like to ask you to check your spam folder in your email account, or otherwise to contact info@atlanticlabs.talent.careers. You will need to register and confirm with your email address, containing the company's name where you are currently working or an equivalent abbreviation, in order to be able to access Candidates' full profiles or to complete a successful Candidate referral, as explained later.

Please be advised that Sompani Talent Communities only acts as enabler between Users and Candidates, and should under no circumstances be considered as an employer.

3.2. Refer a Candidate

After a successful registration, a User-Referrer will be able to refer a Candidate. Each User-Referrer is solely responsible to obtain prior explicit and informed consent from the Candidate for the use of its personal information on the Atlantic Labs Talent Pool platform for the purposes of our Services.

Candidates can only upload themselves once they have been referred by a User-Referrer. User-Referrers can refer Candidates to the Atlantic Labs Talent Pool with a personal referral link, which is obtained upon successful registration to the platform.

Upon receipt of this referral link, Candidates may accept or refuse to be referred on the Atlantic Labs Talent Pool platform as Candidate. If a Candidate refuses to be referred, no other action needs to be taken. If a Candidate accepts to be referred it is necessary in order to finalize the referral that Candidate completes a profile through the referral link he or she initially obtained by User-Referrer

and accept these Terms and Conditions as well as the Sompani Talent Communities Privacy Policy.

In order to secure the privacy of its Users and any potential Candidate, the Candidate will have the option to hide its profile a list of companies it selected prior to completing its profile review.

Upon completion of a profile on the Atlantic Labs Talent Pool platform, User-Referrer that initially provided Candidate a referral link will be notified either via email or directly through the Atlantic Labs Talent Pool platform. User-Referrer may then add a personal endorsement to Candidate's profile and decide whether to approve or decline publication of Candidate's profile on the Atlantic Labs Talent Pool platform. Candidate will not be able to modify the personal endorsement about him or her from the User-Referrer. Should a Candidate not agree on the content of the endorsement it could send a motivated email to info@atlanticlabs.talent.careers. Sompani Talent Communities will take all complaints seriously and will investigate them.

Candidate's review and acceptance of these Terms & Conditions, of the Sompani Talent Communities Privacy Policy and User-Referrer's approval to publish Candidate's profile on the Atlantic Labs Talent Pool platform will be incumbent on a successful upload of the Candidate's profile to the Atlantic Labs Talent Pool Talent Community pool.

On a weekly bi-basis after a Candidate has been uploaded, the Candidate will be asked whether he or she is still looking for a job. He or she then has the possibility to remove the profile from our portal in case he or she is not actively looking for a job anymore.

If several User-Referrers try to upload the same Candidate, the effective User-Referrer will be the User-Referrer that was first accepted by the Candidate and accordingly approved Candidate's profile to be added to the Atlantic Labs Talent Pool by User-Referrer.

3.3. Search a Candidate

User-Recruiters get unlimited access to Candidate short profiles.

Short profiles disclose the following information: User-Referrer's position, User-Referrer's field, User-Referrer's employer; Candidate's field, Candidate's position, Candidate's years of experience, Candidate's languages, Candidate's biography, Candidate's geographic availability as well as User-Referrers endorsement. User-Recruiters can save short profiles that they are interested in, to be able to find them at a later point in time.

Full profiles disclose the following information: if a User-Recruiter is interested in a Candidate's short profile, they can view the Candidate's full profile by clicking on the button "view full profile". Full profile discloses: Candidate CV, biography, field, position, connection between User-Referrer and Candidate, years of experience, languages, availability of EU working permit.

Matching profiles aggregate a curated list of Short profiles, suggested to User-Recruiter on basis of a tailor made **matching algorithm**. This matching algorithm detects matches between Candidate profiles, including amongst others Candidate's education level, work experience, and CV information, as well as User-Recruiter's vacancy information. Matching profiles are available under the My Matches section.

Sompani has made available a tailor made **search algorithm** in order to enable its User-Recruiters to filter their search amongst others, by position, skill tags, language, field, availability, language, years of experience. Furthermore, Sompani might in the near future integrate different curation weights to search results, improving the feed of candidates to User-Recruiter.

For example, User-Recruiters' search results would rank a Candidate who is immediately available, speaks a lot of languages, and has a long work experience higher than a Candidate who is only available in 4 months, speaks only one language, and has no work experience.

Sompani allows User-Recruiters to browse in their specified pool of Candidates, view full Candidate profiles, add Candidate profiles to ATS systems and get introduced to Candidates on the Atlantic Labs Talent Pool for free. Access to Candidate profiles is unlimited, with the exception for Matching profiles. User-Recruiters enjoy access to three Matching profiles, if no Candidate has been referred by User-Recruiter during a time-frame of three weeks. Once User-Recruiter refers a Candidate, access to Matching profiles will be unlimited.

3.4. Introduction between User-Recruiter and Candidate

A User-Recruiter is allowed to get in touch with any Candidate by clicking on *Contact Candidate* on the Candidate's full profile page. After your confirmation, Sompani Talent Communities will send a request email to Candidate, asking for three optimal time-slots for an interview. Once Candidate indicates interest in the interview and states three possible interview dates and times, these dates and times will be forwarded to User-Recruiter that will in turn choose one date and time of convenience. Afterwards, an introduction email to User-Recruiter and the Candidate will be sent by Sompani Talent Communities, entailing a calendar invitation for both parties. The User-Recruiter is then allowed to get to know the Candidate and start the hiring/employment process. User-Recruiters are additionally able to connect their ATS system to the platform and connect Candidate profiles they are interested in for the purpose of a potential employment to their ATS hiring funnel. Such connection is restricted to ATS providers that are currently under partnership with Sompani Talent Communities.

4. Other rights and obligations of Users and Candidates

4.1. Obligation to provide accurate and correct information

Both Users as well as Candidates are obliged to supply correct, accurate and full information. The details must at all times be current and correct.

4.2. User content

Whenever you make use of a feature that allows you to upload content to the Atlantic Labs Talent Pool platform, or to make contact with other Users of the Atlantic Labs Talent Pool platform, you must comply with the content standards set out in these Terms and conditions. You acknowledge that copying or using user content of another User actually requires the explicit consent of the other User.

Sompani Talent Communities is at any time entitled but not obliged to control the Users and the Atlantic Labs Talent Pool User Account and has the right to remove any posting you make on the Atlantic Labs Talent Pool platform if, in our opinion, your post does not comply with our Terms and conditions. Sompani reserves the right to disclose your identity to any third party who is claiming that any content posted or uploaded by you to the Atlantic Labs Talent Pool platform constitutes a violation of their intellectual property rights, or any other legitimate right it holds.

The User acknowledges that the following, non-exhaustive, acts are forbidden and therefore undertakes not to perform them:

- Post content which may be considered as discriminatory, vindictive, threatening, deceptive, libellous, threatening or offensive;
- Post content that contains obscenity, pornographic content or any other content that may compromise the human dignity;
- Install computer viruses or any other malware;
- Stalk other Users;
- Inappropriate use of political, nationalist or religious symbols and/or beliefs;
- Commit or incite to commit any crime or unlawful act;
- Violate any (property) right or intellectual property right whether registered or not, including but not limited to copyright, trademark or designs, etc.
- In general, perform any act that is in conflict with any law or which constitutes a violation of any third party's rights and which otherwise is unlawful towards third parties or towards Sompani Talent Communities.

The User is solely responsible for securing and backing up their content. The views expressed by other Users on the Atlantic Labs Talent Pool platform do not represent our views or values. In the event of a violation of any of these Terms and conditions, Sompani Talent Communities is entitled to block the Atlantic Labs Talent Pool account.

The User acknowledges and explicitly agrees that any use of Candidate information offered through the Atlantic Labs Talent Pool platform can only be used in connection with the purpose as described in our Services. No information, whether partial or as a whole may be reproduced or transmitted in any form or by any means – either electronically or by copying or on any other way possible – without prior permission in writing from Sompani Talent Communities.

4.3. Unauthorised use by minors

You are not permitted to create a Atlantic Labs Talent Pool account on the Atlantic Labs Talent Pool platform if you are under 18

years of age and do not have the permission of your parent(s) or legal representative, if you in any other way lack capacity and did not obtain the consent of your legal representative or if Sompani Talent Communities has definitively or temporarily banned you from using the website.

4.4. Right to use all content licence

Any content you upload to the Atlantic Labs Talent Pool platform will be considered non-confidential and non-proprietary.

You retain all of your ownership rights in your content, but you explicitly agree that by making available the User content, you automatically grant Sompani Talent Communities and its partners a non-exclusive, transferable, royalty-free, world-wide licence that is not limited in time, with the possibility of sublicense, to use, reproduce, erase, amend or otherwise change this content without restriction, even if protected by any right, including but not limited to intellectual property rights.

You may also be granting such rights to other Users when you participate or contribute to interactive parts of the Atlantic Labs Talent Pool platform.

4.5. References

By using the Atlantic Labs Talent Pool platform, User-Recruiters allow Sompani Talent Communities to use their information (logo, name, parts of their email) to identify whether User-Recruiter is eligible to access the Atlantic Labs Talent Pool platform and disclose it to third parties.

Users and Candidates shall have the right to withdraw their authorization to Sompani Talent Communities at any time by sending an email at info@atlanticlabs.talent.careers.

5. Property rights and intellectual property rights

5.1. “Sompani” is a registered trademark in the Federal Republic of Germany (Deutsches Patent- und Markenamt) that is owned and used by us and may not be used, copied, reproduced or transmitted by you without the explicit consent of the owner of this trademark. “Sompani Talent Communities” is a sub-brand of “Sompani”.

5.2. Sompani Talent Communities is the exclusive owner or the licensee of all intellectual property rights, whether or not registered; technology; trade secrets; know-how; software (whether in source code or object code); company names; product names; images and graphics; design; layout; pricing policies; strategies; or other content and materials published on the Atlantic Labs Talent Pool platform.

5.3. Since the content on the Atlantic Labs Talent Pool platform is subject to intellectual property rights protection, such as copyright law and other applicable laws of the Federal Republic of Germany, Sompani Talent Communities reserves all its rights. Therefore the User explicitly agrees not to infringe these intellectual property rights and to abide the following principles:

- Information on this website, including but not limited to illustrations, photographs, video or audio sequences or any graphics may not be copied or used without our prior written consent, unless authorised by law under the exception for personal use;
- Our status and that of any identified contributors/advertisers (partners our third parties) as the authors of content on the Atlantic Labs Talent Pool platform must always be acknowledged. In this regard we advise you to carefully read those partners or third parties policy on how to use/demonstrate their intellectual property on their website;
- You must not use any part of the content on our site for commercial purposes without obtaining a licence to do so from our licensors or us.
- In the event you print off, copy or download any part of the Atlantic Labs Talent Pool platform in violation of these Terms and conditions, your right to use the Atlantic Labs Talent Pool platform will cease immediately and you must, at our request, return or destroy any copies of the materials you have made;
- Any potentially infringing content can be brought to info@atlanticlabs.talent.careers.

6. Disclaimer - Limitation of liability – No guarantee

6.1. Sompani Talent Communities merely assumes an obligation of means and no obligation of result in that respect. Despite the continuous care taken on and attention paid by Sompani Talent Communities to the content on its website and composition of its Services, Sompani Talent Communities does not offer any guarantee regarding the exhaustiveness, correctness or reliability of the information obtained through the Atlantic Labs Talent Pool platform and it is not liable for this. Sompani Talent Communities will not

be responsible, or liable to any User or third party, for the content or accuracy of any content posted by its Users on the website.

Sompani Talent Communities introduces through the Atlantic Labs Talent Pool platform a number of Candidates to the Atlantic Labs Talent Pool User account, which in turn makes the final selection. Sompani Talent Communities cannot guarantee the quality of the Candidates, and therefore explicitly exclude any liability whatsoever for the final choice by the User.

Sompani Talent Communities is not liable for any consequential loss arising from posted assignments, including but not limited to loss of time, viruses, emotional damage, loss of chance, data loss, loss of profit, loss of revenue, legal costs and/or lawyer's fees.

6.2. Sompani Talent Communities is not liable either for the damage caused by the User- Candidate in his capacity of worker to the User-Recruiter during and as a result of his recruitment at the User-Recruiter.

6.3. Sompani Talent Communities is not liable for any possible damage, including but not limited to direct, indirect or consequential damages, loss of profit or any delay in the execution or the non-execution of our commitments as described in our Terms and Conditions as a result of events beyond our normal control. In the exceptional event that Sompani Talent Communities would be held liable, that liability is limited to the amount of the assignments carried out and paid by the User through the Atlantic Labs Talent Pool platform within the timeframe of one calendar year prior to the loss and anyhow to an absolute maximum of EUR 500 per calendar year for all losses together, and only upon proof of written records by the claimant of its actual loss.

6.4. Users explicitly agree that Sompani Talent Communities is not liable for any loss of or damage caused to smartphone, tablet, computer, data or computer and telecommunication systems as a result of the use of the Atlantic Labs Talent Pool platform.

7. Pricing and payment method

A User-Recruiter may be charged for payment in the event a referred Candidate gets hired by / or is employed either directly or indirectly by this User-Recruiter through the Sompani Global Pool platform, which is accessed over the Atlantic Labs Talent Pool under the terms and conditions as explained hereinafter.

7.1. Payment obligation

A Successful hire occurs as soon as Sompani Talent Communities either received confirmation from the User-Recruiter or the Candidate, or deems it reasonable to consider that a referred Candidate has been hired by a User-Recruiter or is employed either directly or indirectly by a User-Recruiter that registered on the Atlantic Labs Talent Pool platform and viewed the full profile of the respective Candidate on the Sompani Global Pool.

7.2. Effectiveness of the payment obligation

User-Recruiters get unlimited and free access to profiles on our website.

A payment obligation named Service Commission takes place in the event a User-Recruiter accessed the full profile of a Candidate on the Sompani Global Pool and only after an actual hire or employment took place either within the company of the User-Recruiter or an associated firm of the company of the User-Recruiter or in the event a User-Recruiter facilitated the hire for another company.

Sompani Talent Communities will charge Service Commission of € 2.999 in case of a Successful hire. Invoices for charges shall include VAT and be sent at the latest within 14 (fourteen) calendar days upon a hire confirmation or in the event it could reasonable be considered that an actual hire or employment took place. The hire confirmation can be made either by Sompani Talent Communities, the Candidate or the User-Recruiter.

In the event of a late (or non-) payment a monthly interest of 1 % for late payment will be due. Any dispute with regard to any invoice must reach Sompani Talent Communities by a motivated registered letter or e-mail within 7 (seven) calendar days after receipt of the invoice.

The payment obligation of the Service Commission by the User-Recruiter remains applicable in the event a User-Recruiter hired a Candidate which has been displayed on Sompani Global Pool, and said User-Recruiter accessed the full profile page of the Candidate at most 12 (twelve) months prior to the date of contract signature with the respective Candidate.

7.3. Obligation to inform of any Successful hire or Employment

If a User-Recruiter hires a Candidate whose full profile page this User-Recruiter accessed on the Sompani Global Pool, the User-Recruiter agrees to act in good faith and inform Sompani Talent Communities of any Successful hire, either directly or indirectly, within a notice period of 7 (seven) calendar days starting at the point of contract signature with the respective Candidate or the direct/indirect employment. Notwithstanding the above, a Candidate must within a notice period of 7 (seven) calendar days inform Sompani Talent Communities on any hire or direct/indirect employment by email to info@atlanticlabs.talent.careers.

If a User-Recruiter has paid Sompani Talent Communities the Service Commission, and Candidate leaves the company of the User-Recruiter due to a termination from either the User-Recruiter or the Candidate, the User-Recruiter has no right to be refunded.

The User-Recruiter agrees to pay the amount invoiced or claimed otherwise by Sompani Talent Communities regardless whether the Candidate signs with the User-Recruiter or an associated firm of its company, and regardless whether a Candidate signs for a different position than originally intended.

7.4. Exception on payment obligation

Sompani Talent Communities has no right to any claims if a User-Recruiter or its other headhunting agencies have been in active contact or negotiations with the Candidate for the last 2 (two) months before a User-Recruiter has accessed the Candidate's full profile page on the Sompani Global Pool. For the purposes hereof, "in active contact" shall mean active, direct communication between both parties (Candidate and User-Recruiter) regarding the possibility of a job opportunity at the Company or any associated firm of the Company, where the Candidate shows interest and where the Candidate has not declined his/her interest yet. If User-Recruiter has been in contact with a Candidate beforehand, User-Recruiter must provide clear evidence in writing of the interaction between User-Recruiter or its headhunting agencies and the Candidate.

8. Termination

8.1. Each User may hide/delete its Atlantic Labs Talent Pool Account. Hiding account means that any User may hide his/her account from showing in the search results. Reactivation is possible. Deleting account implies that the account will be removed permanently. In this event no reactivation is possible. Please follow the instructions on the website on how to terminate or delete your account.

Both hiding and deleting accounts is settled via e-mail to info@atlanticlabs.talent.careers. A termination will only occur after written confirmation by Sompani Talent Communities. Please take into account the notice period as specified in the written confirmation by Sompani Talent Communities.

8.2. Sompani Talent Communities reserves the right to terminate any relationship with a User or Candidate at any time for any reason at its sole discretion. Sompani Talent Communities will not have any liability to any User for any termination.

9. Protection of personal data and our use of cookies

Sompani Talent Communities is committed to protecting and respecting your privacy. Sompani Talent Communities commits to respect the Laws of Germany, concerning the protection of the private life in relation to the processing of personal data and intends to comply with European General Data Protection Regulation (Reg. 2016/679).

The User has the right to obtain access to his personal data, to correct his personal data and to oppose to the processing of its data. With regard to direct marketing each User has the right to oppose, without any cost, against our use of your personal data by sending a request by e-mail to info@atlanticlabs.talent.careers accompanied by a copy of your identity card or by mail to the following address:

Sompani UG (haftungsbeschränkt)
Wildenbruchstrasse 23
c/o Ritter
12045 Berlin
Germany

With regard to the processing of personal data and cookies we advice you to carefully read our [Privacy Statement](#) below.

10. Availability and technical systems requirements

10.1. In order to use the Atlantic Labs Talent Pool platform, the User must have a compatible mobile phone, internet access and the necessary software requirements.

Software requirements means: Android operating system version 4.1 or higher and IOS operating system 8 or higher.

The requirements may over time be upgraded to offer support for new functions and services.

10.2. Although Sompani Talent Communities makes all reasonable efforts to avoid this, it is not reliable for any technical issues such as malfunctions, interruptions or problems with electronic supply of its Services. Sompani Talent Communities cannot guarantee that faults are repaired at any time, or that the platform or the server it uses is free from viruses or other contagious and/or harmful files.

Sompani Talent Communities is in no way liable for any financial or other compensation.

10.3. Sompani Talent Communities is at any time, starting immediately and without any motivation, entitled to (temporarily) limit, suspend or terminate one or more Services, temporarily or permanently terminate and/or delete the Atlantic Labs Talent Pool User account, delete user content and issue warnings, in particular if the users' actions are in conflict with these Terms and conditions or if Sompani Talent Communities deems that actions by Users may harm the User himself, other Users, third parties, Sompani Talent Communities or the Atlantic Labs Talent Pool platform. Sompani Talent Communities will in no way be liable for this.

11. Hyperlinks

No link may be created from any website which may harm Sompani Talent Communities or the Atlantic Labs Talent Pool platform. This means websites that are in conflict with the legislation, websites with unethical content, or any other non-moral webpage content.

This ban applies to any form or technique of connection in which the name, address or any other element pertaining to Sompani Talent Communities, is included or shown on another website or application that harms Sompani Talent Communities or which refers internet users from this website or application to the Atlantic Labs Talent Pool platform. ⁽¹⁾_{SEP}

Sompani Talent Communities is not liable for any possible damage for hyperlinks to the Atlantic Labs Talent Pool platform originating from other applications or websites allowing direct access to the Atlantic Labs Talent Pool platform.

12. Complaints procedure

In the event that a User, Candidate or third party deems to have found forbidden content or a violation of the code of conduct and usage rules, he/she may send a motivated e-mail to Sompani Talent Communities on the following address: info@atlanticlabs.talent.careers. Sompani Talent Communities will take all complaints seriously and will investigate them.

Sompani Talent Communities may intervene in disputes between Users and is entitled to delete any content, if this content is in conflict with these Terms and conditions or if the content is harmful to any or all Users, Sompani Talent Communities, or a third party. When judging, Sompani Talent Communities is discretionarily competent and will always have the final say.

13. Severability

If one or several provisions of these Terms and conditions are declared void, this shall not affect the validity of the remaining provisions of these Terms and conditions. Void provisions shall be substituted by provisions, which are valid and which most closely correspond to the aim and purpose of these Terms and conditions, including the void provisions. No waiver of its rights.

14. Transfer

Sompani Talent Communities is entitled to transfer all or part of its contractual rights and duties to a third party, without needing the User's or the Candidate's consent and without any possibility for this User or Candidate to claim compensation related to this assignment.

15. Applicable law and competence

The use of the Atlantic Labs Talent Pool platform and the Services are subjected to German jurisdiction and shall be governed by and construed under the laws of Germany. Any possible dispute, claim procedure, arising from or incident to these Terms and conditions

pertain to the exclusive jurisdiction of the Courts of the judicial district of Berlin.

16. Contact details

Our contact information:

Sompani UG (haftungsbeschränkt)

Wildenbruchstrasse 23

c/o Ritter

12045 Berlin

Germany

Mail: info@sompani.com

Your Sompani Talent Communities Team