

## Terms of service State of Agility

### GENERAL

#### 1. Definitions

**Agreement:** the arrangements, agreed in a written and/or digital recording, on the basis of which WeOn performs Service(s) for the benefit of Client and to which these terms and conditions apply.

**Client:** any (legal) entity or person who has concluded an Agreement with WeOn, or as the case may be responds to or requests an offer or quotation.

**Consultant:** (IT) professional who possesses (a part of) the required (software) knowledge and skills and who is deployed by WeOn in the performance of the Agreement.

**Consultancy Services:** services in which the professional focuses on advising Client regarding the utilisation of information technology, in which the tasks consist of providing advice and implementation. The performance of training courses at the location of Client is not included in Consultancy Services, and is instead designated as Training Services.

**In-Company Training Courses:** training courses which are arranged by WeOn at the location of Client.

**Open Schedule Training Courses:** training courses which will be provided at the location of WeOn or at a location to be determined by WeOn.

**Personal Data:** information that can be used to directly or indirectly identify an individual in connection with services under the Agreement. Personal Data does not include individual business contact data received by WeOn as a controller.

**Process / Processing:** collecting, recording, or otherwise accessing Personal Data under the Agreement.

**Training Services:** services in which WeOn focuses on education in the field of information technology. Advising Client with regard to the performance of Training Services is not included in the Training Services but is instead designated as Consultancy Services.

#### 2. Application of the terms and conditions

2.1 These general terms and conditions (“Terms and Conditions”) of WeOn B.V. (“WeOn”) shall apply to all order confirmations and any arrangements agreed in a written and/or digital recording, on the basis of which WeOn and/or its contractors perform certain service(s) for the benefit of the Client (the “Agreement(s)”) between WeOn and the Client.

2.2 If any part of the general section of these terms and conditions conflicts or is incompatible with any of the provisions of any specific section of these terms and conditions agreed between WeOn and the Client, then the provisions of the specific section shall prevail.

2.3 The applicability of any of the Client’s purchasing or other conditions is expressly rejected.

#### 3. Offers

3.1 For the avoidance of doubt, all offers and other statements issued by WeOn shall be subject to these Terms and Conditions, except where specified otherwise in writing by WeOn. No party shall have any obligation to enter into an Agreement with the other and each party is entitled to refuse to enter into an Agreement without being obliged to specify the reasons for such refusal.

3.2 The Client shall guarantee the accuracy and completeness of the information that it submits to Agile Cockpit and on which WeOn bases its offer.

## 4. Price and Payment

4.1 WeOn shall invoice the Client in accordance with the invoicing schedule set forth in the Agreement. Except where agreed otherwise, all service fees shall be in US Dollars and the Client shall effect all payments by Electronic Funds Transfer, Ideal Payment or Credit Card, or, if stated otherwise, in accordance with the terms of the invoice and in US Dollars. All service fees are exclusive of any taxes, value added tax (“VAT”), and other levies that may be imposed. The Client is solely responsible for the payments of any taxes attributable to the services performed by WeOn or its contractors.

4.2 The Client may under no circumstances derive any rights or expectations from any cost estimates or budgets issued by WeOn. An available budget made known by the Client to WeOn shall under no circumstances apply as a (fixed) price agreed between the parties for the service to be provided by the Supplier.

4.3 If the Client consists of more than one natural person or legal entity, each such person or entity shall be jointly and severally liable with respect to any obligations, including payment of any amounts due to WeOn, as set forth in the invoice or in the Agreement.

4.4 The relevant documents and information from Agile Cockpit’s administration or systems shall be conclusive evidence of the service provided by WeOn and the amounts payable by the Client in return for such services, without prejudice to the Client’s right to submit evidence to the contrary.

4.5 All invoices will be paid by Client in accordance with the payment terms stated in the invoice. In the absence of specific conditions Client will make the payment within ten (10) calendar days from the invoice date. The Client shall not be entitled to suspend any payments or to offset any amounts due.

4.6 Any late service fees will accrue the maximum interest rate allowed under applicable law until such payment is made in full.

4.7 If the Client fails to pay the amounts due or to pay the amounts due in a timely manner, statutory commercial interest shall be payable by the Client on the outstanding amount without a demand or notice of default being required. If the Client still fails to pay the amount owed after receiving a demand or notice of default, WeOn may refer the debt for collection, in which case the Client shall also be obliged to pay all in-court and out-of-court expenses in addition to the total amount due, including all costs charged by external experts.

## 5. Confidentiality

5.1 The Client and WeOn acknowledge that each party will receive and have access to certain confidential and proprietary information of the other party, whether oral, written, or electronically stored (“Confidential Information”) in connection with the performance of the Agreement. Each party agrees that it shall ensure and use reasonable efforts to safeguard such Confidential Information received from the other party that is known or should reasonably be known to be confidential in nature. Each party shall use the other party’s Confidential Information solely for the purpose of fulfilling its obligations in the Agreement and these Terms and Conditions. Confidential Information shall be regarded as confidential if it is designated as such by one of the parties. Neither party will disclose, in whole or in part, the other party’s Confidential Information to any person, except to such party’s employees or contractors who require access to such information to fulfil the purposes of the Agreement.

5.2 Each party acknowledges that any unauthorized use or disclosure of the Confidential Information may cause irreparable damage to the other party. If an unauthorized use or disclosure occurs, such party will take at its expense, all steps which are necessary to recover the other party’s information and to prevent subsequent unauthorized use or dissemination, including availing itself of actions for seizure and injunctive relief. If such party fails to take these steps in a timely and adequate manner, the other party may take them at such party’s expense.

5.3 In the event the Client is required by a governmental authority to disclose any Confidential Information of WeOn, the Client shall, upon receiving such request unless prohibited by law, promptly notify WeOn in writing of such request to enable WeOn to take all necessary measures it deems convenient at its sole discretion to ensure confidential treatment of such Confidential Information, including seeking a protective order with respect thereto or waiving compliance with the provisions of this Section 5. In any event, the Client shall only disclose the part of the Confidential Information which is legally required to be disclosed and shall use its best efforts to cooperate in obtaining confidential treatment of such disclosed part of the Confidential Information.

5.4 Upon the termination of the Agreement, each party shall immediately return to the other party, or promptly destroy (and not retain any copies) any and all Confidential Information of the other party.

5.5 “Confidential Information” shall not include any information that (i) is known by a party prior to the disclosure by the other party without breaching any confidentiality or similar agreement; (ii) is independently developed by a party without use of or reference to the other party’s Confidential Information; (iii) is acquired by a party from a third party without breaching any confidentiality or similar agreement with respect to such information; or (iv) is or becomes publicly available through no breach of these Terms and Conditions.

## **6. Personal data**

6.1 The full responsibility for the data processed through the use of the service by the Client shall rest with the Client. The Client shall guarantee WeOn that the data is not (processed) illegal and does not infringe the rights of third parties. The Client shall indemnify Agile Cockpit against claims by thirds parties, of whatever nature, in relation to the processing of this data or the execution of the Agreement.

6.2 It is the responsibility of the Client to enter into a data processing agreement with WeOn. Both parties acknowledge that WeOn, while executing the Agreement, needs to be considered as a data processor as referred to in the General Data Protection Regulation (2016/679) (GDPR).

6.3 WeOn will implement appropriate technical and organizational measurements to secure the data against any loss or unauthorized modification or processing, taking into account the state of art, the costs of the implementation and the confidentiality of the data.

6.4 The client will only make data available if it has ensured that the necessary security measures are in place. The client is responsible for monitoring the compliance to the agreements on security of both parties.

6.5 The data that WeOn will process during the Agreement will be considered confidential and will be handled in compliance with the applicable privacy regulations. Personal data will not be shared with any third party unless this is necessary for the execution of the Agreement.

6.6 WeOn will not store personal data longer than necessary. Unless agreed otherwise, the maximum retention period for personal data in a notpseudonymised or anonymised form will be seven (7) years after the expiry date of the Agreement. After this period WeOn will destroy the data of Client.

## **7. Intellectual Property**

7.1 The Client acknowledges that all rights, title and interests in all copyrights, trademarks, patents, software, websites, source code, computer programs, data files, hardware or other materials such as analyses, designs, documentation, reports, quotations, any related preliminary material, and all intellectual property and proprietary rights developed for or made available to the Client (the “IP”) on the basis of the Agreement shall remain exclusively vested in Agile Cockpit, its licensors or its suppliers.



The Client agrees to execute the instruments that may be appropriate or necessary to give full legal effect to this Section

7.2. Nothing in these Terms and Conditions shall be construed as conferring any right, title or interest in the IP to the Client. The Client shall only acquire those rights of use that are explicitly granted to the Client in the Agreement. Any rights of use granted to the Client shall be non-exclusive, non-transferable, nonsublicensable, limited and freely revocable.

7.3 The Client agrees not to disparage the value of, remove, modify, or amend (or arrange for the removal, modification, or amendment of) any IP that is developed or made available to the Client under the Agreement. Even if the Agreement does not explicitly provide for such authority, WeOn shall be permitted to install technical provisions for the purpose of protecting the software, hardware, data files, websites and alike in relation to an agreed restriction on the content or the term of the right of the Client to use such IP.

The Client shall, under no circumstances, remove or circumvent such technical provisions or arrange for the removal or circumvention to be carried out.

7.4 To the best knowledge of WeOn its software, websites, data files, hardware or other materials do not infringe intellectual property rights of third parties. Agile Cockpit shall indemnify, defend and hold harmless the Client against any claims that the IP or other materials developed by WeOn infringes the intellectual property rights of any third party. The Client agrees to promptly notify WeOn in writing upon receiving notice of any such claim. The Client agrees that Agile Cockpit shall solely control the defence or settlement of such claim and shall provide WeOn with the powers of attorney, information and cooperation that it requires to defend itself, and where necessary in the name of the Client, against these claims. This obligation to indemnify the Client shall not apply if the alleged infringement relates to (i) materials made

available to WeOn by the Client for the purpose of use, adaptation, processing or incorporation, or (ii) changes made by WeOn, or by a third party on behalf of the Client, to the IP without WeOn's prior written consent. If it is irrevocably established in court that the software, websites, data files, hardware or other materials developed by WeOn itself constitute an infringement of any intellectual property right vested in a third party or if WeOn believes that there is a good chance that such an infringement may occur, Agile Cockpit shall, where possible, ensure that the Client can continue to use the software, websites, data files, hardware or materials delivered, or functionally similar alternatives. All other or further-reaching obligations to indemnify on the part of WeOn shall be excluded.

7.5 The Client warrants that no rights of third parties preclude the provision to WeOn of software, hardware, material intended for websites (visual material, text, music, domain names, logos, hyperlinks etc.), data files or other materials, including draft materials, for the purpose of use, adaptation, installation or incorporation (e.g. in a website). The Client shall indemnify WeOn and its respective affiliates, from and against all claims by third parties based on the assertion that such provision, use, adaptation, installation or incorporation constitutes an infringement of any rights of the third party in question.

7.6 WeOn is never obliged to perform data conversion unless doing so has been explicitly agreed in writing by the parties.

## **8. Cooperation**

8.1 The parties acknowledge that the success of activities in the field of information and communication technology generally depends on proper and timely mutual cooperation. In order to facilitate the proper execution of the Agreement by WeOn, the Client shall at all times provide WeOn with all personnel, and data or information that WeOn deems to be useful, necessary and desirable, and to give its full cooperation in a timely manner. All personnel, employees, and agents deployed by the Client shall have the necessary knowledge, expertise and experience.

8.2 The Client shall bear the risk of the selection, the use, the application and the management within its organisation of the software, hardware, websites, data files and other products and materials and of the services to be provided by WeOn. The Client shall arrange for the correct installation, assembly and commissioning and for the application of the correct settings to the hardware, software, websites, data files and other products and materials. The Client guarantees that all licenses or approvals that Agile Cockpit may require in relation to these resources shall be obtained.

8.3 If the Client fails to comply with Section 8.1, or if the Client fails to meet its obligations in any other way, Agile Cockpit shall be entitled to suspend the performance of the Agreement in part or in full (as applicable) and shall also be entitled to invoice the resulting costs in accordance with its standard rates, without prejudice to WeOn's right to exercise any other remedy available to it under law or equity.

8.4 The Client shall be solely responsible for selecting the correct resources for the purposes of fulfilling its obligations under this Section 8 and for ensuring that these are available in full and in a timely manner, with the exception of those facilities that fall under the direct use and management of WeOn. WeOn shall under no circumstances be liable for losses or costs arising as a result of transmission errors, breakdowns or the non-availability of the Client's resources or Agile Cockpit's facilities, unless, solely in the case of the nonavailability of WeOn's facilities, the Client is able to demonstrate that such losses or costs are the result of intentional acts or deliberate recklessness on the part of WeOn's management.

## 9. Terms

9.1 WeOn shall make reasonable efforts to comply to the greatest extent possible with the terms and delivery periods and/or dates and delivery dates, whether or not these are firm deadlines and/or dates, that it has specified or that have been agreed between the parties. The interim dates and delivery dates specified by Agile Cockpit or agreed between the parties shall always apply as target dates, shall not bind WeOn and shall always be indicative.

9.2 If a term is likely to be exceeded, WeOn and Client shall consult with each other about the consequences of the term being exceeded in relation to further planning.

9.3 In all cases, therefore also if the parties have agreed firm deadlines and delivery periods or dates and delivery dates, WeOn shall only be in default as a result of a period of time being exceeded after the Client has declared WeOn to be in default in writing and a reasonable term that the Client granted to WeOn to remedy the breach has passed. The notice of default must describe the breach as comprehensively and in as much detail as possible in order to give WeOn the opportunity to respond adequately.

9.4 If it has been agreed that the work under the contract is to be performed in phases, WeOn shall be entitled to postpone the start of a phase's work until the Client has approved the results of the preceding phase in writing.

9.5 WeOn shall not be bound by a date or delivery date or term or delivery period, whether or not final, if the parties have agreed an amendment to the content or scope of the contract (additional work, a change of specifications and so on) or a change in approach with respect to performance of the contract, or if the Client fails to fulfil its obligations arising from the Agreement or fails to do so on time or in full. The need for or occurrence of additional work during performance of the Agreement shall never constitute a reason for the Client to give notice of termination or to rescind (in Dutch: 'ontbinden') the Agreement.

## 10. Termination of the Agreement

10.1 WeOn may at any point in time immediately terminate the Agreement for any reason whatsoever upon written notice to the Client. WeOn shall have no obligation to state the reasons for such termination. All payments made to WeOn for services not yet preformed shall be refunded to the Client. The Client remains liable for any payments for services that were already delivered and performed prior to termination of the Agreement by WeOn.

10.2 Each party may terminate the Agreement immediately upon notice to the other party, if (i) the other party materially breaches any of its obligations hereof or in the Agreement; provided that the non-breaching party provides written notice to the other party (containing a detailed description of the breach) and the other party fails to remedy such breach to the non-breaching party's reasonable satisfaction within thirty (30) days after receiving such notice or (ii) the other party becomes insolvent or bankrupt (or becomes subject to any legal proceeding relating to insolvency, reorganization or the protection of creditors rights), assigns all or a substantial part of its business or assets for the benefit of creditors, or ceases to conduct business in the normal course. The Client's payment obligations and all other obligations to cooperate imposed on the Client or on a third party to be engaged by the Client shall in all cases be regarded as fundamental obligations arising from the Agreement. The Client remains liable for any payments for services that were already delivered and performed prior to termination of the Agreement and such payments shall remain due in full and shall become immediately due and payable at the time of termination.

10.3 Except in the event of uncured material breach, the Client shall under no circumstances be entitled to terminate an Agreement regarding the provision of services that has been entered into for a fixed term before the end of the term.

10.4 Upon termination in accordance with Section 10 of these Terms and Conditions, any rights granted to the Client in the IP shall immediately terminate.

10.5 The provisions of Sections 5, 7, 10, 14.1, 14.8, and the last sentence of Section 10.2 above shall survive the termination of the Agreement.

## 11. Liability

11.1 Subject to Section 11.3, in no event will the aggregate liability that WeOn, its subcontractors and their related persons may incur whether due to a failure to perform the Agreement or any other reason, explicitly including any failure to comply with a guarantee obligation agreed with the Client, exceed the sum stipulated for the delivery of services for the previous twelve (12) months (exclusive of VAT). Such liability shall be limited to direct damages only. This limitation of liability shall apply mutatis mutandis to WeOn's obligation to indemnify referred to in article 7.4. The total liability of WeOn for direct damage or loss, for any reason whatsoever, shall, however, under no circumstances exceed the price paid for the delivery of services for the period of the then running calendar year and shall in any case be limited to the maximum amount that in applicable cases will be paid by the insurance company of WeOn.

11.2 The liability of WeOn for indirect damage or loss, consequential damages, loss of profit, loss of savings, reduced goodwill, loss due to business interruption, loss as a result of claims from the Client's customers, loss in connection with the use of items, materials or software provided by third parties that WeOn is instructed to obtain by the Client, loss in connection with the engagement of secondary suppliers by Agile Cockpit at the Client's instructions, and any punitive or like damages shall be excluded and are expressly disclaimed. The liability of WeOn due to the scrambling, destruction or loss of data or documents shall also be excluded.

11.3 Sections 11.1 and 11.2 shall not apply if and in so far as the loss is the result of intentional acts or deliberate recklessness on the part of WeOn or its respective employees and contractors. Section 11.1 and 11.2 shall also not apply when and to the extent that applicable law requires liability beyond and despite the foregoing limitation and disclaimer.

11.4 WeOn warrants that it will use its commercially reasonable efforts to perform the services in a timely and workmanlike manner. Except where performance by WeOn is permanently impossible, Agile Cockpit shall only be liable as a result of a failure to perform an Agreement if the Client gives WeOn immediate notice of default in writing, setting a reasonable term in which the breach can be remedied but in any event not less than thirty (30) days, and Agile Cockpit still fails to meet its obligations after this period. The notice of default must contain a comprehensive and detailed description of the breach to ensure that Agile Cockpit has the opportunity to respond adequately. ALL OTHER WARRANTIES WHETHER EXPRESSED OR IMPLIED (INCLUDING, BUT NOT LIMITED TO, ANY IMPLIED WARRANTY OF MERCHANTABILITY, SATISFACTORY QUALITY AND FITNESS FOR PARTICULAR PURPOSE OR NON-INFRINGEMENT) ARE HEREBY DISCLAIMED.

## 12. Force Majeure

12.1 If either party is prevented from fulfilling its obligations by reason of any supervening event beyond its control (including but not limited to legislative and/or political constraints relating to the manufacture, distribution and/or sale of the products, war, national emergency, flood, earthquake, strike or lockout (other than a strike or lockout induced by the party so incapacitated)), the party unable to fulfil its obligations shall immediately give notice of this to the other party and shall do everything in its power to resume full performance.

12.2 On such notice being given, neither party shall be deemed to be in breach of its obligations under the Agreement or these Terms and Conditions.

12.3 If and when the period of incapacity exceeds three (3) months, then the Agreement and the applicability of these Terms and Conditions shall automatically terminate unless the parties first agree otherwise in writing.

## 13. Additional work

13.1 If WeOn performs other services that fall outside of the content or scope of the agreed work and/or services at the request or with the prior consent of the Client, such work or services shall be paid for by the Client in accordance with the agreed rates. If no rates have been agreed, WeOn's standard rates shall apply. WeOn shall under no circumstances be obliged to comply with such an additional request, and when it does comply, it may require the Client to enter into a separate written agreement for this purpose.

## 14. Miscellaneous

14.1 In the exercise of their respective rights and the performance of their respective obligations hereunder and in the Agreement, the parties are and shall remain independent contractors. Nothing in these Terms and Conditions or the Agreement shall be construed: (a) to give one party the right or power to direct or control the daily activities of the other party, (b) to create the relationship between the parties of principal and agent, franchiser and franchisee, partners, joint-ventures, co-owners or otherwise as participants in a joint undertaking, (c) to authorize either party to bind the other party to, or assume or create, any contract and obligation of any kind, express or implied, on behalf of either party or to any other person, or (d) to waive any right, interest or claim that one party has against another party.

14.2 These Terms and Conditions shall inure to the benefit of and bind the successors and permitted assigns of the parties. None of the rights or obligations of the Client may be assigned to or assumed by any other person or entity without the written consent of WeOn. The Client acknowledges and agrees that WeOn may freely assign or transfer, in whole or in part, its rights and obligations hereunder so long as such assignment is to an affiliate or subsidiary of WeOn.

14.3 In the event that any provision of these Terms and Conditions and/or the Agreement is declared to be void, illegal or otherwise unenforceable, such provision shall be severed and shall not affect the validity of the remaining provisions and the parties shall negotiate about an amendment of the Terms and Conditions and/ or the Agreement in good faith in line with the spirit and intent of such severed provision and of the Agreement and/or these Terms and Conditions.

14.4 The failure of any of the parties to enforce at any time or for any period of time any provision of these Terms and Conditions or the Agreement shall not be construed as a waiver of such provision or the right thereafter to enforce each and every provision herein or therein contained.

14.5 All notices required by, permitted by or made pursuant to these Terms and Conditions and the Agreement shall be in writing and shall be sent to the receiving party by facsimile, email, courier service, or by registered, first-class mail, return receipt requested and postage prepaid, to the address on file with the sending party, or at such other address as the receiving party may supply to the sending party in writing.

14.6 These Terms and Conditions and the Agreements set forth the entire understanding of the parties and supersedes all prior written agreements, arrangements and communications, whether oral or written, pertaining to the subject matter hereof. No waiver of any provisions of these Terms and Conditions or the Agreement shall be effective or enforceable unless agreed to in writing by each of the parties.

14.7 WeOn shall have the right to list the Client as one of its customers in public announcements and sales brochures provided the Client's name is no more prominently displayed than WeOn's other clients in such materials.

The Client agrees it will reasonably cooperate in the issuance of a press release regarding the Client's relationship with WeOn when each significant Agreement is executed and again upon the completion of such Agreement, subject to the Client's prior written approval of such press release which will not be unreasonably withheld or delayed.

14.8 The Client agrees that during the term of the Agreement and for a period of two (2) years following its termination or expiration, it will not, directly or indirectly hire retain, solicit or otherwise engage the services of any person that was employed by Agile Cockpit or its contractors that the Client knew or had reason to know was engaged in the performance of the services under the Agreement.

## **15. Amendment of the terms and conditions**

15.1 WeOn may at any time amend these Terms and Conditions. Amendments to these Terms and Conditions will be promptly communicated to the Client. In the event that the Client does not agree to the amended Terms and Conditions it may terminate the Agreement upon three (3) months written notice to WeOn during which term the old Terms and Conditions will continue to apply. The notice of termination must be served within ten (10) days of the notification of the amendment of these Terms and Conditions. The last sentence of Section 10.2 of these Terms and Conditions shall apply to the termination of the Agreement in accordance with this Section 15.1.

## **16. Governing law & disputes**

16.1 The Agreements between WeOn and the Client shall be governed by the laws of the Netherlands. The application of the Convention on Contracts for the International Sale of Goods 1980 is excluded.

16.2 Any disputes arising out of or in connection with the Agreement shall be exclusively referred to the court of Rotterdam.



## 17. Definitions

17.1 The term Survey shall be understood to refer to: any questionnaire that will be used in a digital form to determine the state of agility of Client and which can be used to determine the point of improvement for Clients organization.

## 18. Price

18.1 The basic report will be free of charge. In the case that expensive reporting is agreed upon in the Agreement, the delivery of services by WeOn shall first commence when the payment is received.

18.2 Prices agreed for the services at the commencement of the Agreement shall apply for the duration of the Agreement to the services purchased in that Calendar year. Unless otherwise agreed, in the event that the Client purchases additional services during the term of the Agreement then the prices applicable as the initial Agreement shall apply.

## 19. Method of service

19.1 WeOn will provide access to the WeOn software for completing the digital survey and/or receiving the reports related to the Survey. Any access rights to the WeOn software is strictly personal. It is not allowed to share any login credentials with any third party.

19.2 It is the responsibility of Client to inform WeOn within 3 working days if an employee has left the organization of the Client and should not have any access to the WeOn software anymore. Agile Cockpit will ensure that the login credentials of such an employee will be blocked immediately. WeOn is not responsible for any misuse by former employees of Client due to non-blocked login credentials.

19.3 WeOn does not warrant that the software to be made and kept available to the Client within the context of Software as a Service is free of defects and will operate without interruptions. WeOn shall endeavour to fix any defects in the software within

a reasonable period of time and WeOn has received detailed notification in writing of the defects in question. As and when necessary, WeOn may postpone the fixing of defects until such time as a new version of the software is brought into use. Agile Cockpit shall be entitled to install temporary solutions, program bypasses or problem-avoiding restrictions in the software.

## 20. Duration

20.1 The service shall be delivered for the term set out in the Agreement. During this terms a predefined number of Surveys will be done. In the case no specific term is agreed in which the Surveys will be done, a maximum term of 12 months will apply per Survey in which Survey needs to be started.

20.2 Unless otherwise agreed, the Agreement cannot be terminated during the Agreement or before the predefined number of Surveys are done.

20.3 In the case the Client does not give the opportunity to start the Survey or does not meet the requirements of the Agreement, it is obligated to indemnify WeOn for any losses that arises out of this.

20.4 In the event that the Client purchases additional services during the term of the Agreement the Agreement for these additional services will expire on the date referred to under 28.1 above.

## 21. Personal data

21.1 The results of the Surveys will be stored in the digital database of WeOn. Unless agreed otherwise, the maximum retention period for the Surveys in a notpseudonymised or anonymised form will be seven (7) years after the expiry date of the Agreement. After this period WeOn will destroy the data of Client.

21.2 WeOn is entitled to use the results of the Surveys for bench marking provided that the scores of Client are not individually recognizable. Client will inform relevant data subjects of this possible use in anonymized form by WeOn.

21.3 WeOn is entitled to use the client data for marketing related events and/or awards. By using the service Client approves that the results of Surveys can be used for any award programs.

21.4 The personal data will be processed in India. Client approves by using the services that it agrees with the transfer of data outside EU unless this is done on the basis of a Standard Clauses Agreement.