

CUSTOMER TERMS - PROFESSIONAL SERVICES

1. **Parties.** These terms represent the agreement (“**Agreement**”) that governs the purchase of professional services from Entcorp Philippines, Inc. (“**Company**”) by the Customer entity identified below (“**Customer**”).
2. **Orders.** “**Order**” means the accepted order including any supporting material which the parties identify as incorporated either by attachment or reference (“**Supporting Material**”). Supporting Material may include (as examples) specifications, standard or negotiated service descriptions, data sheets and their supplements, and statements of work (SOWs), published warranties and service level agreements, and may be available to Customer in hard copy or by accessing a designated Company website.
3. **Scope and Order Placement.** These terms may be used by Customer either for a single Order or as a framework for multiple Orders. In addition, these terms may be used on a global basis by the parties’ “**Affiliates**”, meaning any entity controlled by, controlling, or under common control with a party. The parties can confirm their agreement to these terms either by signature where indicated at the end or by referencing these terms on Orders. Affiliates participate under these terms by placing orders which specify service delivery in the same country as the Company Affiliate accepting the Order, referencing these terms, and specifying any additional terms or amendments to reflect local law or business practices.
4. **Order Arrangements.** Customer may place orders with Company through our website, customer-specific portal, or by letter, fax or e-mail. Where appropriate, orders must specify a service delivery date. If Customer extends the service delivery date of an existing Order beyond ninety (90) days, then it will be considered a new order.
5. **Prices and Taxes.** Prices will be as quoted in writing by Company or, in the absence of a written quote, as set out on our website, customer-specific portal, or Company published list price at the time an order is submitted to Company. Prices are exclusive of taxes, duties, and fees (including installation, shipping, and handling) unless otherwise quoted. If a withholding tax is required by law, please contact the Company order representative to discuss appropriate procedures. Company will charge separately for reasonable out-of-pocket expenses, such as travel expenses incurred in providing professional services.
6. **Invoices and Payment.** Customer agrees to pay all invoiced amounts within thirty (30) days of Company’s invoice date. Company may suspend or cancel performance of open Orders or services if Customer fails to make payments when due.
7. **Professional Services.** Company will deliver any ordered IT consulting, training or other services as described in the applicable Supporting Material.
8. **Professional Services Acceptance.** The acceptance process (if any) will be described in the applicable Supporting Material, will apply only to the deliverables specified, and shall not apply to other products or services to be provided by Company.
9. **Dependencies.** Company’s ability to deliver services will depend on Customer’s reasonable and timely cooperation and the accuracy and completeness of any information from Customer needed to deliver the services.

10. **Change Orders.** We each agree to appoint a project representative to serve as the principal point of contact in managing the delivery of services and in dealing with issues that may arise. Requests to change the scope of services or deliverables will require a change order signed by both parties.
11. **Services Performance.** Services are performed using generally recognized commercial practices and standards. Customer agrees to provide prompt notice of any such service concerns and Company will re-perform any service that fails to meet that standard.
12. **Services with Deliverables.** If Supporting Material for services define specific deliverables, Company warrants those deliverables will conform materially to their written specifications for 30 days following delivery. If Customer notifies Company of such a non-conformity during the 30 day period Company will promptly remedy the impacted deliverables or refund to Customer the fees paid for those deliverables and Customer will return those deliverables to Company.
13. **Eligibility.** Company's service, support and warranty commitments do not cover claims resulting from:
 1. improper use, site preparation, or site or environmental conditions or other non-compliance with applicable Supporting Material;
 2. Modifications or improper system maintenance or calibration not performed by Company or authorized by Company;
 3. failure or functional limitations of any non-Company software or product impacting systems receiving Company support or service;
 4. malware (e.g. virus, worm, etc.) not introduced by Company; or
 5. abuse, negligence, accident, fire or water damage, electrical disturbances, transportation by Customer, or other causes beyond Company's control.
14. **Remedies.** This Agreement states all remedies for warranty claims. To the extent permitted by law, Company disclaims all other warranties.
15. **Intellectual Property Rights.** No transfer of ownership of any intellectual property will occur under this Agreement. Customer grants Company a non-exclusive, worldwide, royalty-free right and license to any intellectual property that is necessary for Company and its designees to perform the ordered services. If deliverables are created by Company specifically for Customer and identified as such in Supporting Material, Company hereby grants Customer a worldwide, non-exclusive, fully paid, royalty-free license to reproduce and use copies of the deliverables internally.
16. **Intellectual Property Rights Infringement.** Company will defend and/or settle any claims against Customer that allege that an Company-branded product or service as supplied under this Agreement infringes the intellectual property rights of a third party. Company will rely on Customer's prompt notification of the claim and cooperation with our defense. Company may modify the product or service so as to be non-infringing and materially equivalent, or we may procure a license. If these options are not available, we will refund to Customer the amount paid for the affected product in the first year or the depreciated value thereafter or, for support services, the balance of any pre-paid amount or, for professional services, the amount paid. Company is not responsible for claims resulting from any unauthorized use of the products or services. This section shall also apply to deliverables identified as such in the relevant Support

Material except that Company is not responsible for claims resulting from deliverables content or design provided by Customer.

17. **License Term and Termination.** Unless otherwise specified, any license granted is perpetual, provided however that if Customer fails to comply with the terms of this Agreement, Company may terminate the license upon written notice. Immediately upon termination, or in the case of a limited-term license, upon expiration, Customer will either destroy all copies of the software or return them to Company, except that Customer may retain one copy for archival purposes only.
18. **Confidentiality.** Information exchanged under this Agreement will be treated as confidential if identified as such at disclosure or if the circumstances of disclosure would reasonably indicate such treatment. Confidential information may only be used for the purpose of fulfilling obligations or exercising rights under this Agreement, and shared with employees, agents or contractors with a need to know such information to support that purpose. Confidential information will be protected using a reasonable degree of care to prevent unauthorized use or disclosure for 3 years from the date of receipt or (if longer) for such period as the information remains confidential. These obligations do not cover information that: i) was known or becomes known to the receiving party without obligation of confidentiality; ii) is independently developed by the receiving party; or iii) where disclosure is required by law or a governmental agency.
19. **Personal Information.** Each party shall comply with their respective obligations under applicable data protection legislation. Company does not intend to have access to personally identifiable information (“PII”) of Customer in providing services. To the extent Company has access to Customer PII stored on a system or device of Customer, such access will likely be incidental and Customer will remain the data controller of Customer PII at all times. Company will use any PII to which it has access strictly for purposes of delivering the services ordered.
20. **Global Trade compliance.** Services and products/deliverables provided under these terms are for Customer’s internal use and not for further commercialization. If Customer exports, imports or otherwise transfers products and/or deliverables provided under these terms, Customer will be responsible for complying with applicable laws and regulations and for obtaining any required export or import authorizations. Company may suspend its performance under this Agreement to the extent required by laws applicable to either party.
21. **Limitation of Liability.** Company’s liability to Customer under this Agreement is limited to the greater of \$1,000,000 or the amount payable by Customer to Company for the relevant Order. Neither Customer nor Company will be liable for lost revenues or profits, downtime costs, loss or damage to data or indirect, special or consequential costs or damages. This provision does not limit either party’s liability for: unauthorized use of intellectual property, death or bodily injury caused by their negligence; acts of fraud; wilful repudiation of the Agreement; nor any liability which may not be excluded or limited by applicable law.
22. **Disputes.** If Customer is dissatisfied with any services purchased under these terms and disagrees with Company’s proposed resolution, we both agree to promptly escalate the issue to a Vice President (or equivalent executive) in our respective organizations for an amicable resolution without prejudice to the right to later seek a legal remedy.
23. **Force Majeure.** Neither party will be liable for performance delays nor for non-performance due to causes beyond its reasonable control, except for payment obligations.
24. **Termination.** Either party may terminate this Agreement on written notice if the other fails to

meet any material obligation and fails to remedy the breach within a reasonable period after being notified in writing of the details. If either party becomes insolvent, unable to pay debts when due, files for or is subject to bankruptcy or receivership or asset assignment, the other party may terminate this Agreement and cancel any unfulfilled obligations. Any terms in the Agreement which by their nature extend beyond termination or expiration of the Agreement will remain in effect until fulfilled and will apply to both parties' respective successors and permitted assigns.

- 25. General.** This Agreement represents our entire understanding with respect to its subject matter and supersedes any previous communication or agreements that may exist. Modifications to the Agreement will be made only through a written amendment signed by both parties. The Agreement will be governed by the laws of the country of Company or the Company Affiliate accepting the Order and the courts of that locale will have jurisdiction, however, Company or its Affiliate may, bring suit for payment in the country where the Customer Affiliate that placed the Order is located. Customer and Company agree that the United Nations Convention on Contracts for the International Sale of Goods will not apply.