Additional Applicable Privacy Provisions

The following provisions will apply if and to the extent applicable to the Processing of Personal Data by GPTW.

1. U.S. Privacy Laws

"U.S. Privacy Laws" have the same meaning as in Applicable Laws and regulations concerning the privacy and security of information reasonably identifying or linked to an individual, including, without limitation, the California Consumer Privacy Act, Cal. Civ. Code § 1798.100 et seq. or its successor the California Privacy Rights Act, Cal. Civ. Code § 1798.100 et seq., and their accompanying regulations as promulgated by the California Attorney General or California Privacy Protection Agency, as then applicable (collectively the "CPRA"); the Colorado Privacy Act, Colo. Rev. Stat. § 6-1-1309 et seq. (the "CPA"); the Connecticut Data Privacy Act, Public Act No. 22-15 (the "CTDPA"); the Utah Consumer Privacy Act, Utah Code § 13-61-101 et seq. (the "UCPA "); and the Virginia Consumer Data Protection Act, Virginia Code § 59.1-571 et seq. (the "VCDPA").

Obligations. To the extent GPTW is a Service Provider or Processor and receives Personal Information from Customer and processes Personal Information on behalf of Customer in connection with GPTW's provision of the Services to Customer, GPTW in its role as a Service Provider or Processor, will not: (i) Sell or Share such Personal Information; (ii) shall not retain, use, or disclose such Personal Information for any purpose other than performing the Services or Business Purpose under the Agreement or as otherwise permitted by the U.S. Privacy Laws; (iii) retain, use, or disclose the Personal Information for a commercial purpose other than providing the Services unless otherwise permitted under the Agreement; or (iv) retain, use, or disclose such Personal Information outside of the direct business relationship between Customer and Service Provider unless otherwise permitted under the Agreement; (v) combine the Personal Information that the Service Provider receives from, or on behalf of, the Business with personal information that it receives from, or on behalf of, another person or persons, or collects from its own interaction with the consumer, provided that the Service Provider may combine personal information to perform any Business Purpose. GPTW, in its role as a Service Provider or Processor, agrees to comply with the US Privacy Laws as applicable to Service Provider in its provision of the Services to Customer under the Agreement. For clarity, GPTW shall notify Customer if it makes a determination that it can no longer meet its obligations under the CPRA and Customer may take reasonable and appropriate steps to stop and remediate the unauthorized Processing of Personal Information.

Consumer Requests. To the extent applicable, and subject to the nature of the Processing and the information available to GPTW, GPTW will reasonably assist Customer with the fulfilment of Customer's obligation to respond to consumer requests for exercising the data subject's rights as set out under the U.S. Privacy Laws.

2. Canada

"Canadian Privacy Laws" means Applicable Laws concerning the privacy and security of personal information identifying or linked to an individual, including, without limitation, the Personal Information Protection and Electronic Documents Act (PIPEDA), the Quebec's Act Respecting the Protection of Personal Information, or other applicable Canadian federal or provincial legislation, in all cases processed in connection with the Services. For the purposes of this DPA, the term Records under PIPEDA means Customer Personal Data.

Obligations of GPTW: If GPTW Processes Personal Data concerning Canadian individuals for the scope and purpose of providing the Services, GPTW agrees that it: (i) shall not take any actions or make any omissions in violation of Canadian Privacy Laws; (ii) has designated a Data Protection Officer responsible for the oversight of Personal Data; and (iii) will only delete, use, disclose or transmit Customer Personal Data in accordance with this DPA, the Agreement or applicable Order, including notifying Customer of the appointment of any new Subprocessors and encrypting Personal Data in transit.

Obligations of Customer: To the extent required of Customer under Canadian Privacy Laws with respect to its use of the Services, Customer shall: (i) conduct appropriate assessments, (ii) provide adequate notices and information to individuals, (iii) obtain all required consents from individuals, and (iv) expressly apply such consents required by Applicable Law to GPTW, its Affiliates and its authorized Subprocessors.

3. United Kingdom ("UK")

International Data Transfer Addendum to the EU Commission Standard Contractual Clauses. The UK International Data Transfer Addendum to the EU SCCs is available at https://www.greatplacetowork.com/cross-border-transfer-mechanisms, and is deemed incorporated in this DPA, in accordance with Section 10.3 of the DPA. In connection with transfers of Personal Data to which UK GDPR applies, GPTW will only operate cross-border transfer of Personal Data either to countries with adequate protection or based on a cross-border ransfer mechanism. If the Processing of Personal Data involves any transfers to a country that is not a country with adequate protection, then: If GPTW's billing address is in an adequate country, the appliable UK IDTA (Processor-to-Processor) will apply with respect to all restricted transfers that are subject to the UK GDPR from GPTW to Subprocessors and GPTW Affiliates. If GPTW's billing address is not in a country with adequate protection, the appliable UK IDTA (Controller to Processor) will apply with respect to restricted transfers between GPTW and Customer.

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4. Switzerland

Where Applicable Laws of Switzerland requires sufficient safeguards for the adequate protection of Personal Data transferred to a third country, the EU SCCs shall apply. In case of a transfer from Switzerland subject to the Applicable laws of Switzerland, the terms below will have the following substituted meanings for the purposes of the EU Clauses: (i) "GDPR" means the FADP and the Revised FADP; (ii) "European Union", "Union" or "Member States" means Switzerland, provided that the term "member state" must not be interpreted in such a way as to exclude data subjects in Switzerland from the possibility of suing for their rights in their place of habitual residence, provided it is in Switzerland in accordance with Clause 18 c.; and (iii) "Supervisory Authority" means the FDPIC. The EU SCCs shall also protect the data of legal entities until the entry into force of the Revised FADP in connection with transfers of Personal Data to which FADP applies, GPTW will only operate cross-border transfer of Personal Data either to countries with adequate protection or based on a cross-border transfer mechanism. If the Processing of Personal Data involves any transfers to a country that is not a country with adequate protection, then:

• If GPTW's billing address is in an adequate country, the applicable EU SCCs (Processor-to-Processor) will apply with respect to all restricted transfers that are subject to the GDPR from GPTW to Subprocessors and GPTW Affiliates; and

• If GPTW's billing address is not in a country with adequate protection, the appliable EU SCCs (Controller to Processor) will apply with respect to restricted transfers between GPTW and Customer.

5. APEC / Australia

"APEC" means the Asia Pacific Economic Cooperation, a regional economic forum established in 1989 to leverage the growing interdependence of the Asia-Pacific. See www.apec.org for more information. "APEC Member Economy" means the 21 members of APEC: Australia, Brunei Darussalam, Canada, Chile, China, Hong KongChina, Indonesia, Japan, Republic of Korea, Malaysia, Mexico, New Zealand, Papua New Guinea, Peru, Philippines, Russia, Singapore, Chinese Taipei, Thailand, United States, and Vietnam. GPTW shall not transfer Personal Data outside of the jurisdiction where the Personal Data is obtained unless permitted under Applicable Laws. Where GPTW Processes Personal Data from an APEC Member Economy on behalf of Customer, GPTW shall perform such Processing in a manner consistent with the APEC Cross Border Privacy Rules Systems requirements ("CBPRs") (see www.cbprs.org) to the extent the requirements are applicable to GPTW's Processing of the Personal Data. If GPTW is unable to provide the same level of protection as required by the CBPRs, GPTW shall promptly notify Customer and cease Processing. In such event, Customer may terminate the Agreement with respect only to those Products and/or Services for which GPTW is unable to provide the same level of protection as required by the CBPRs by written notice within thirty (30) days. Any reference to Personal Data Breach is deemed to include Notifiable Data Breaches under the Australian Privacy Act 1988.

6. Argentina

Argentine Model Clauses: means the Model Agreement of International Transfer of Personal Data for the case of Provision of Services (Contrato modelo de transferencia internacional de datos personales con motivo de prestación de servicios) (reference: EX-2016-00311578- -APN-DNPDP#MJ- Anexo II) approved by the Dirección Nacional de Protección de Datos Personales on 2 November 2016 ("Argentinian Clauses"). In connection with transfers of Personal Data to which Argentinian laws applies, GPTW will only operate cross-border transfer of Personal Data either to countries with adequate protection, or based on the Argentinian Clauses, which are deemed incorporated herein by reference. For the avoidance of doubts, any information required under the Argentinian Clauses are deemed provided under the GPTW Cross-Border Transfer Mechanisms incorporated herein by reference.

7. China

Should Customer choose to use GPTW Services in China, Customer acknowledges that: a) GPTW cannot guarantee the availability of GPTW Services in China; b) Access to GPTW Services solution from China is not guaranteed, and therefore, some provisions in the Agreement that govern the provision of GPTW's Services may not apply; and c) In the event that parties engage in cross-border transfers of data outside of China and the Chinese Standard Contract for Export of Personal Information ("Chinese Standard Contractual Clauses" or "Chinese SCCs") is required by applicable Chinese laws to carry out such cross-border transfer, the parties (or their applicable affiliates) agree to execute such separate Chinese SCCs to govern the cross-border transfers of data.

8. Brazil

The Parties shall handle Personal Data in accordance with the Lei Geral de Proteção de Dados ("LGPD") and only for the purposes that are compatible with those described in the Agreement. GPTW shall notify Customer in writing of (a) a confirmed Personal Data Breach, or (b) any notification, complaint, consultation or request made by the Brazilian National Data Protection Authority due to the processing of Personal Data. GPTW shall, in accordance with the terms of Article 18 of the LGPD, provide Customer with reasonable assistance when necessary to respond to a complaint, consultation or request from a data subject regarding the processing of Personal Data (including, without limitation, any request for access, rectification, deletion, portability or restriction of processing of Personal Data). GPTW shall only transfer Personal Data to another jurisdiction in accordance with the terms of the LGPD. In particular, for

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international transfers, GPTW shall adopt and comply with the Brazilian Standard Contractual Clauses (BR SCCs) as approved by the ANPD, ensuring appropriate safeguards and adherence to the applicable data protection regime. The BR SCCs applicable to such transfers will be made available by GPTW at https://www.greatplacetowork.com/cross-border-transfer-mechanisms. These BR SCCs shall form an integral part of the contractual framework between the parties for cross-border data transfers subject to the LGPD.

9. Mexico

The parties will process Personal Data in accordance with the Federal Law on the Protection of Personal Data held by Individuals and only for purposes consistent with those described in the Agreement.

10. India

To the extent the processing of Personal Data is subject to Indian privacy laws, including the Digital Personal Data Protection Act, 2023 ("DPDPA"), GPTW shall process such Personal Data in accordance with the DPDPA, where applicable to its role in the provision of Services. Where GPTW acts as a Data Processor on behalf of the Customer (acting as the Data Fiduciary), GPTW shall: a) Process Personal Data only on documented instructions from the Customer, unless required under applicable law; b) Implement reasonable technical and organizational measures, appropriate to the nature and purpose of the processing, to support the protection of Personal Data under applicable Indian laws; c) Assist the Customer, subject to the nature of the processing and the information available to GPTW, in responding to data principal requests under the DPDPA, including access, correction, erasure, or grievance redressal requests; d) Notify the Customer without undue delay upon becoming aware of a Personal Data Breach affecting Personal Data processed under the Agreement; e) Support the Customer, upon request and where relevant, in meeting applicable record-keeping or grievance redressal obligations imposed by the DPDPA.

Cross-Border Data Transfers. GPTW may transfer Personal Data outside India in accordance with Section 16 of the DPDPA. As of the Effective Date, the DPDPA permits cross-border transfers unless the Central Government notifies specific countries or territories as restricted. GPTW shall conduct such transfers in compliance with applicable government notifications or directions that may be issued from time to time specifying countries or conditions under which such transfers may or may not be carried out.

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