SAP Learning Preferred Card Terms and Conditions
SAP Slovensko s.r.o.

APPLICABILITY

Except as otherwise agreed, these SAP Learning Preferred Card Terms and Conditions apply when referenced by an Agreement between SAP Slovensko s.r.o. with its registered seat at Mlynské nivy 16, 821 09 Bratislava, Slovakia, Company ID (IČO): 35737328, VAT Number: SK2020211193, registered with the Commercial Registry of Municipal Court Bratislava III, Section: Sro, Insert No. 16427/B (hereinafter "**SAP**") and another company or public-law entity. They apply to precontractual relations accordingly.

1. DEFINITIONS

1.1. "**Affiliate**" means any legal entity in which SAP SE or Customer, directly or indirectly, holds more than 50% of the entity's share or voting rights. Any legal entity will be considered an Affiliate as long as that requirement is fulfilled.

1.2. "**Agreement**" means these SAP Learning Preferred Card Terms and Conditions and the Order Form signed and agreed between the Parties.

1.3. **"Bonus"** means the bonus described in the Section 2.3.

1.4. **"Business Partner"** means a legal entity that requires use of a training service in connection with Customer's and its Affiliates' internal business operations. These may include customers, distributors, service providers and/or suppliers of Customer and / or its Affiliates.

1.5. **"Certification"** means an online exam to ascertain a certain level of knowledge and proficiency in SAP subject areas.

1.6. **"Commitment Value"** is a prepayment value and Customer commitment to a minimum value of expenditure, as detailed in Section 2.2.

1.7. **"Contract Term"** means the fixed term period in which the SAP Learning Preferred Card is valid, as specified in the Order Form.

1.8. "**Confidential Information**" means all information which the disclosing party protects against unrestricted disclosure to others, that is designated as confidential, internal and/or proprietary at the time of disclosure, or should reasonably be understood to be confidential at the time of disclosure given the nature of the information and/or the circumstances surrounding its disclosure.

1.9. **"Course"** means classroom training delivered live either physically in person or virtually via the internet.

1.10. "**Customer**" means the party other than SAP that has entered into this Agreement.

1.11. "**Customer Data**" means any content, materials, data, personal data and information from Authorized Users. Customer Data and its derivatives will not include SAP's Confidential Information.

1.12. "**Customer Specific Training**" means a private Course organized on demand specifically for Customer.

1.13. "**Online Training**" means prerecorded training delivered virtually, e.g. SAP e-learning.

1.14. "**Order Form**" means the document provided by SAP entitled "SAP Preferred Card Order Form" agreed and signed by the parties, under which the Customer has ordered the SAP Learning Preferred Card from SAP.

1.15. "**Preferred Card Value**" is the amount specified in the "Preferred Card Value" section of the Order Form and is calculated by adding together the Commitment Value and the Value of Bonus.

1.16. "**Preferred Card Fee**" is the Commitment Value plus applicable taxes.

1.17. "**SAP**" means the SAP entity that has entered into this Agreement, as well its Affiliates.

1.18. "**SAP Learning Preferred Card**" is the prepayment card being procured under the terms of this Agreement.

1.19. "**SAP Training Catalogue**" means the catalogue published by SAP containing details of SAP training courses and services.

1.20. "**SAP SE**" means SAP SE, the parent company of SAP.

1.21. "**Section**" means a specified section of these terms and conditions.

1.22. "**Training Site**" means https://training.sap.com/.

1.23. "**Travel & Expense costs**" are costs incurred by SAP training consultants for travel and miscellaneous costs.

1.24. "Authorized **User**" means any individual to whom Customer grants access authorization to use a SAP training course or service that is an employee, agent, contractor or representative of:

a) Customer;

b) Customer's Affiliates; and/or

c) Customer's and Customer's Affiliates' Business Partners.

1.25. "**Value of Bonus**" means the amount indicated in the Order Form, which is calculated by multiplying the Commitment Value and the Bonus.

2. PREFERRED CARD

2.1. Order Form

Details of the SAP Learning Preferred Card procured from SAP by Customer are contained in the Order Form.

2.2. Commitment Value

Customer must make at least the minimum expenditure on SAP training courses and services from SAP ("**Commitment Value**") during the Contract Term. The Commitment Value is specified in the "Commitment Value" section of the Order Form.

2.3. Bonus

Subject to the Customer paying the Preferred Card Fee in full as detailed in Section 3, Customer will receive the Bonus specified in the "Bonus" section of the Order Form. The Bonus is not counted towards calculation of the required Commitment Value. The Bonus cannot be used to pay for Travel & Expense costs.

2.4. Preferred Card Value

The initial Preferred Card Value is calculated by adding together the Commitment Value and the Value of Bonus. The Preferred Card Value will decrease as Customer's purchases and reservations are made using the SAP Learning Preferred Card.

3. PRICE AND PAYMENT

3.1. Price

The price of the SAP Learning Preferred Card is the Preferred Card Fee specified in the "Preferred Card Fee" section of the Order Form and payment is due in accordance with the Order Form.

3.2. Purchase Order

Customer must submit to SAP a purchase order for the full amount of the Preferred Card Fee at the same time it returns a signed copy of the Order Form to SAP.

3.3. Invoicing

Customer will be invoiced for the full Preferred Card Fee after SAP's receipt of the Order Form signed by the Customer and a valid purchase order.

3.4. Restrictions

3.4.1. No credits

Nothing in this Agreement will affect any previous orders made by Customer with SAP for training courses and services. Customer cannot use the SAP Learning Preferred Card to pay for SAP training courses and services ordered or delivered prior to the start of the Contract Term or after expiration of the Contract Term, regardless

of whether the same or similar SAP training courses and services are included in the scope of the SAP Learning Preferred Card procured under this Agreement.

3.4.2. No refunds or carry-over

The Preferred Card Value must be used within the Contract Term. No refunds can be made in relation to Preferred Card Value that is not used by Customer within the Contract Term. The Preferred Card Value cannot be carried over after the Contract Term has expired. The Preferred Card Value cannot be transferred to another SAP Learning Preferred Card.

3.4.3. No Extension or Top-up

Customer shall be entitled to purchase additional separate SAP Learning Preferred Cards; however, Customer is not allowed to extend or top-up individual SAP Learning Preferred Cards.

3.5. Payment for purchases and reservations using the SAP Learning Preferred Card

Customer must quote its SAP Learning Preferred Card identification number when making purchases or reservations for SAP training courses and services. Provided that the Customer has enough Preferred Card Value to cover the full price, no invoice will be presented by SAP to Customer for payment of such purchases or reservations. The relevant price amount will be deducted from the Preferred Card Value. If there is not enough remaining Preferred Card Value to cover the full price amount of the transaction, SAP will invoice the Customer for the price amount calculated after the remaining Preferred Card Value has been applied to the transaction.

4. DURATION

4.1. Fixed Term

This Agreement is concluded for a fixed term specified in the 'Contract Term' section of the Order Form. Neither Party can terminate this Agreement for convenience, however any rights of termination for cause remain unaffected.

4.2. Expiration

After expiration of the Contract Term the SAP Learning Preferred Card will cease to be valid and any unused Preferred Card Value will be reset to zero (0).

5. PREFERRED CARD SCOPE AND APPLICATION

5.1. Eligible Services

Subject to Section 3.4, the Preferred Card Value can be used to pay for the following items (exhaustive list) provided in Slovakia:

a) Online Training (e-Learning);
b) Certification;
c) Course (public classroom training); and
d) Customer Specific Training.

5.2. Excluded Services

Preferred Card Value cannot be used for purchasing the following items (non-exhaustive list):

a) consulting services;
b) software licences;
c) Learning Hub or bundles including Learning Hub; and
d) SAP Learning System Access or bundles including SAP Learning System Access.

5.3. Customer receipt

On receipt of Customer's Preferred Card Fee, SAP shall issue Customer with:

a) written acknowledgement of Customer's purchase of an SAP Learning Preferred Card;

b) a unique Customer SAP Learning Preferred Card identification number;

c) an on-line account; and

d) confirmation of the Bonus.

5.4. SAP Customer ID

The parties agree that purchases and reservations using the SAP Learning Preferred Card shall be applied exclusively to the SAP Customer ID specified in the Order Form and the SAP training courses and services shall be used solely by Authorized Users.

5.5. Contract Term

5.5.1. The Customer shall be entitled to the benefits of the SAP Learning Preferred Card for the Contract Term defined in the Order Form, which shall begin on the later of:

a) the date upon which SAP receives a signed Order Form and purchase order from the Customer; or

b) the date upon which SAP receives the SAP Preferred Card Fees.

5.5.2. In the event that the date SAP receives payment of the SAP Preferred Card Fee is any longer than three (3) months after SAP's receipt of the Customer's signed Order Form, SAP reserves the right to reject the Customer order for the SAP Learning Preferred Card in which case no Agreement shall be made.

5.6. Decision making

Customer shall designate, in the "Administration details" section of the Order Form, a contact person with appropriate standing and qualifications to be available to SAP to provide necessary information relating to the Agreement and who is authorized by the Customer to make necessary decisions on behalf of the Customer.

5.7. Reservations

Customer must make express reference in writing to the SAP Learning Preferred Card identification number when making reservation requests for SAP training courses and services to SAP. Reservations are not effective until confirmed by SAP. Purchase of the SAP Learning Preferred Card does not guarantee Customer participation in any specific Course or event on any specific date, nor does it provide Customer with priority booking status for any specific course or event on any specific date. Reservation requests will be handled in the order that they are received by SAP and will be booked according to the availability of the respective subscriber spaces. The Preferred Card Value can be used for all public courses that have been confirmed by SAP. However, confirmation of some courses is dependent on the number of signed up participants for that course and SAP reserves the right when, and if, to confirm and run a course.

5.8. Cancellations

For avoidance of doubt, for the purposes of calculating the cancellation fee due to SAP, "price" shall be deemed to refer to the full published list price for that course, which the Customer would have paid to SAP for registration on the course had the Customer not registered using the SAP Learning Preferred Card. The cancellation fee shall be charged by SAP even if the Customer later reschedules the individual designated User for an alternative date. Cancellation fees will be deducted from the SAP Preferred Card Value.

5.9. Additional Terms and Conditions

5.9.1. Each of the SAP training courses and services procured using the SAP Learning Preferred Card are subject to their own separate respective terms and conditions, copies of which are available at the SAP website locations listed in the relevant Sections below. By executing this Agreement, Customer agrees to those additional terms and conditions with respect to each SAP training courses and services ordered using the SAP Learning Preferred Card that is governed by this Agreement. Customer acknowledges that the terms and conditions for the SAP training courses and services are available via SAP's website and that the Customer has had the opportunity to review the terms and conditions prior to entering into this current Agreement.

5.9.2. Applicable Terms & Conditions for Customer Specific Training

SAP and Customer agree that for Customer Specific Training an Order Form for SAP Services is a binding agreement governed by the SAP Services General Terms and Conditions ("**SGTC**") made available on https://www.sap.com/about/trust-center/agreements/services/sap-professional-services.html, in effect as of

the execution of this Agreement. Together the Order Form for SAP Services and the SGTC form the Agreement in respect of Customer Specific Training services.

5.9.3. Applicable Terms & Conditions for Certification, Course and Online Training

Terms and Conditions as made available on: https://www.sap.com/about/trust-center/agreements/services/sap-professional-services.html?tag=agreements:general-terms-and-conditions/education-training at the time of execution of this Agreement.

6. CONFIDENTIALITY

6.1. With respect to any Confidential Information of the disclosing party obtained prior to and in the course of the performance of the Agreement, the receiving party shall

a) maintain forever all Confidential Information in confidence, taking steps to protect the Confidential Information substantially similar to those steps that the receiving party takes to protect its own Confidential Information, which shall not be less than a reasonable standard of care;

b) disclose or reveal any Confidential Information to any third party only to the extent this is necessary to enable the receiving party to exercise its rights or perform its obligations under the Agreement, and who is under obligations of confidentiality substantially similar to those in section 6;

c) not use or reproduce any Confidential Information for any purpose outside the scope of the Agreement; and

d) where technically feasible, retain any and all confidential, internal, or proprietary notices or legends which appear on the original and on any reproductions.

6.2. The receiving party may disclose the disclosing party's Confidential Information to the extent legally required; provided, that the receiving party required to make such a disclosure uses reasonable efforts to give the disclosing party reasonable prior notice of such required disclosure (to the extent legally permitted) and provides reasonable assistance in contesting the required disclosure, at the request and cost of the disclosing party. The receiving party shall use commercially reasonable efforts to disclose only that portion of the Confidential Information which is legally requested to be disclosed and shall request that all Confidential Information that is so disclosed is accorded confidential treatment.

6.3. The restrictions on use or disclosure of Confidential Information will not apply to any Confidential Information that:

a) is independently developed by the receiving party without reference to the disclosing party’s Confidential Information;

b) has become generally known or available to the public through no act or omission by the receiving party;

c) at the time of disclosure, was known to the receiving party free of confidentiality restrictions;

d) is lawfully acquired free of restriction by the receiving party from a third party having the right to furnish such Confidential Information, or

e) the disclosing party agrees in writing is free of confidentiality restrictions.

6.4. Upon the disclosing party's request, the receiving party shall promptly destroy or return the disclosing party's Confidential Information, including copies and reproductions of it, unless applicable law requires its retention. In this case, the Confidential Information shall continue to be subject to section 6.

6.5. Publicity

Neither party shall use the name of the other party in publicity, advertising or similar activities without the prior written consent of the other. SAP may share information on Customer with SAP SE and its Affiliates for marketing and other business purposes. Insofar as this includes the provision and use of contact information of Customer’s contact persons, Customer will secure the appropriate permissions where necessary.

7. DATA PROTECTION

7.1. Data control

Information as to how SAP is using personal data where its acts as a data controller (e.g. of the Customer's representative who executes the order) can be found in the SAP Learning Privacy Statement at https://learninghub.sap.com/about/legal/privacy

7.2. Data Processing

Where SAP is processing personal data on behalf of the Customer, the terms of SAP's Data Processing Agreement available at https://www.sap.com/about/trust-center/agreements/services.html shall apply and which is made part of this Agreement and executed by the Customer and SAP by entering into the Order Form.

8. LIMITATION OF LIABILITY

8.1. SAP is liable in contract, tort, or otherwise for loss or wasted expenditure subject always as follows:

(a) In cases of intent, SAP's liability extends to the full loss; in cases of gross negligence, liability is limited to the amount of foreseeable loss that would have been prevented through the exercise of due care; in cases of absence of a guaranteed quality, liability is limited to the amount of foreseeable loss that would have been prevented by the presence of the guaranteed quality.

(b) In other cases, SAP is not liable except for breach of a major obligation and only up to the limits in the following subsection. A breach of a major obligation in the meaning of this Section 8.1 (b) is assumed where the duty itself is a necessary prerequisite for the contractual performance, or where the breach of the relevant duty jeopardizes the purpose of the contract and where Customer could legitimately rely upon its fulfillment.

8.2. Liability in cases under Section 8.1 (b) for all events (or series of connected events) arising in the Contract Term is limited to EUR 25,000 per case of damage, and in total to a maximum of EUR 50,000 under the associated contract.

8.3. Contributory fault may be claimed. The limits of liability in Section 8.1 do not apply to personal injury liability.

9. MISCELLANEOUS

9.1. Severability

If any provision of the Agreement is held to be wholly or in part invalid or unenforceable, the invalidity or unenforceability will not affect the other provisions of the Agreement.

9.2. Electronic Signature

Electronic signatures that comply with applicable law are deemed original signatures.

9.3. Governing Law

The Agreement and any claims (including any non-contractual claims) arising out of or in connection with this Agreement will be governed by the laws of Slovakia. United Nations Convention on Contracts for the International Sale of Good and any conflicts of law principles will not apply.

9.4. Agreement

The Agreement will prevail over terms and conditions of any Customer-issued purchase order, which will have no force and effect, even if SAP accepts or does not otherwise reject the purchase order. The components of the Agreement are the Order Form, this Terms and Conditions document and any documents referenced therein.