

Neos End User License Agreement

This Neos End User License Agreement (the “**Agreement**”) is between you and the Neos entity that owns the Software that you are accessing or using. If you are agreeing to this Agreement not as an individual built on behalf of your company, government, or other entity for which you are acting (for example, as an employee or governmental official), then “**you**” means your entity and you are binding your entity to this Agreement. Neos may modify this Agreement from time to time, subject to the terms in Section (Changes to this Agreement) below. The “**Effective Date**” of this Agreement is the date which is the earlier of (a) your initial access to or use of the Software (as defined below) or (b) the effective date of the first Order referencing this Agreement.

By purchasing software that is presented to you at the time of your Order, or by using or accessing the Software, you indicate your assent to be bound by this Agreement. If you do not agree to this Agreement, do not use or access the Software.

1. Scope of Agreement

1.1. Software. This Agreement governs your initial purchase of Neos’s Software, Support and Maintenance for the Software, and any Additional Services, as well as any future purchases made by you that reference this Agreement. This Agreement includes each Order, Neos Policies, the Product-Specific Terms, and any other referenced policies and terms. The Software and its permitted use are further described in the Documentation. The term “Software” includes Documentation unless otherwise specified.

2. Authorized Users

2.1. Authorized Users. Only Authorized Users may access and use the Software. Some Software may allow you to designate different types of Authorized Users, in which case pricing and functionality may vary according to the type of Authorized User. You are responsible for compliance with this Agreement by all Authorized Users, including what Authorized Users do with your data, and for all fees

incurred by Authorized Users (or from adding Authorized Users). All use of Software must be solely for the benefit of you and must be within the Scope of Use.

3. Use of the Software

3.1. Your License Rights. Subject to the terms and conditions of this Agreement, Neos grants you a non-exclusive, non-sublicensable and non-transferable license to install and use the Software during the applicable License Term for your own business purposes, in accordance with this Agreement, your applicable Scope of Use, the Documentation and any Laws.

3.2. Restrictions. Except as otherwise expressly permitted in this Agreement, you will not: (a) reproduce, modify, adapt or create derivative works of any part of the Software; (b) rent, lease, distribute, sell, sublicense, transfer, or provide access to the Software to a third party; (c) use the Software for the benefit of any third party; (d) incorporate the Software into a product or service you provide to a third party; (e) interfere with any license key mechanism in the Software or otherwise circumvent mechanisms in the Software intended to limit your use; (f) reverse engineer, disassemble, decompile, translate, or otherwise seek to obtain or derive the source code, underlying ideas, algorithms, file formats or non-public APIs to the Software, except to the extent expressly permitted by applicable law (and then only upon advance notice to us); (g) remove or obscure any proprietary or other notices contained in the Software; (h) use the Software for competitive analysis or to build competitive products; or (i) encourage or assist any third party to do any of the foregoing.

3.3. Number of Instances. Unless otherwise specified in your Order, for each Software license that you purchase, you may install two (2) instances (one (1) production and one (1) non-production) of the Software on systems owned or operated by you or one of your Authorized Users.

3.4. Product-Specific Terms. Some Software may be subject to additional terms specific to that Software as set forth in the Product-Specific Terms. By accessing or using a product covered by the Product-Specific Terms, you agree to the Product-Specific Terms.

3.5. System Requirements. You are solely responsible for ensuring that your systems meet the hardware, software and any other applicable system requirements for the Software as specified in the Documentation. Neos will have no obligations or

responsibility under this Agreement for issues caused by your use of any third-party hardware or software not provided by Neos.

4. Apps and Third-Party Products

4.1. Third Party Products. You (including your Authorized Users) may choose to use or procure other third-party products or services in connection with the Software or implementation, customization, training or other services. Your receipt or use of any third-party products or services is subject to a separate agreement between you and the third-party provider. If you enable or use third-party products or services with the Software, you acknowledge that the third-party providers may access or use your data as required for the interoperation of their products and services with the Software. This may include transmitting, transferring, modifying or deleting your data, or storing your data on systems belonging to the third-party providers or other third parties. Any third-party provider's use of your data is subject to the applicable agreement between you and such third-party provider. **We are not responsible for any access to or use of your data by third-party providers or their products or services, or for the security or privacy practices of any third-party provider or its products or services. You are solely responsible for your decision to permit any third-party provider or third-party product or service to use your data. It is your responsibility to carefully review the agreement between you and the third-party provider, as provided by the applicable third-party provider. NEOS DISCLAIMS ALL LIABILITY AND RESPONSIBILITY FOR ANY THIRD-PARTY PRODUCTS OR SERVICES (WHETHER SUPPORT, AVAILABILITY, SECURITY OR OTHERWISE) OR FOR THE ACTS OR OMISSIONS OF ANY THIRD-PARTY PROVIDERS OR VENDORS.**

5. Neos Commitments

5.1. Support and Maintenance. During the period for which you have paid the applicable Support and Maintenance fee, Neos will provide Support and Maintenance for the Software in accordance with the Neos Support Policy (if applicable). Support and Maintenance for Software includes access to New Releases, if and when available, and any references to "Software" in this Agreement include New Releases.

5.2. Additional Services. Subject to this Agreement, you may purchase Additional Services from Neos, which Neos will provide to you pursuant to the applicable

Order. Additional Services may be subject to additional policies and terms as specified by Neos.

(a) *Neos Deliverables*. Neos will retain all right, title and interest in and to any materials, deliverables, modifications, derivative works or developments that Neos provides in connection with any Additional Services ("**Neos Deliverables**"). You may use any Neos Deliverables provided to you only in connection with the Software, subject to the same usage rights and restrictions as for the Software. For clarity, Neos Deliverables are not considered Software, and any Software (including any New Release) is not considered an Neos Deliverable.

(b) *Customer Materials*. You agree to provide Neos with reasonable access to your materials, systems, personnel or other resources (including your instances of the Software) as reasonably necessary for Neos's provision of Additional Services ("**Customer Materials**"). If you do not provide Neos with timely access to Customer Materials, Neos's performance of Additional Services will be excused until you do so. You retain your rights in your Customer Materials, subject to Neos's ownership of any underlying Software, Neos Deliverables or other Neos Technology. Neos will use Customer Materials solely for purposes of performing the Additional Services. You represent and warrant that you have all necessary rights in Customer Materials to provide them to Neos for such purposes.

(c) *Training Not Covered*. Your purchase, and our provision, of Training is subject to Additional services and not part of Software Order (unless otherwise stated) and this agreement.

6. License Term, Returns and Payment

6.1. License Term and Renewals. The License Term, Support and Maintenance period, and Advisory Services service period will be indicated in the Order (as applicable). The License Term and any applicable service periods will commence on the Order date (unless a different start date is designated in the Order) and expire on the expiration date indicated in the Order. Unless earlier terminated in accordance with this Agreement, each right to use Software will expire at the end of the applicable License Term. Unless you have selected the "autorenewal" option in your Order, any renewals must be mutually agreed upon by the parties in writing. All renewals are subject to the applicable Software or Support and Maintenance continuing to be offered and will be charged at the then-current rates.

6.2. Delivery. We will deliver the applicable Software products to you no later than when we have received payment of the applicable fees or no later than stated and agreed upon within the Order form. All deliveries under this Agreement will be electronic. For the avoidance of doubt, you are responsible for installation of the Software, and you acknowledge that Neos has no further delivery obligation with respect to the Software after delivery (unless agreed otherwise and Neos is providing software support and implementation as part of Additional services).

6.3. Increased Scope of Use. During your License Term, you may increase your Scope of Use (e.g., adding Authorized Users, licenses, copies or instances) by placing a new Order or, if made available by Neos, directly through the applicable Software. Any increases to your Scope of Use will be subject to additional fees, as set forth in the applicable Order.

6.4. Payment. You will pay all fees in accordance with each Order, by the due dates and in the currency specified in the Order. If a purchase order number is required in order for an invoice to be paid, then you must provide such purchase order number to Neos by emailing the purchase order number to sales@Neos.hr. For Additional Services provided at any non-Neos location, unless otherwise specified in your Order, you will reimburse Neos for its pre-approved travel, lodging and meal expenses, which Neos may charge as incurred. Other than as expressly set forth all amounts are non-refundable, non-cancellable and non-creditable. You agree that we may bill your credit card or other payment method for renewals, additional users, expenses and unpaid fees, as applicable.

6.5. Taxes. Your fees under this Agreement exclude any taxes or duties payable in respect of the Software in the jurisdiction where the payment is either made or received. To the extent that any such taxes or duties are payable by Neos, you must pay to Neos the amount of such taxes or duties in addition to any fees owed under this Agreement. Notwithstanding the foregoing, you may have obtained an exemption from relevant taxes or duties as of the time such taxes or duties are levied or assessed. In that case, you will have the right to provide to Neos any such exemption information, and Neos will use reasonable efforts to provide such invoicing documents as may enable you to obtain a refund or credit for the amount so paid from any relevant revenue authority if such a refund or credit is available.

6.6. Withholding Taxes. You will pay all fees net of any applicable withholding taxes. You and Neos will work together to avoid any withholding tax if exemptions, or a reduced treaty withholding rate, are available. If Neos qualifies for a tax exemption, or a reduced treaty withholding rate, Neos will provide you with reasonable documentary proof. You will provide Neos reasonable evidence that you have paid the relevant authority for the sum withheld or deducted.

6.7. Reseller Orders. This Section applies if you purchase the Software, Support and Maintenance or any Additional Services through an authorized partner or reseller of Neos ("**Reseller**").

(a) Instead of paying to Neos, you will pay the applicable amounts to the Reseller, as agreed between you and the Reseller. Neos may suspend or terminate your rights to use Software if Neos does not receive the corresponding payment from the Reseller.

(b) Instead of an Order with Neos, your order details (e.g., Software, Scope of Use and License Term) will be as stated in the order placed with Neos by the Reseller on your behalf, and the Reseller is responsible for the accuracy of any such order as communicated to Neos.

(c) If you are entitled to a refund under this Agreement, then unless otherwise specified by Neos, Neos will refund any applicable fees to the Reseller and the Reseller will be solely responsible for refunding the appropriate amounts to you.

(d) Resellers are not authorized to modify this Agreement or make any promises or commitments on Neos's behalf, and Neos is not bound by any obligations to you other than as set forth in this Agreement.

(e) The amount paid or payable by the Reseller to us for your use of the applicable Software under this Agreement will be deemed the amount actually paid or payable by you to us under this Agreement for purposes of calculating the liability cap in Section (Liability Cap).

6.8. Future Functionality; Separate Purchases. You acknowledge that the Software and Additional Services referenced in an Order are being purchased separately from

any of our other products or services. Payment obligations for any products or services are not contingent on the purchase or use of any of our other products (and for clarity, any purchases of Software and Additional Services are separate and not contingent on each other, even if listed on the same Order). You agree that your purchases are not contingent on the delivery of any future functionality or features (including future availability of any Software beyond the current License Term or any New Releases), or dependent on any oral or written public comments made by Neos regarding future functionality or features.

7. License Certifications and Audits

7.1. At our request, you agree to provide a signed certification that you are using all Software pursuant to the terms of this Agreement, including the Scope of Use. You agree to allow us, or our authorized agent, to audit your use of the Software (including that of your Authorized Users). We will provide you with at least ten (10) days advance notice prior to the audit, and the audit will be conducted during normal business hours. We will bear all out-of-pocket costs that we incur for the audit, unless the audit reveals that you have exceeded the Scope of Use. You will provide reasonable assistance, cooperation, and access to relevant information in the course of any audit at your own cost. If you exceed your Scope of Use, we may invoice you for any past or ongoing excessive use, and you will pay the invoice promptly after receipt. This remedy is without prejudice to any other remedies available to Neos at law or equity or under this Agreement. To the extent we are obligated to do so, we may share audit results with certain of our third-party licensors or assign the audit rights specified in this Section to such licensors.

8. Ownership and Feedback

8.1. The Software is made available on a limited license or access basis, and no ownership right is conveyed to you, irrespective of the use of terms such as "purchase" or "sale". Neos and its licensors have and retain all right, title and interest, including all intellectual property rights, in and to Neos Technology (including the Software). From time to time, you may choose to submit Feedback to us. Neos may in connection with any of its products or services freely use, copy, disclose, license, distribute and exploit any Feedback in any manner without any obligation, royalty or restriction based on intellectual property rights or otherwise. No Feedback will be considered your Confidential Information, and nothing in this Agreement limits

Neos's right to independently use, develop, evaluate, or market products or services, whether incorporating Feedback or otherwise.

9. Confidentiality

9.1. Except as otherwise set forth in this Agreement, each party agrees that all code, inventions, know-how and business, technical and financial information disclosed to such party ("**Receiving Party**") by the disclosing party ("**Disclosing Party**") constitute the confidential property of the Disclosing Party ("**Confidential Information**"), provided that it is identified as confidential at the time of disclosure or should be reasonably known by the Receiving Party to be confidential or proprietary due to the nature of the information disclosed and the circumstances surrounding the disclosure. Any Neos Technology and any performance information relating to the Software will be deemed Confidential Information of Neos without any marking or further designation. Except as expressly authorized herein, the Receiving Party will (1) hold in confidence and not disclose any Confidential Information to third parties and (2) not use Confidential Information for any purpose other than fulfilling its obligations and exercising its rights under this Agreement. The Receiving Party may disclose Confidential Information to its employees, agents, contractors and other representatives having a legitimate need to know, provided that they are bound to confidentiality obligations no less protective of the Disclosing Party than this Section and that the Receiving Party remains responsible for compliance by them with the terms of this Section. The Receiving Party's confidentiality obligations will not apply to information which the Receiving Party can document: (i) was rightfully in its possession or known to it prior to receipt of the Confidential Information; (ii) is or has become public knowledge through no fault of the Receiving Party; (iii) is rightfully obtained by the Receiving Party from a third party without breach of any confidentiality obligation; or (iv) is independently developed by employees of the Receiving Party who had no access to such information. The Receiving Party may also disclose Confidential Information if so required pursuant to a regulation, law or court order (but only to the minimum extent required to comply with such regulation or order and with advance notice to the Disclosing Party). The Receiving Party acknowledges that disclosure of Confidential Information would cause substantial harm for which damages alone would not be a sufficient remedy, and therefore that upon any such disclosure by the

Receiving Party the Disclosing Party will be entitled to appropriate equitable relief in addition to whatever other remedies it might have at law.

10. Term and Termination

10.1. Term. This Agreement is effective as of the Effective Date and continues until expiration of all License Terms, unless earlier terminated as set forth herein.

10.2. Termination for Cause. Either party may terminate this Agreement (including all related Orders) if the other party (a) fails to cure any material breach of this Agreement within thirty (30) days after written notice; (b) ceases operation without a successor; or (c) seeks protection under any bankruptcy, receivership, trust deed, creditors' arrangement, composition or comparable proceeding, or if any such proceeding is instituted against that party (and not dismissed within sixty (60) days thereafter).

10.3. Termination for Convenience. You may choose to stop using the Software and terminate this Agreement (including all Orders) at any time for any reason upon written notice to Neos, but, upon any such termination (i) you will not be entitled to a refund of any pre-paid fees and (ii) if you have not already paid all applicable fees for the then-current License Term or related services period (as applicable), any such fees that are outstanding will become immediately due and payable.

10.4. Effects of Termination. Upon any expiration or termination of this Agreement, your license to the Software terminates (even if the License Term is identified as "perpetual" or if no expiration date is specified in your Order) and you must cease using and delete (or at our request, return) all Software and Confidential Information or other materials of Neos in your possession, including on any third-party systems operated on your behalf. You will certify such deletion upon our request. If this Agreement is terminated by you in accordance with Section (Termination for Cause), Neos will refund you any prepaid Software fees covering the remainder of the then-current License Term after the effective date of termination. If this Agreement is terminated by Neos in accordance with Section (Termination for Cause), you will pay any unpaid fees covering the remainder of the then-current License Term after the effective date of termination. In no event will termination relieve you of your obligation to pay any fees payable to Neos for the period prior to the effective date of termination. Except where an exclusive remedy may be specified in this Agreement, the exercise by either party of any remedy, including termination, will be

without prejudice to any other remedies it may have under this Agreement, by law, or otherwise.

10.5. Survival. The following Sections will survive any termination or expiration of this Agreement: (Restrictions), (Indemnification by You), (Third Party Products), (Payment), (Taxes), (No-Charge Software) (disclaimers and use restrictions only), (License Certifications and Audits), (Ownership and Feedback), (Confidentiality), 10 (Term and Termination), (Warranty Disclaimer), (Limitations of Liability), (IP Indemnification by Neos) (but solely with respect to claims arising from your use of the Software during the License Term), (Dispute Resolution), (Export Restrictions), and (General Provisions).

11. Warranties and Disclaimer

11.1. General Warranties. Each party represents and warrants that it has the legal power and authority to enter into this Agreement. If you are an entity, you represent and warrant that this Agreement and each Order is entered into by an employee or agent of such entity with all necessary authority to bind such entity to the terms and conditions of this Agreement.

11.2. Virus Warranty. Neos further represents and warrants that it will take reasonable commercial efforts to ensure that the Software, in the form and when provided to you, will be free of any viruses, malware, or other harmful code. For any breach of the foregoing warranty, your sole and exclusive remedy, and Neos's sole obligation, is to provide a replacement copy of the Software promptly upon notice.

11.3. Warranty Disclaimer. EXCEPT AS EXPRESSLY SET FORTH IN SECTION (GENERAL WARRANTIES) AND (VIRUS WARRANTY), ALL SOFTWARE, SUPPORT AND MAINTENANCE AND ANY ADDITIONAL SERVICES ARE PROVIDED "AS IS," AND NEOS AND ITS SUPPLIERS EXPRESSLY DISCLAIM ANY AND ALL WARRANTIES AND REPRESENTATIONS OF ANY KIND, INCLUDING ANY WARRANTY OF NON-INFRINGEMENT, TITLE, FITNESS FOR A PARTICULAR PURPOSE, FUNCTIONALITY, OR MERCHANTABILITY, WHETHER EXPRESS, IMPLIED, OR STATUTORY. NEOS WILL NOT BE LIABLE FOR DELAYS, INTERRUPTIONS, SERVICE FAILURES OR OTHER PROBLEMS INHERENT IN USE OF THE INTERNET AND ELECTRONIC COMMUNICATIONS OR OTHER SYSTEMS OUTSIDE THE REASONABLE CONTROL OF NEOS. TO THE MAXIMUM EXTENT PERMITTED BY LAW, NEITHER NEOS NOR ANY OF ITS THIRD PARTY SUPPLIERS MAKES ANY REPRESENTATION, WARRANTY OR GUARANTEE AS

TO THE RELIABILITY, TIMELINESS, QUALITY, SUITABILITY, TRUTH, AVAILABILITY, ACCURACY OR COMPLETENESS OF ANY SOFTWARE OR ANY CONTENT THEREIN OR GENERATED THEREWITH, OR THAT: (A) THE USE OF ANY SOFTWARE WILL BE SECURE, TIMELY, UNINTERRUPTED OR ERROR-FREE; (B) THE SOFTWARE WILL OPERATE IN COMBINATION WITH ANY OTHER HARDWARE, SOFTWARE, SYSTEM, OR DATA; (C) THE SOFTWARE (OR ANY PRODUCTS, SERVICES, INFORMATION, OR OTHER MATERIAL PURCHASED OR OBTAINED BY YOU THROUGH THE SOFTWARE) WILL MEET YOUR REQUIREMENTS OR EXPECTATIONS; (D) ERRORS OR DEFECTS WILL BE CORRECTED; OR (E) EXCEPT AS EXPRESSLY SET FORTH IN SECTION (VIRUS WARRANTY), THE SOFTWARE IS FREE OF VIRUSES OR OTHER HARMFUL COMPONENTS. YOU MAY HAVE OTHER STATUTORY RIGHTS, BUT THE DURATION OF STATUTORILY REQUIRED WARRANTIES, IF ANY, WILL BE LIMITED TO THE SHORTEST PERIOD PERMITTED BY LAW.

12. Limitations of Liability

12.1. Consequential Damages Waiver. EXCEPT FOR EXCLUDED CLAIMS (DEFINED BELOW), NEITHER PARTY (NOR ITS SUPPLIERS) WILL HAVE ANY LIABILITY ARISING OUT OF OR RELATED TO THIS AGREEMENT FOR ANY LOSS OF USE, LOST OR INACCURATE DATA, LOST PROFITS, FAILURE OF SECURITY MECHANISMS, INTERRUPTION OF BUSINESS, COSTS OF DELAY OR ANY INDIRECT, SPECIAL, INCIDENTAL, RELIANCE OR CONSEQUENTIAL DAMAGES OF ANY KIND, EVEN IF INFORMED OF THE POSSIBILITY OF SUCH DAMAGES IN ADVANCE.

12.2. Liability Cap. EXCEPT FOR EXCLUDED CLAIMS, EACH PARTY'S AND ITS SUPPLIERS' AGGREGATE LIABILITY TO THE OTHER ARISING OUT OF OR RELATED TO THIS AGREEMENT WILL NOT EXCEED THE AMOUNT ACTUALLY PAID BY YOU TO US FOR THE SOFTWARE AND ADDITIONAL SERVICES GIVING RISE TO THE LIABILITY IN THE TWELVE (12) MONTHS IMMEDIATELY PRECEDING THE CLAIM.

12.3. Excluded Claims. **"Excluded Claims"** means (1) amounts owed by you under any Orders, (2) either party's express indemnification obligations in this Agreement, and (3) your breach of Section (Restrictions) or of Section (Combining the Products with Open Source Software) of Third Party Code in Neos Products.

12.4. Nature of Claims and Failure of Essential Purpose. The parties agree that the waivers and limitations specified in this Section (Limitations of Liability) apply regardless of the form of action, whether in contract, tort (including negligence),

strict liability or otherwise and will survive and apply even if any limited remedy specified in this Agreement is found to have failed of its essential purpose.

13. IP Indemnification by Neos

13.1. We will defend you against any claim brought against you by a third party alleging that the Software, when used as authorized under this Agreement, infringes any third-party patent, copyright or trademark, or misappropriates any third-party trade secret enforceable in any jurisdiction that is a signatory to the Berne Convention (a "**Claim**"), and we will indemnify you and hold you harmless against any damages and costs finally awarded on the Claim by a court of competent jurisdiction or agreed to via settlement executed by Neos (including reasonable attorneys' fees), provided that we have received from you: (a) prompt written notice of the Claim (but in any event notice in sufficient time for us to respond without prejudice); (b) reasonable assistance in the defence and investigation of the Claim, including providing us a copy of the Claim, all relevant evidence in your possession, custody, or control, and cooperation with evidentiary discovery, litigation, and trial, including making witnesses within your employ or control available for testimony; and (c) the exclusive right to control and direct the investigation, defence, and settlement (if applicable) of the Claim. If your use of the Software is (or in our opinion is likely to be) enjoined, whether by court order or by settlement, or if we determine such actions are reasonably necessary to avoid material liability, we may, at our option and in our discretion: (i) procure the right or license for your continued use of the Software in accordance with this Agreement; (ii) substitute substantially functionally similar Software; or (iii) terminate your right to continue using the Software and refund any license fees pre-paid by you for use of the Software for the terminated portion of the applicable License Term or, in the case of any "perpetual" licenses, the license fee paid by you as reduced to reflect a three (3) year straight-line depreciation from the license purchase date. Neos's indemnification obligations above do not apply: (1) if the total aggregate fees received by Neos with respect to your license to Software in the twelve (12) month period immediately preceding the Claim is less than EUR€17,000; (2) if the Software is modified by any party other than Neos, but solely to the extent the alleged infringement is caused by such modification; (3) if the Software is used in combination with any non-Neos product, software, service or equipment, but solely to the extent the alleged infringement is

caused by such combination; (4) to unauthorized use of Software; (6) to any unsupported release of the Software; or (7) if you settle or make any admissions with respect to a Claim without Neos's prior written consent. THIS SECTION STATES OUR SOLE LIABILITY AND YOUR EXCLUSIVE REMEDY FOR ANY INFRINGEMENT OF INTELLECTUAL PROPERTY RIGHTS IN CONNECTION WITH ANY SOFTWARE OR OTHER ITEMS PROVIDED BY NEOS UNDER THIS AGREEMENT.

14. Publicity Rights

14.1. We may identify you as an Neos customer in our promotional materials.

15. Dispute Resolution

15.1. Informal Resolution. In the event of any controversy or claim arising out of or relating to this Agreement, the parties will consult and negotiate with each other and, recognizing their mutual interests, attempt to reach a solution satisfactory to both parties. If the parties do not reach settlement within a period of sixty (60) days, either party may pursue relief as may be available under this Agreement pursuant to Section (Governing Law; Jurisdiction). All negotiations pursuant to this Section will be confidential and treated as compromise and settlement negotiations for purposes of all rules and codes of evidence of applicable legislation and jurisdictions.

15.2. Governing Law; Jurisdiction. (a) these Terms will be governed by and construed in accordance with the applicable laws of the Republic of Croatia, without giving effect to the principles of that State relating to conflicts of laws and (b) each party irrevocably agrees that any legal action, suit or proceeding arising out of or related to these Terms must be brought solely and exclusively in, and will be subject to the service of process and other applicable procedural rules of, the State or Federal court in Croatia and each party irrevocably submits to the sole and exclusive personal jurisdiction of the courts in Croatia, generally and unconditionally, with respect to any action, suit or proceeding brought by it or against it by the other party.

15.3. Injunctive Relief; Enforcement. Notwithstanding the provisions of Section (Informal Resolution) and Section (Governing Law; Jurisdiction), nothing in this Agreement will prevent Neos from seeking injunctive relief with respect to a violation of intellectual property rights, confidentiality obligations or enforcement or recognition of any award or order in any appropriate jurisdiction.

15.4. Exclusion of UN Convention and UCITA. The terms of the United Nations Convention on Contracts for the Sale of Goods do not apply to this Agreement. The

Uniform Computer Information Transactions Act (UCITA) will not apply to this Agreement regardless of when or where adopted.

16. Export Restrictions

16.1. The Software may be subject to import restrictions by certain foreign governments, and you agree to comply with all applicable export and import laws and regulations in your download of, access to, and use of the Software.

17. Third Party Code

17.1. The Software includes code and libraries licensed to us by third parties, including open source software.

18. Changes to this Agreement

18.1. Modifications Generally. We may modify the terms and conditions of this Agreement (including Neos Policies) from time to time, with notice to you in accordance with Section 18.1 or by posting the modified Agreement on our website. Together with notice, we will specify the effective date of the modifications.

Paid Licenses: Typically, when we make modifications to the main body of this Agreement (excluding the Neos Policies), the modifications will take effect at the next renewal of your License Term and will automatically apply as of the renewal date unless you elect not to renew pursuant to Section (License Term and Renewals). In some cases – e.g., to address compliance with Laws, or as necessary for new features – we may specify that such modifications become effective during your then-current License Term. If the effective date of such modifications is during your then-current License Term and you object to the modifications, then (as your exclusive remedy) you may terminate your affected Orders upon notice to us, and we will refund to you any fees you have pre-paid for use of the affected Software for the terminated portion of the applicable License Term. To exercise this right, you must provide us with notice of your objection and termination within thirty (30) days of us providing notice of the modifications. For the avoidance of doubt, any Order is subject to the version of this Agreement in effect at the time of the Order.

Neos Policies: Our products and business are constantly evolving, and we may modify the Neos Policies from time to time, including during your then-current License Term in order to respond to changes in our products, our business, or Laws. In this case, unless required by Laws, we agree not to make modifications to the Neos Policies that, considered as a whole, would substantially diminish our

obligations during your then-current License Term. Modifications to the Neos Policies will take effect automatically as of the effective date specified for the updated policies.

19. General Provisions

19.1. Notices. Any notice under this Agreement must be given in writing. We may provide notice to you via email or through your account. You agree that any such electronic communication will satisfy any applicable legal communication requirements, including that such communications be in writing. Our notices to you will be deemed given upon the first business day after we send it. You will provide notice to us by post to Neos Ltd, Ulica Ljudevita Posavskog 31, Zagreb, 10000, Croatia, Attn: Operations or by email to: sales@neos.hr. Your notices to us will be deemed given upon our receipt.

19.2. Force Majeure. Neither party will be liable to the other for any delay or failure to perform any obligation under this Agreement (except for a failure to pay fees) if the delay or failure is due to events which are beyond the reasonable control of such party, such as a strike, blockade, war, act of terrorism, riot, natural disaster, failure or diminishment of power or telecommunications or data networks or services, or refusal of a license by a government agency.

19.3. Assignment. You may not assign or transfer this Agreement without our prior written consent. As an exception to the foregoing, you may assign this Agreement in its entirety (including all Orders) to your successor resulting from your merger, acquisition, or sale of all or substantially all of your assets or voting securities, provided that you provide us with prompt written notice of the assignment and the assignee agrees in writing to assume all of your obligations under this Agreement. Any attempt by you to transfer or assign this Agreement except as expressly authorized above will be null and void. We may assign our rights and obligations under this Agreement (in whole or in part) without your consent. We may also permit our Affiliates, agents and contractors to exercise our rights or perform our obligations under this Agreement, in which case we will remain responsible for their compliance with this Agreement. Subject to the foregoing, this Agreement will inure to the parties' permitted successors and assigns.

19.4. Entire Agreement. This Agreement is the entire agreement between you and Neos relating to the Software and supersedes all prior or contemporaneous oral or

written communications, proposals and representations between you and Neos with respect to the Software or any other subject matter covered by this Agreement. No provision of any purchase order or other business form employed by you will supersede or supplement the terms and conditions of this Agreement, and any such document relating to this Agreement will be for administrative purposes only and will have no legal effect.

19.5. Conflicts. In event of any conflict between the main body of this Agreement and either the Neos Policies or Product-Specific Terms, the Neos Policies or Product-Specific Terms (as applicable) will control with respect to their subject matter.

19.6. Waivers; Modifications. No failure or delay by the injured party to this Agreement in exercising any right, power or privilege hereunder will operate as a waiver thereof, nor will any single or partial exercise thereof preclude any other or further exercise thereof or the exercise of any right, power or privilege hereunder at law or equity. Except as set forth in Section (Changes to this Agreement), any amendments or modifications to this Agreement must be executed in writing by the authorized representatives of Neos and you.

19.7. Interpretation. As used herein, "including" (and its variants) means "including without limitation" (and its variants). Headings are for convenience only. If any provision of this Agreement is held to be void, invalid, unenforceable or illegal, the other provisions will continue in full force and effect.

19.8. Independent Contractors. The parties are independent contractors. This Agreement will not be construed as constituting either party as a partner of the other or to create any other form of legal association that would give either party the express or implied right, power or authority to create any duty or obligation of the other party.

20. Definitions

Certain capitalized terms are defined in this Section, and others are defined contextually in this Agreement.

"Additional Services" means Neos Services ("**Services**"), Support and Maintenance or other services related to the Software provided to you by Neos, as identified in an Order.

"Affiliate" means an entity which, directly or indirectly, owns or controls, is owned or is controlled by or is under common ownership or control with a party, where

“control” means the power to direct the management or affairs of an entity, and “ownership” means the beneficial ownership of greater than 50% of the voting equity securities or other equivalent voting interests of the entity.

“**Neos Policies**” means Neos’s and (unless otherwise specified) any other policies or terms referenced in this Agreement.

“**Neos Technology**” means the Software, Neos Deliverables, their “look and feel”, any and all related or underlying technology and any modifications or derivative works of the foregoing, including as they may incorporate Feedback.

“**Authorized Users**” means the specific individuals whom you designate to use the applicable Software and for whom you have paid the required fees. Authorized Users may be your or your Affiliates’ employees, representatives, consultants, contractors, agents or other third parties who are acting for your or your Affiliates’ benefit or on your or your Affiliates’ behalf.

“**Documentation**” means our standard published documentation for the Software.

“**Feedback**” means comments, questions, ideas, suggestions or other feedback relating to the Software, Support and Maintenance or Additional Services.

“**Laws**” means all applicable local, state, federal and international laws, regulations and conventions, including those related to data privacy and data transfer, international communications and the exportation of technical or personal data.

“**License Term**” means your permitted license term for the Software, as set forth in an Order.

“**New Releases**” means any bug fixes, patches, major or minor releases, or any other changes, enhancements, or modifications to the Software that Neos makes available to you as part of Support and Maintenance.

“**Order**” means Neos’s applicable ordering documentation or other purchase flow referencing this Agreement. Orders may include purchases of Software licenses, Support and Maintenance, Additional Services, increased or upgraded Scope of Use or renewals.

“**Scope of Use**” means your authorized scope of use for the Software as specified in the applicable Order, which may include: (a) number and type of Authorized Users, (b) numbers of licenses, copies or instances, or (c) entity, division, business unit, website, field of use or other restrictions or billable units.

“Software” means Neos’s commercially available downloadable software products (currently designated as “Server” or “Data Center” deployments), including mobile applications of such products. Your Order will specify the Software that you may use.

“Support and Maintenance” means Neos’s support and maintenance services for the Software, as further described in the Neos Support Policy (if applicable). Your level of Support and Maintenance will be specified in your Order.

“Training” means Neos-provided training and certification services.