

SUPPLEMENTAL SUPPLIER SECURITY TERMS AND CONDITIONS

CRITICAL SYSTEMS

1. APPLICABILITY

These Supplemental Terms and Conditions to the PeopleTec Purchase Order Terms and Conditions as posted on the PeopleTec Supplier Portal only apply to Suppliers who may access PeopleTec or PeopleTec Customer critical systems and/ or process PeopleTec or PeopleTec Customer confidential information.

Reporting of Security Incidents

Supplier is required to inform PeopleTec promptly of all critical security incidents without undue delay to the designated PeopleTec point of contact: Chief Information Officer, Darrell Flores at cis@peopletec.com. Failure to notify of an incident that impacts PeopleTec data or operations within 48 hours of discovery can result in appropriate action.

A security incident is defined as unwanted or unexpected information security events that have a significant probability of compromising PeopleTec business operations and threatening PeopleTec information security.

2. CERTIFICATIONS/ATTESTATIONS

The Supplier is required to submit all current and applicable ISO/BS certifications (e.g. ISO27001), Service Organizational Control Reports (e.g. SOC2) or other certifications and attestations on an annual basis by using the electronic means as identified by PeopleTec.

3. SECURITY VALIDATION BY PEOPLETEC

If the Supplier is unable to provide a current and applicable ISO/BS certification as described in Article 2, the Supplier shall complete and submit a Supplier Risk Assessment Questionnaire to PeopleTec for review and approval.

PeopleTec is entitled to carry out non-invasive security validation on the systems of the Supplier at any time upon prior notification in the case of a request from an external authority, reasonable suspicion of a security incident or findings in documented security audits or other documentation provided to PeopleTec. For this purpose, the confidentiality terms in PeopleTec Purchase Order Terms and Conditions apply also to confidential information of Supplier. PeopleTec and the supplier shall mutually agree to the scope, approach, and timing of such testing so that scanning does not interfere with the Supplier's normal business operations and performance. Audit results shall contain only relevant information for the services provided to PeopleTec. If security vulnerabilities are discovered during the check, the Supplier shall take reasonable steps to mitigate the security vulnerabilities and to minimize any damage from the security incident.

4. SUBCONTRACTOR FLOWDOWN

These Supplemental Terms and Conditions shall be incorporated in full text, including this Article 4, in any subcontracts issued by the Supplier in support of this Agreement.