

SAP SuccessFactors Recruiting Posting Supplemental Terms and Conditions

These supplemental terms and conditions ("the Supplement") are part of an agreement for certain SAP Cloud services ("Agreement") between SAP and Customer and apply solely to SAP SuccessFactors Recruiting Posting (the "Cloud Service") and not any other SAP product or service.

1. CLOUD SERVICE

- 1.1** The Cloud Service allows Customer to automatically publish job offerings on a selected set of Internet job boards.
- 1.2** Two add-on services are available as optional subscriptions with the Cloud Service – SAP SuccessFactors Recruiting Posting, MultiSearch ("**MultiSearch**") and SAP SuccessFactors Recruiting Posting, Career Page ("**Career Page**"). MultiSearch allows a recruiter to search a particular job profile by pulling data from databases. MultiSearch is included in each subscription to SAP SuccessFactors Recruiting Posting. MultiSearch can also be obtained as a stand-alone subscription. Career Page provides Customer with a web site section to host its job offerings. Section functionalities depend on the level purchased. Customer can choose between three levels: basic, standard and professional. Each level provides differing amounts of administrative control and features.

2. FEES

- 2.1** The Usage Metric for SAP SuccessFactors Recruiting Posting is Job Postings. Job Postings are the number of job offerings that Customer posts to job boards per year, independent from the number of job boards to which a job offering is posted.
- 2.2** The Usage Metric for MultiSearch is Users. Users are individuals that access MultiSearch during a year.
- 2.3** The Usage Metric for Career Page is Career Page section. A Career Page section is a unique URL. A unique URL can distinguish a web page by target audience, organization served or similar factors.

3. CUSTOMER DATA/CONTENT

- 3.1** Customer shall maintain a privacy policy on any of its customer-facing Career Page websites that details how Customer handles data submitted through such websites, and which includes all necessary information to tell end users how the Cloud Service collects, stores, uses, displays, shares or transfers a user's data.
- 3.2** Customer is responsible for ensuring that all job-postings created using the Cloud Service are compliant with applicable laws and do not violate the rights of any individual.
- 3.3** The SAP Data Processing Agreement for Cloud Services referenced in the Order Form is amended as follows:
 - (a)** Apart from data center infrastructure certification, SAP does not obtain any certification nor audit reports for the Cloud Service.
 - (b)** SAP does not use any personal data removal process that is employed systematically when the Agreement terminates or expires. Such data removal process is only implemented upon Customer request.

4. ADDITIONAL TERMS

- 4.1.** Any information inputted to the Cloud Service may be published to a public job page. If Customer does not wish certain information to be published, Customer must expressly notify SAP through a support ticket to exclude such information from being displayed as part of a job posting.
- 4.2.** SAP SuccessFactors Recruiting Posting and Career Page each require Customer to purchase a package of set up services based on a fixed fee.
- 4.3.** Customer is responsible for having proper agreements in place with any job boards or other web sites from which it collects information or posts information using the Cloud Service to permit such collection or posting. Customer must have purchased space from job board providers for posting job descriptions on such job boards.

4.4. In addition to SAP Enterprise Support, cloud edition, which is included in the subscription, the Cloud Service is eligible for SAP Enterprise Support, cloud edition – Preferred Care, for an additional fee based on a percentage of the total subscription fee for the Cloud Service.

4.5. SAP may use anonymized, aggregated Customer Data (excluding personal data) for purposes of providing insights to customers of the Cloud Service regarding job board performance.