

SAP Workforce Performance Builder 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 Workforce Performance Builder (the “Cloud Service”) and not any other SAP product or service.

1. Service. The Cloud Service allows Customer to create training and performance support content (“**Customer Content**”) for access by individuals designated as Users, as defined below.

2. Fees.

2.1. The Usage Metric for the Cloud Service is Users per-year. A User is an individual accessing the Cloud Service for the following functions:

- a)** to access and consume software simulations and documentation created with the Cloud Service;
- b)** to create, edit, and share software simulations and documentation; and
- c)** to create, edit, preview, publish and distribute all available output formats incorporated within the Cloud Service, including software simulations, all documentation and XML formats, and performance support contents.

2.2. The transfer of a User from one individual to another may only be done in if the individual from which the User is transferred:

- a)** is on vacation;
- b)** is absent due to sickness;
- c)** has his/her employment terminated; or
- d)** is moved into a new job function which no longer requires him/her to use any Customer Content.

3. Additional Terms.

3.1 For purposes of the Agreement for the Cloud Service, Customer Data means materials used to create Customer Content, plus individual User name and contact information.

3.2 In addition to Customer’s rights in Customer Data, Customer may retain and use its Customer Content after termination or expiration of the Agreement. Customer may access its Customer Content during the subscription term, and download the Customer Content to Customer’s Learning Management System. Upon expiration or termination of the Agreement, Customer will no longer have access to its Customer Content through the Cloud Service.