

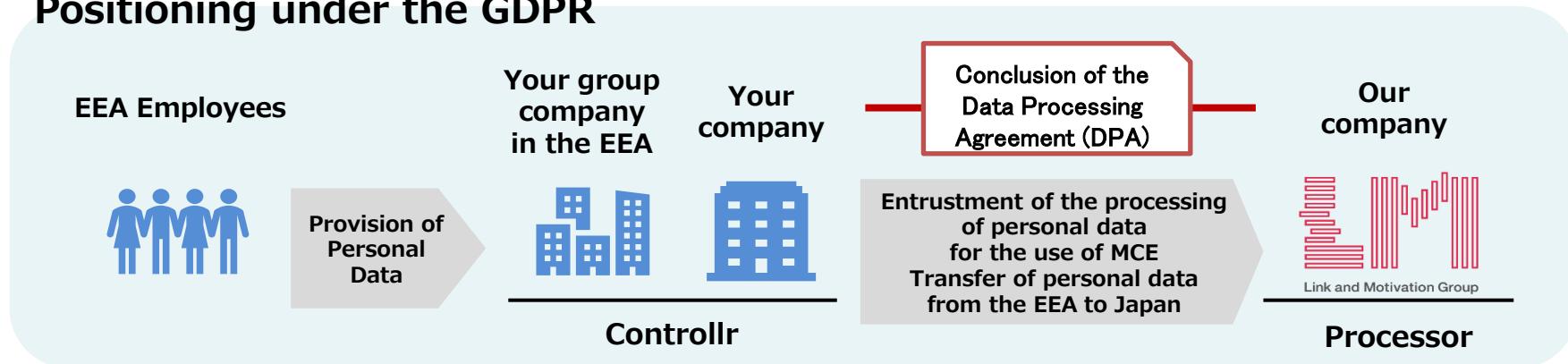
Regarding GDPR Compliance for Motivation Cloud Engagement (MCE)

We have prepared a template of a **Data Processing Agreement ("DPA")**
that complies with the GDPR.

Should you wish to enter into the DPA, please contact your representative at our company.

When MCE is used at sites within the EEA, personal data of individuals located in the EEA will be processed. Accordingly, as set out below, we understand that **the GDPR applies to your company and your group companies**, and that **it is necessary to conclude a Data Processing Agreement (DPA) with us**.

Positioning under the GDPR



- To ensure compliance with the regulations governing the transfer of personal data outside the EEA, our DPA template includes the Standard Contractual Clauses (SCC).
- Our DPA template adopts a contractual structure under which, by having one representative company enter into the agreement, all companies using MCE become parties to the DPA and the Standard Contractual Clauses (SCC) as controllers of personal data.

※Please note that, with respect to GDPR compliance, you should ultimately seek confirmation from your Legal Department or external counsel, and should not rely solely on this document. The copyrights to this document belong to our company. Please refrain from reproducing, reprinting, or disclosing this document to any third party without our prior permission.