



General Terms and Conditions

1. These general terms and conditions apply to all assignments provided to Gewoon Pleun.
2. Assignments are entered into in writing. In the event that an assignment to Gewoon Pleun is not entered into writing, it shall be deemed to have been given if the Client has not disputed the assignment in writing within 14 days after receiving a confirmation of the assignment from Gewoon Pleun.
3. Gewoon Pleun carries out the assignments to the best of its ability and will make every effort in that regard.
4. Gewoon Pleun and its employees will observe strict confidentiality in the execution of assignments and will not disclose any information of the Client to third parties, unless expressly authorized by the Client or as required for the normal execution of the assignment.
5. The prices mentioned in the quotation or offer are exclusive of VAT and other levies, including any costs to be incurred in the context of the agreement, including travel and accommodation expenses, shipping and administration costs, unless otherwise indicated.

Individual assignments

6. Gewoon Pleun performs individual assignments for the Client, which will be further described by the parties.

Secondment

7. At the request of the Client, Gewoon Pleun makes one or more contacts from its own network available to the Client for a duration and price per day or part of a day to be agreed upon by Gewoon Pleun and the Client.
8. Extensions of ongoing assignments mentioned in paragraph 6 are possible for a period determined by Gewoon Pleun.
9. If the Client wishes to employ a contact of Gewoon Pleun as its own employee, the Client shall owe Gewoon Pleun a minimum amount of EUR 1500.00.
10. The Client shall be liable for all damages suffered by the provided employee in the normal performance of his or her work for the Client when the Client is also legally liable for such damages.



Suspension, Termination, and Interim Termination of the Agreement

11. Gewoon Pleun is authorized to suspend the performance of obligations or terminate the agreement if the Client fails, in whole or in part, to fulfill its obligations under the agreement after the conclusion of the agreement. Gewoon Pleun may also suspend performance or terminate the agreement if circumstances have come to its attention that give good reason to fear that the Client will not fulfill its obligations, if the Client has been requested to provide security for the fulfillment of its obligations under the agreement and such security is not provided or is insufficient, or if the delay on the part of the Client makes it no longer reasonable to expect Gewoon Pleun to fulfill the agreement under the originally agreed conditions.

Furthermore, Gewoon Pleun is authorized to terminate the agreement if circumstances arise that render the performance of the agreement impossible or if other circumstances arise that are of such a nature that the unchanged continuation of the agreement cannot reasonably be demanded of the Client.

In the event of termination of the agreement, Gewoon Pleun's claims against the Client become immediately due and payable. If Gewoon Pleun suspends the performance of obligations, it retains its rights under the law and the agreement.

If the Client proceeds with suspension or termination, it shall not be obliged to compensate for any damages or costs incurred thereby in any way.

If the termination is attributable to the Client, Gewoon Pleun is entitled to compensation for the direct and indirect damages, including costs, incurred as a result.

If the Client fails to fulfill its obligations arising from the agreement and such non-performance justifies termination, Gewoon Pleun is entitled to immediately and directly terminate the agreement without any obligation to pay any damages or compensation, whereas the Client is obliged to pay damages or compensation due to default.

If the agreement is terminated prematurely by the Client, the Client shall, in consultation with Gewoon Pleun, ensure the transfer of any work yet to be performed to third parties, unless the termination is attributable to the Client.

If the transfer of the work entails additional costs for Gewoon Pleun, these costs will be charged to the Client. The Client is required to settle these costs within the specified period, unless otherwise indicated by Gewoon Pleun.

In the event of liquidation, (application for) suspension of payment or bankruptcy, attachment - insofar as the attachment is not lifted within three months - of the Client's assets, debt rescheduling,



or any other circumstance that prevents the Client from freely disposing of its assets, Gewoon Pleun is free to immediately terminate the agreement or cancel the order or agreement, without any obligation to pay any damages or compensation. In such case, Gewoon Pleun's claims against the Client become immediately due and payable.

If the Client cancels a placed order in whole or in part, the work performed, as well as the ordered or prepared goods for that purpose, together with any associated transport and delivery costs and the labor time reserved for the execution of the agreement, will be charged in full to the Client.

Orders canceled within one week prior to commencement will be charged at 100%.

Liability

12. Gewoon Pleun is insured for damages caused to the Client by its employees in the normal performance of the assigned tasks. Gewoon Pleun is not liable for damages exceeding the insured amount.

Payment Terms

13. Gewoon Pleun invoices the Client monthly or upon completion of the assignment. Gewoon Pleun invoices the Client for all costs and advances it has had to pay for the execution of individual assignments. The payment term for all invoices is 14 days.

14. In the event of late payment of the invoice or charged costs and advances, the Client shall be liable for interest of 1% per month (or part thereof). In addition, the Client shall be liable for extrajudicial costs amounting to 15% of the principal sum plus the agreed interest, with a minimum amount of EUR 750.00 exclusive of VAT.

Indemnification

15. The Client shall indemnify Gewoon Pleun against any claims from third parties who suffer damage in connection with the performance of the agreement, where the cause of such damage is attributable to factors other than Gewoon Pleun. If Gewoon Pleun is held liable by third parties in this regard, the Client is obligated to assist Gewoon Pleun, both out of court and in court, and to promptly take any action expected of them in such a case. If the Client fails to take adequate measures, Gewoon Pleun is entitled to act without prior notice or demand.

All costs and damages incurred by Gewoon Pleun and third parties as a result thereof shall be fully borne by the Client.



16. Gewoon Pleun shall not be required to sign any non-competition agreement for any assignment.

Applicable Law and Disputes

17. Dutch law shall exclusively apply to all legal relationships in which Gewoon Pleun is a party, even if the performance of an obligation takes place in whole or in part abroad or if the other party involved in the legal relationship has their residence there.

18. The court of Haarlem shall have exclusive jurisdiction to hear disputes between the parties.

Location and Amendment of Conditions

19. These conditions have been filed with the Chamber of Commerce in Amsterdam. The latest deposited version shall always be applicable, or the version in force at the time of the establishment of the legal relationship with Gewoon Pleun.

20. The Dutch text of the general terms and conditions shall prevail in their interpretation.