

General terms and conditions of Steward Redqueen B.V.

1. Steward Redqueen B.V. ("Steward Redqueen") is a private limited company whose objective is to advise companies and other organisations in the broadest sense of the word.

2. An agreement between Steward Redqueen and its customers is documented in writing and includes a description of the work to be performed, the plan of action, the project team, the agreed rates and a cost estimate.

Steward Redqueen acts as exclusive contractor vis-à-vis the principal even if there is an explicit or implicit intention to have an assignment carried out by a certain person. Articles 7:404 and 7:407 (2) of the Netherlands Civil Code are excluded. The person who is a direct or indirect shareholder of Steward Redqueen and who performs professional services on behalf of Steward Redqueen may be referred to as "partner". The person referred to as such acts exclusively at the expense and risk of Steward Redqueen.

3. An agreement with Steward Redqueen is validly signed and returned by a customer in confirmation of the latter's agreement with the objective of the assignment and the plan of action. A proposal is valid for a maximum period of one calendar month. There is no question of an agreement with Steward Redqueen if the proposal is not validly signed and returned by the customer within this period.

4. Steward Redqueen stands for the integrity of its actions, works with expertise and professionalism, and is independent. The principal verifies this before the start of the assignment. The principal acts as a good and reliable partner by meeting all commitments on time and in full and providing all information, either on request or of its own accord, that is required in order to carry out the assignment in a good and effective manner. If a principal fails to meet the obligations arising from the agreement, or fails to do so in time, Steward Redqueen will charge any resulting additional costs, including opportunity costs of the team. If the principal is unable to meet the obligations arising from the agreement, Steward Redqueen is entitled to terminate the assignment prior to completion and the customer will refund the expenses incurred by Steward Redqueen.

5. Steward Redqueen shall observe confidentiality and is bound to secrecy in respect of non-public information. If desired, Steward Redqueen is prepared to sign a confidentiality undertaking as drawn up by the customer. The customer shall not proceed to publish any findings of the assignment without permission from Steward Redqueen. If the customer decides to publish, Steward Redqueen can require the inclusion of an acknowledgement of the source.

6. Steward Redqueen provides advice, but the customer chooses whether to follow the advice. Steward Redqueen therefore takes no responsibility for the implementation of advice unless this is explicitly agreed. Steward Redqueen is only liable for any damage if this results from the failure to act with due care and expertise insofar as this can be reasonably expected in the framework of the assignment. The liability for damage caused by such shortcomings is limited to the amount that Steward Redqueen has received in

connection with the assignment. In the case of assignments lasting longer than six months, said liability will be restricted further to the amount invoiced for the last six months. Any claims from the principal in the meaning intended here must be reported in writing within one month after the completion of the assignment.

7. Models, technologies, methods, including software and other intellectual products, which are used to carry out the assignment or are included in the advice are and remain the property of Steward Redqueen. Publication and further dissemination can only take place after written permission from Steward Redqueen.

8. In addition to Steward Redqueen, these general terms and conditions can also be invoked by all other persons whom it has engaged for the performance of an assignment.

9. Steward Redqueen will exercise all due care in engaging third parties who do not belong to its organisation and will select these third parties insofar as possible in prior consultation with the principal. All liability of Steward Redqueen for any shortcomings of these third parties is excluded. Steward Redqueen is permitted to change the composition of the project team during the performance of the assignment.

10. Unless agreed otherwise the customer of Steward Redqueen shall pay a fee that is calculated on the basis of the number of hours or days worked multiplied by the hourly or daily rates stated in advance. In the letter of engagement Steward Redqueen shall provide an itemised estimate of the expected number of hours or days. If it is found during the performance of the assignment that more time is necessary, the customer will be immediately informed and consultation will take place about the required additional budget.

In addition to this fee, Steward Redqueen will make a charge for office and transport expenses (in the Netherlands). This will be stated as such in the letter of engagement. Travel and accommodation expenses for assignments outside the Netherlands will be agreed separately.

All payable amounts are multiplied by the payable VAT at the applicable rate.

11. Invoices sent by Steward Redqueen must be paid within 14 days, failing which the principal shall be in default. After this period has lapsed, the principal can be charged compensation of 1% per month. Advance payment can be requested at all times for work performed or to be performed. Work can be suspended if no advance payment is provided to cover said work.

12. The legal relationship between the principal and Steward Redqueen is subject to Dutch law. Disputes shall be exclusively resolved by the competent court in Haarlem. If Steward Redqueen is the plaintiff, it has the option to submit the dispute to a competent court that does not meet this provision.

13. The Dutch-language version of these general terms and conditions prevails over the terms and conditions in English or any other language. Steward Redqueen is entitled to amend these general terms and conditions at all times.

Steward Redqueen N.V. is established at Haarlem and is registered in the Trade Register under no. 27170153.