

Immersive Labs Master Services Agreement

Version 06.22

This Agreement applies to your access, use, participation in or viewing of the Platform, Software, Services and Support Services that Supplier and the Immersive Labs Group provide to “you”, the “Customer”, whether pursuant to an Order Form or an agreement between you and one of our Resellers, proof of concept, proof of value, trial, demo or other pilot, or otherwise.

If the Supplier and the Customer have both signed a separate written agreement covering the subject matter of this Agreement, the provisions of that agreement shall prevail.

This Agreement forms a legally binding contract between you and the Supplier. With the exception of a written agreement signed by the Supplier and the Customer, this Agreement applies to the exclusion of any terms you seek, or have sought to impose or incorporate, or which are implied by trade, custom, practice or course of dealing. By signing an Order Form, accessing, using, participating in or viewing the Platform or Services, or clicking-through acceptance on the Platform, you agree to the terms and conditions contained in this Agreement.

If you do not agree with any provision of this Agreement, then you are expressly prohibited from accessing or using the Platform, Software, Services and Support Services and you must not, or must discontinue, use or access immediately.

1. DEFINITIONS AND INTERPRETATION

1.1 In this Agreement:

- 1.1.1 **Account** means an account created for the Customer on the Platform.
- 1.1.2 **Agreement** means these terms and conditions, any terms and conditions incorporated by reference, the Schedules and any Order Forms.
- 1.1.3 **Anti-Bribery Laws** means applicable laws that prohibit corruption or the bribery of, or the providing of unlawful gratuities, facilitation payments, or other benefits to, any government official or any other person, including but not limited to: (a) the United States Foreign Corrupt Practices Act of 1977; and (b) the United Kingdom Bribery Act 2010.
- 1.1.4 **Authorised Users** means the Customer’s employees, agents, representatives and/or independent contractors that the Customer authorises to use the Services and access the Platform from time to time in accordance with clause 2.2.
- 1.1.5 **Business Days** means any day other than a weekend or public holiday in the UK.
- 1.1.6 **Content Builder** means the Cyber Crisis Simulator content builder.
- 1.1.7 **Customer Data** means the electronic data or information (including any Personal Data) relating to the Customer submitted, uploaded, imported, transferred, stored, shared or hosted on or through the Platform and Services, or otherwise made available by the Customer through the Services.
- 1.1.8 **Cyber Crisis Simulator** means the real-time interactive simulators of targeted cyberattacks and incidents, being a Licence Type.

- 1.1.9 **Data Protection Legislation** means national, federal, state, provincial, and local laws and regulations governing the use and disclosure of personal information, including the General Data Protection Regulation (EU) 2016/679 (GDPR) and the Data Protection Act 2018.
- 1.1.10 **Documentation** means the Product and Services Guide made available to the Customer by the Supplier from time to time.
- 1.1.11 **End Date** means the end date stated in the Order Form or, where relevant, the last day of a Renewal Term.
- 1.1.12 **Fees** means the total fees specified in the applicable Order Form or otherwise chargeable by Supplier pursuant to this Agreement.
- 1.1.13 **Group** means, as to a party to this Agreement, that party together with its holding company or any subsidiary either the party or its holding company or any other company under common control with it from time to time (but only for so long as that control exists).
- 1.1.14 **Immersive Labs Group** means Supplier and all other subsidiaries (whether direct or indirect) of Immersive Labs Holdings Limited (a company incorporated and registered in England and Wales with company number 11439032, whose registered office is at The Programme, All Saints’ St, Bristol, United Kingdom, BS1 2LZ) as at the date of this Agreement and from time to time.
- 1.1.15 **Initial Term** means the initial term specified in the applicable Order Form.
- 1.1.16 **Intellectual Property Rights** means patents, utility models, rights to inventions, copyright and neighbouring and related rights, moral rights, trade marks and service marks, business names and domain names, rights in get-up and trade dress, goodwill and the right to sue for passing off or unfair competition, rights in designs, rights in computer software, database rights, rights to use, and protect the confidentiality of, confidential information (including know-how and trade secrets) and all other intellectual property rights, in each case whether registered or unregistered and including all applications and rights to apply for and be granted, renewals or extensions of, and rights to claim priority from, such rights and all similar or equivalent rights or forms of protection which subsist or will subsist now or in the future in any part of the world.
- 1.1.17 **Licence Type** means the relevant product(s) or services supplied by Supplier granting access to different areas of the Platform and ancillary services as further described in the Product and Services Guide.
- 1.1.18 **Notice Period** means 30 Business Days.
- 1.1.19 **Normal Business Hours** means 09:00 to 17:00 (UK time) on Business Days.
- 1.1.20 **Order Form** means the initial order form or quote referencing this Agreement executed by the Customer (or, to the extent applicable and in the alternative, the Reseller) and the Supplier, and any additional order form or quote signed by both parties that references this Agreement.
- 1.1.21 **Personal Data** has the meaning given to it in the Data Protection Legislation.
- 1.1.22 **Personal Data Breach** means a breach of security of the Platform leading to the accidental or unlawful loss, destruction, alteration, unauthorised disclosure, or access to Personal Data processed by the Platform.

- 1.1.23 **Platform** means the cyber security skills platforms known as “Immersive Labs” and any content made available or displayed on them including but not limited to the immersivelabs.online domains, all related domains and subdomains, the Digital Cyber Academy, the Cyber Crisis Simulator App and Content Builder or, solely in connection with the Team Sim Platform, the Team Sim Platform (as defined in this Agreement).
- 1.1.24 **PO** has the meaning given to it in Clause 6.3.
- 1.1.25 **Ranges** has the meaning given to it in the Product and Services Guide.
- 1.1.26 **Renewal Date** means the day immediately after the End Date.
- 1.1.27 **Renewal Term** means 12 months following expiry of the Initial Term or Term unless a different renewal term is specified in the applicable Order Form.
- 1.1.28 **Reseller** means one of our third-party resellers, distributors or managed service providers.
- 1.1.29 **SCCs** means the most recent standard contractual clauses published by the European Commission.
- 1.1.30 **Services** means the products and services specified in the Product and Services Guide as set out in an Order Form.
- 1.1.31 **Product and Services Guide** means the product and services guide available at www.Immersivelabs.com/legal as updated from time to time.
- 1.1.32 **Software** means the online software applications provided by Supplier as part of the Platform.
- 1.1.33 **Supplier** means the company described in clause 16.16 (*Contracting Entity, Notices, Governing Law, and Venue*).
- 1.1.34 **Support Services** means the Supplier’s standard customer support services provided during Normal Business Hours in accordance with the Supplier’s standard service level agreement (SLA) as set out in the Product and Services Guide as updated from time to time.
- 1.1.35 **Start Date** means the start date stated in the Order Form or the date the Customer accesses the Services, whichever is earlier.
- 1.1.36 **Team Sim** has the meaning given to it in the Product and Services Guide.
- 1.1.37 **Term** means the Initial Term and any Renewal Terms.

2. SERVICES

- 2.1 Subject to clause 2.2 and Customer’s compliance with this Agreement, Supplier grants to the Customer a non- exclusive, non-transferable, non-sublicensable, limited and revocable right for the Authorised Users to access the Platform during the Term solely for the Customer’s internal business operations to improve cyber skills. Customer agrees that the Platform is made available under a licence and is not sold to Customer.
- 2.2 The license granted by the Supplier to the Customer in clause 2.1 shall be limited to those License Type(s) purchased by the Customer as set out in the relevant Order Form.
- 2.3 If the Customer purchases the Cyber Crisis Simulator, the terms applicable to Cyber Crisis Simulator and made available from time to time at www.immersivelabs.com/legal shall also apply (**CCS Terms**). Solely in connection with the access or use of Cyber Crisis Simulator, in the event of any conflict between the terms of this Agreement and the CCS Terms, the CCS Terms shall prevail.
- 2.4 If the Customer purchases Team Sim or Ranges, the terms applicable to Team Sim and Ranges and made available from

- time to time at www.immersivelabs.com/legal shall also apply (**Team Sim and Ranges Terms**). In connection with the access or use of Team Sim or Ranges only, in the event of any conflict between the terms of this Agreement and the Team Sim and Ranges Terms, the Team Sim and Ranges Terms shall prevail.
- 2.5 The Supplier shall create an Account which will allow automatic provisioning of the Authorised Users who register using email addresses from domains contained within the Customer’s whitelisted domain or using a one-time passcode (supplied by the Supplier to the Customer), subject to the quantity of Authorised Users being less than or equal to the Authorised Users purchased under an Order Form.
- 2.6 The Customer may purchase additional Authorised Users and Licence Types by entering into a new Order Form which will be provided on request. The number of Authorised Users may not be reduced during the Initial Term or any Renewal Term, but you can notify us of your desire to reduce the number of Authorised Users at least 60 days prior to the first day of the next Renewal Term. We reserve the right to change, modify, or remove the contents of the Platform at any time or for any reason at our sole discretion without notice. There may be information on the Platform that contains typographical errors, inaccuracies, or omissions, including descriptions, pricing, availability, and various other information. We reserve the right to correct any errors, inaccuracies, or omissions and to change or update the information on the Platform at any time, without prior notice.

3. TERM AND TERMINATION

- 3.1 This Agreement shall start on the Start Date and continue for the Initial Term when it shall automatically renew on the Renewal Date for successive Renewal Terms unless terminated in accordance with clause 3.2.
- 3.2 This Agreement may be terminated:
 - 3.2.1 by either party by giving notice in writing (of no less than the Notice Period) before the end of the Initial Term or any successive Renewal Term;
 - 3.2.2 by either party if the other party:
 - 3.2.2.1 commits a material breach of this Agreement; and/ or
 - 3.2.2.2 becomes insolvent, ceases trading, enters into liquidation or general becomes unable to pay its debts within the meaning of s123 of the Insolvency Act or any analogous event in any relevant jurisdiction; and/or
 - 3.2.2.3 repeatedly breaches any of the terms of this Agreement in such a manner as to reasonably justify the opinion that its conduct is inconsistent with it having the intention or ability to give effect to the terms of this Agreement; and/or
 - 3.2.2.4 in the circumstances described in clause 11.3; and/or
 - 3.2.2.5 by the Supplier if the Customer fails to pay any amount due under this Agreement on the due date and remains in default for not less than 10 days after being notified in writing to make payment.
- 3.3 Upon termination of this Agreement for any reason:
 - 3.3.1 the accrued rights of the parties as at the termination or the continuation after termination of any provision expressly stated to survive or implicitly surviving termination shall not be affected or prejudiced;

- 3.3.2 all licences and rights granted under this Agreement shall immediately terminate and the Customer shall cease to have any right to access or use the Platform and Services; and
- 3.3.3 each party shall return and make no further use of any equipment, property, Documentation or other items belonging to the other party.

4. CUSTOMER RESPONSIBILITIES

- 4.1 The Customer undertakes at all times to ensure that:
 - 4.1.1 the maximum quantity of Authorised Users shall not exceed the quantity of Authorised Users set out in an Order Form;
 - 4.1.2 Authorised Users shall not access or attempt to access other areas of the Platform outside that Licence Type. Supplier shall be entitled to charge the relevant Fees for any such unauthorised access;
 - 4.1.3 an Authorised User account shall not be used by more than one individual without the prior written consent of Supplier and only if it has been reassigned in its entirety and the previous individual no longer has access to the Platform. You will not permit sharing of Authorised User accounts;
 - 4.1.4 the Authorised Users shall only use the Platform for the purpose of improving their cyber skills and not for any other purpose such as other commercial purposes, in a manner that is fraudulent, malicious or unlawful or in any manner that is inconsistent with this Agreement;
 - 4.1.5 it shall use all reasonable endeavours to prevent any unauthorised access to, or use of, the Platform including taking reasonable security measures relating to the Account;
 - 4.1.6 the Authorised Users shall comply at all times with the terms set out in this Agreement and any of the Supplier's terms and conditions shown on the Platform or at www.immersivelabs.com/legal from time to time including, but not limited to, acceptable use and website terms of use policies and agree that Supplier may suspend or terminate the Services for a breach of such terms;
 - 4.1.7 it shall obtain, provide and maintain any software or hardware that is necessary for the Customer to gain access to the Platform;
 - 4.1.8 its network and systems shall comply with the minimum system specification provided by the Supplier to the Customer from time to time, a copy of which is published at www.Immersivelabs.com/legal;
 - 4.1.9 it shall comply with all applicable laws and regulations with respect to its activities under this Agreement;
 - 4.1.10 it shall maintain all necessary licences, consents and permissions necessary for entry into and performance of obligations under this Agreement;
 - 4.1.11 it will provide all necessary co-operation, engagement and information in a timely manner to enable the Supplier to provide the Services and to the extent a delay by the Supplier is attributable in part to the Customer's default or delay in complying with its obligations under this Agreement, the Supplier shall not be liable to the Customer for any such delay or non-performance;
 - 4.1.12 Supplier has the right to access and interoperate with Customer's environment and its individual components strictly to the extent necessary to deliver any integration or any single sign on as specified in any Order Form;
 - 4.1.13 Customer is responsible for maintaining, complying with and paying any fees associated with all third-party terms, policies and licenses governing access and interoperation as specified in clause 4.1.12; and

- 4.1.14 it will carry out its responsibilities set out in this Agreement in a timely and efficient manner.
- 4.2 The Customer shall be responsible for the acts and omissions of its Authorised Users (and any unauthorised users that have gained access to the Platform resulting from its authorised users sharing their account details with them) as though they were the Customer's acts and omissions.
- 4.3 The Customer shall not and shall not permit any Authorised User or other person to:
 - 4.3.1 attempt to copy, modify, duplicate, create derivative works from, frame, mirror, republish, download, display, transmit, or distribute all or any portion of the Platform and/or software and/or Documentation (as applicable) relating to the Platform and/or Services in any form or media or by any means;
 - 4.3.2 attempt to de-compile, reverse compile, reverse engineer, disassemble or otherwise reduce to human-perceivable form all or any part of them (except to the extent permitted by applicable law incapable of exclusion, and then only after it gives the Supplier an opportunity to provide information necessary to resolve any interoperability issues);
 - 4.3.3 access all or any part of the Platform and Documentation in order to build a product or service which competes with the Platform, Services and/or the Documentation;
 - 4.3.4 use the Platform and/or Documentation for resale purposes or to provide services to third parties (whether or not for reward);
 - 4.3.5 access, store, distribute or transmit any viruses, or any material during the course of its use of the Services that is unlawful, harmful, threatening, defamatory, obscene, infringing, harassing or racially or ethnically offensive, facilitates illegal activity, depicts sexually explicit images, promotes unlawful violence, is discriminatory based on race, gender, colour, religious belief, sexual orientation, disability, or is otherwise illegal or causes damage or injury to any person or property, and the Supplier reserves the right (without liability or prejudice to its other rights) to disable the Customer's access to the Platform where there is a breach of this clause;
 - 4.3.6 republish or redistribute any content or material from the Platform or Documentation;
 - 4.3.7 make any alteration to the Platform or Documentation;
 - 4.3.8 use the Platform in any way that causes, or may cause, damage to the Platform or impairment of the availability or accessibility of the Platform; or
 - 4.3.9 use the Supplier's Group's name, trademarks, logos or mention the Supplier in any publication or press release without the Supplier's prior written consent.
- 4.4 Without prejudice to any other provisions in this agreement, in order to protect our legitimate business interests, Customer hereby agrees, for Customer and as agent for each Group Company, that Customer shall not and shall procure that no member of its Group or any personnel of Customer or its Group:
 - 4.4.1 use, access or otherwise utilise the Software, Platform or Services to:
 - 4.4.1.1 create;
 - 4.4.1.2 provide; or
 - 4.4.1.3 assist in any way the creation of, any software, platform or services which is substantially similar to the Software, Platform or Services; and
 - 4.4.2 shall otherwise:

- 4.4.2.1 carry on;
 - 4.4.2.2 be engaged, concerned or interested in; or
 - 4.4.2.3 assist in any way,
- any business concern which is in competition with the Supplier or any Group Company in the UK or the US or the jurisdiction in which you are domiciled.
- 4.5 You shall be bound by the covenant set out in clause 4.4 during the term of this Agreement, and for a period of 6 months after termination or expiry of this Agreement.
- 4.6 The Platform may contain links (or you may be sent links via the Platform) to other websites (**Third-Party Websites**) as well as articles, photographs, text, graphics, pictures, designs, music, sound, video, information, applications, software, and other content or items belonging to or originating from third parties (**Third-Party Content**). Such Third-Party Websites and Third-Party Content are not investigated, monitored, or checked for accuracy, appropriateness, or completeness by us, and we are not responsible for any Third-Party Websites accessed through the Platform or any Third-Party Content posted on, available through, or installed from the Platform, including the content, accuracy, offensiveness, opinions, reliability, privacy practices, or other policies of or contained in the Third-Party Websites or the Third-Party Content. Inclusion of, linking to, or permitting the use or installation of any Third-Party Websites or any Third-Party Content does not imply approval or endorsement thereof by us.
- 4.7 If you decide to leave the Platform and access the Third-Party Websites or to use or install any Third-Party Content, you do so at your own risk, and you should be aware this Agreement no longer governs. You should review the applicable terms and policies, including privacy and data gathering practices, of any website to which you navigate from the Platform or relating to any applications you use or install from the Platform. Any purchases you make through Third-Party Websites will be through other websites and from other companies, and we take no responsibility whatsoever in relation to such purchases which are exclusively between you and the applicable third party. You agree and acknowledge that we do not endorse the products or services offered on Third-Party Websites and you shall hold us harmless from any harm caused by your purchase of such products or services. Additionally, you shall hold us harmless from any losses sustained by you or harm caused to you relating to or resulting in any way from any Third-Party Content or any contact with Third-Party Websites.
- 4.8 The Platform is not tailored to comply with certain industry-specific regulations including but not limited to the Health Insurance Portability and Accountability Act (HIPAA), Federal Information Security Management Act (FISMA)). You may not use the Platform in a way that would violate the Gramm-Leach-Bliley Act (GLBA).

5. SUPPLIER RESPONSIBILITIES

- 5.1 The Supplier shall perform the Services with reasonable care and skill and ensure the Support Services are provided in accordance with the SLA. A copy of the Product and Services Guide (including the SLA) may be attached to your Order Form at your request, but this will be subject to change according to the latest version on www.immersivelabs.com/legal.
- 5.2 To the extent the Services do not conform with clause 5.1, the Supplier shall use its reasonable commercial endeavours to correct any such non-conformance promptly or provide the Customer with an alternative means of accomplishing the desired performance. Such correction being the Customer's sole and exclusive remedy for breach of the undertaking in clause 5.1.
- 5.3 Notwithstanding clauses 5.1 and 5.2, the Supplier:
- 5.3.1 to the extent permitted by law, excludes all representations, warranties or other terms that may be implied by law;
 - 5.3.2 does not warrant that the Customer's use of the Services will be uninterrupted or error-free or that the Services, Documentation and/or information obtained by the Customer through the Services will meet the Customer's requirements; and
 - 5.3.3 is not responsible for any delays, delivery failures or other loss or damage resulting from the transfer of data over communications networks and facilities, including the internet.
- 5.4 The Supplier warrants that it has and will maintain all necessary licences, consents and permissions necessary for the performance of its obligations under this Agreement.
- 5.5 This Agreement shall not prevent the Supplier from entering into similar agreements with third parties, or from independently developing, using, selling or licensing documentation, products and/or services which are similar to those provided under this Agreement.
- 5.6 We may review your use of the Platform to establish names and number of Authorised Users and their access to the Platform. In the event a review reveals that your accounts are being misused (including by individuals who are not Authorised Users) then (without prejudice to any other rights we may have) we may disable such Authorised User accounts and/or block individuals. In the event our review reveals you have exceeded the number of Authorised User subscriptions purchases or that an Authorised User has breached clause 4.1.2, then (without prejudice to any other rights we may have), we may invoice you for additional fees back-dated to the relevant quarter.
- 5.7 All Services are delivered remotely unless specifically agreed in writing between Customer and Supplier.

6. FEES AND PAYMENT

- 6.1 The Customer shall pay all Fees specified in the applicable Order Form without any deduction whatsoever. Unless otherwise stated in the applicable Order Form, all Fees are quoted and payable in the currency indicated in the Order Form and are based on the Services purchased and not the Services actually used.
- 6.2 The Supplier shall be entitled to increase the Fees at the start of each Renewal Term upon notice to the Customer.
- 6.3 To the extent the Customer uses a purchase order system, the Customer shall submit a purchase order to the Supplier on or around the date on which the Order Form is signed by both parties and on or around the start of each Renewal Term. The purchase order shall reference a valid quote or, at a minimum, contain the following:
- 6.3.1 the Customer contracting entity name and address;
 - 6.3.2 the Supplier contracting entity name and address;
 - 6.3.3 the Licence Type(s) and applicable number of Authorised Users;
 - 6.3.4 the Fees (plus any applicable taxes);
 - 6.3.5 the Start Date; and
 - 6.3.6 the relevant Term, (the **PO**).
- 6.4 The Fees shall be invoiced on or around the date on which the Order Form is signed by both parties and on or around the start of

- each Renewal Term. Fees are non-cancellable and non-refundable (pro-rata or otherwise). Except as otherwise stated in an Order Form, the Customer shall pay the Fees within 30 days of the invoice date. Payment by check is not accepted by Supplier. If the Customer disputes any part of an invoice it shall (i) notify the Supplier in writing of such dispute within fourteen (14) days of the invoice date; (ii) as part of the written notice, describe the nature of the dispute; and (iii) pay all undisputed amounts when due.
- 6.5 Any payment (except payment subject to a good faith dispute) not received from the Customer by the due date may, at the Supplier's discretion, accrue late charges at the rate of 8% of the outstanding balance per month, or the maximum amount permitted by law, whichever is the lower, from the date such payment was due until the date paid.
- 6.6 If an invoice is more than thirty (30) days past due (except with respect to Fees subject to a good faith dispute), in addition to any rights or remedies the Supplier may have under this Agreement or by law, the Supplier may, without liability to the Customer, suspend the Services upon ten (10) days written notice until such amounts are paid in full.
- 6.7 All Fees are exclusive of value added tax, use tax, goods and services tax, sales tax, use tax, or any similar taxes or legally imposed fees (including but not limited to fees or other charges imposed by the Customer's bank or other third party payment providers in relation to transferring the Fees to the Supplier), duties or contributions based on such amounts payable, all of which shall be the sole responsibility of the Customer. To avoid doubt, Supplier will be responsible for taxes based on its net income.

7. CUSTOMER DATA

- 7.1 The Customer grants the Supplier and its authorised sub-processors a non-exclusive, royalty-free, fully paid up, sub- licensable, right and licence to process, store, copy, cache, access, use, transmit, display, disclose, reproduce, or modify Customer Data, insofar as reasonably necessary for the Supplier and its authorised sub-processors to provide the Services (including support and to prevent or address service or technical problems) in accordance with this Agreement. The Customer is solely responsible for (i) the accuracy, quality, integrity, legality, reliability and appropriateness of Customer Data; and (ii) providing all necessary notices and obtaining all necessary consent required for the collection, use, storage, processing and disclosure of Customer Data. The Customer acknowledges that the Supplier does not exercise any control whatsoever over the content of the Customer Data, and the Supplier will have no obligation to review Customer Data for accuracy, quality, integrity, legality, reliability, appropriateness or for any other reason.
- 7.2 In the event of any loss or damage to the Customer Data, the Customer's sole and exclusive remedy against the Supplier shall be for the Supplier to use reasonable commercial endeavours to restore the lost or damaged Customer Data from the latest back-up.
- 7.3 Upon expiry or termination of this Agreement, you will have 30 days in which to request a copy of usage statistics, Authorised User records, performance data and metrics. After this period we may securely destroy such data and will have no obligation to store it. You may request that we continue to store such data and we may continue to do so upon agreeing appropriate terms.
- 8.2 The parties acknowledge that if the Supplier processes any Personal Data on the Customer's behalf when performing its obligations under this Agreement, the Customer is the data controller and the Supplier is the data processor for the purposes of the Data Protection Legislation. In which event, where Supplier processes Personal Data on behalf of Customer, the Supplier shall:
- 8.2.1 act only on written instructions and directions from Customer, including those contained in the Agreement, comply with all such instructions and directions received from Customer from time to time, and not process Personal Data for any purpose other than as set out in Schedule 1 to this Agreement or to the extent reasonably necessary for the performance of the Agreement;
- 8.2.2 ensure that any Supplier personnel with access to Personal Data are bound by confidentiality obligations, no less restrictive than those stated herein, in respect of access, use or processing of such Personal Data;
- 8.2.3 implement and maintain appropriate technical and organisational measures to protect Personal Data processed in connection with this Agreement from accidental or unlawful destruction, loss, alteration, unauthorized disclosure or access, as required under the Data Protection Legislation;
- 8.2.4 provide reasonable assistance to Customer at the Customer's cost, if requested, to assist with the Customer's compliance with its obligations under Articles 32 to 36 of the GDPR (if applicable), taking into account the nature of processing by, and information available to, Supplier;
- 8.2.5 on termination or expiry of this Agreement, at Customer's request, delete or return to the Customer all Personal Data processed on Customer's behalf, and delete copies of such Personal Data except where necessary to retain copies of the Personal Data for the purposes of compliance with Data Protection Legislation or any other applicable laws;
- 8.2.6 promptly assist the Customer (at the Customer's cost) in responding to any request from a data subject;
- 8.2.7 promptly notify the Customer on becoming aware of a Personal Data Breach;
- 8.2.8 notify the Customer if, in the Supplier's opinion, any instruction or direction from Customer infringes Data Protection Legislation; and
- 8.2.9 maintain a record of its processing activities and provide cooperation and information to Customer as is necessary for Customer to demonstrate compliance with its obligations pursuant to Data Protection Legislation, including, provided the scope, nature, timing and duration is agreed in writing between the parties beforehand, permitting audits conducted by Customer or a supervisory authority no more than once in any 12 month period.
- 8.3 You agree that we may engage those sub- processors listed at www.immersivelabs.com/legal, in the provision of the Platform and associated support. We remain fully responsible for their acts, omissions and defaults as if they were our own. Where we use a sub-processor, we ensure that their access to Personal Data will be limited to necessary to perform their role and we will ensure we have a written agreement in place with them relating to access to and use of Personal Data.
- 8.4 For transfers of Personal Data outside the EEA, the Supplier shall employ any of the following legally valid data transfer mechanism(s) to govern the transfer: (i) any relevant adequacy decision as described in Article 45 of the GDPR; (ii) the SCCs; or (iii) any alternative agreement/legally valid data transfer mechanism

8. DATA PROTECTION

- 8.1 Both parties will comply will the Data Protection Legislation.

consented to by the parties in writing (the consent of either party not to be unreasonably withheld or delayed).

- 8.5 You can execute the SCCs with us as data exporter here: [Link](#). Upon execution by the Customer, the SCCs are hereby incorporated by reference into the terms of this Agreement.
- 8.6 You agree that where there is an attempt to gain access to your Customer Data or the infrastructure and networks that provide the Platform (including pings, denial of service attacks, attacks on firewalls or edge servers, port scans, unsuccessful log-on attempts, packet sniffing or other unauthorised access to traffic data) that doesn't result in a Personal Data Breach we have no obligation to notify you under clause 8.2.7 or otherwise under this Agreement.
- 8.7 The Customer shall:
- 8.7.1 ensure that its instructions always comply with all applicable laws;
- 8.7.2 (and hereby does) warrant and represent that it has a lawful basis for sending, storing and receiving the Customer Data and that Customer is entitled to transfer the Customer Data to Supplier and its Group so that Customer, its Group, and authorised sub-processors may process them in accordance with this Agreement; and
- 8.7.3 (and hereby does) acknowledge the Supplier's reliance on this clause.
- 8.7.4 The Customer Data may be shared between your Authorised Users for the purposes of leader-boards and team games or otherwise as directed by you.
- 8.7.5 These terms should be read in conjunction with our Acceptable Use Policy (which apply to all guest and registered users of our Platforms) and our Privacy Notice and Cookie Notice available at www.immersivelabs.com/legal which explain what personal data we collect about you, what we use it for and who we share it with, as well as explaining your rights and what to do if you have concerns.

9. INTELLECTUAL PROPERTY RIGHTS

- 9.1 All Intellectual Property Rights in and to the Services, Platform, Software and Documentation (**Supplier IPR**) belong to, and shall continue to belong, to the Supplier.
- 9.2 The Supplier makes no representation or warranty as to the validity or enforceability of the Supplier IPR nor as to whether the same infringe, misappropriate, or otherwise violate any proprietary (including intellectual property) rights of third parties.
- 9.3 The Customer has no right to access the software code (including object code, intermediate code and source code) of the Platform, or to grant sublicenses.
- 9.4 Except as expressly stated in this Agreement, the Customer does not have any rights to any patents, copyright, database right, trade secret, trade marks, or any other rights or licences in respect of the Services, Platform, Documentation or Software.
- 9.5 The Customer retains sole ownership of, and title to, the Customer Data, and any Intellectual Property Rights related to the Customer Data. The Supplier does not acquire any license or other rights, directly or indirectly, by implication, estoppel or otherwise, other than those expressly specified in this Agreement. Customer provides Customer Data to the Supplier only to allow the Supplier to provide the Services and any ancillary or necessary services to Customer.
- 9.6 The Customer grants the Supplier a non-exclusive, non-transferable, non-sublicensable, irrevocable and perpetual right to

compile, collect, copy, modify, publish and use anonymous data in aggregate form that is generated from, or based upon, Customer's use of the Services (**Aggregate Data**); on condition that: 1) Aggregate Data does not include Customer Confidential Information; 2) Aggregate Data does not include any information that can be used directly, or in connection with other data, to identify, contact or locate an individual; 3) Aggregate Data is combined with data from other customers and cannot be used to identify, directly or indirectly, Customer; and 4) the Supplier uses Aggregate Data solely for data analytics, statistical reporting, or other lawful business purposes.

10. CONFIDENTIALITY

- 10.1 Each party shall take all reasonable steps to ensure that the other party's Confidential Information (as defined below) to which it has access is held in confidence and shall not make it available to any third party or use it for any purpose other than the implementation of this Agreement.
- 10.2 Confidential Information means (a) the fact that the parties are considering entering into the business, or that discussions are taking (or have taken) place concerning the business and the status of those negotiations; (b) the existence and contents of this agreement; (c) any information that would be regarded as confidential by a reasonable business person relating to: (i) the business, affairs, customers, clients, suppliers, plans, intentions, or market opportunities; and (ii) the operations, processes, product information, know-how, designs, trade secrets, technical information or software; (d) any information related to the Services, Platform, Software and Documentation; (e) any other information that is identified as being of a confidential or proprietary nature; and (f) any information or analysis derived from (a)-(e) above.
- 10.3 A party's Confidential Information does not include information that:
- 10.3.1 is or becomes publicly known other than through any act or omission of the receiving party;
- 10.3.2 was in the other party's lawful possession before the disclosure;
- 10.3.3 is lawfully disclosed to the receiving party by a third party without restriction on disclosure;
- 10.3.4 is independently developed by the receiving party, which can be demonstrated by written evidence; or
- 10.3.5 is trivial, obvious or useless including but not limited to Customer's or Authorised User's interactions with the Platform, lab completions and clicks within the platform.
- 10.3.6 A party may disclose Confidential Information to the extent that the disclosure is required by law, any governmental or regulatory authority or by a court or other authority of competent jurisdiction, provided that (to the extent it is permitted to do so) it gives as much notice as possible to the disclosing party, and to the extent that the disclosure is to its professional advisors.

11. INDEMNITY

- 11.1 The Customer shall defend, indemnify and hold harmless the Supplier against claims, actions, proceedings, losses, damages, expenses and costs (including without limitation court costs and legal fees) arising out of or in connection with (i) the Customer's and Authorised User's use of the Services, Platform, Software and/or Documentation; (ii) the Customer Data; and (iii) the Customer's use or breach of any third party licence provided that:
- 11.1.1 the Customer is given prompt notice of any such claim;

- 11.1.2 the Supplier provides reasonable co-operation to the Customer in the defence and settlement of such claim, at the Customer's expense; and
- 11.1.3 the Customer is given sole authority to defend or settle the claim, provided that under no circumstances may any settlement admit fault on the part of Supplier or require Supplier to pay money without Supplier's prior written consent in each instance.
- 11.2 the Supplier shall defend the Customer, its officers, directors and employees against any claim that the Services or Documentation infringes any US or UK patent as of the Start Date or any copyright or US or UK registered trade mark and shall indemnify the Customer for any amounts awarded against the Customer in judgment or settlement of such claims, provided that:
 - 11.2.1 the Supplier is given prompt notice of any such claim;
 - 11.2.2 the Customer provides reasonable co-operation to the Supplier in the defence and settlement of such claim, at the Supplier's expense;
 - 11.2.3 the Customer does not make any admission or attempt to settle the matter; and
 - 11.2.4 the Supplier is given sole authority to defend or settle the claim.
- 11.3 In the defence or settlement of any claim, the Supplier may procure the right for the Customer to continue using the Services, replace or modify the Services so that they become non-infringing or, if such remedies are not reasonably available, terminate this Agreement on 2 Business Days' notice to the Customer without any additional liability or obligation to pay liquidated damages or other additional costs to the Customer.
- 11.4 In no event shall the Supplier, its employees, agents and sub-contractors be liable to the Customer to the extent that the alleged infringement is based on:
 - 11.4.1 a modification of the Services or Documentation by anyone other than the Supplier; or
 - 11.4.2 the Customer's use of the Services or Documentation in a manner contrary to the instructions given to the Customer by the Supplier; or
 - 11.4.3 the Customer's use of the Services or Documentation after notice of the alleged or actual infringement from the Supplier or any appropriate authority.
- 11.5 The foregoing states the Customer's sole and exclusive rights and remedies, and the Supplier's (including the Supplier's employees', agents' and sub-contractors') entire obligations and liability, for infringement of any patent, copyright, trade mark, database right or right of confidentiality.

12. LIMITATION OF LIABILITY

- 12.1 The following provisions set out the entire financial liability of the Supplier (including any liability for the acts or omissions of its employees, agents and sub-contractors) to the Customer in respect of:
 - 12.1.1 any breach of this Agreement howsoever arising; and
 - 12.1.2 any representation, misrepresentation (whether innocent or negligent) statement or tortious act of omission (including without limitation negligence) arising under or in connection with this Agreement.
- 12.2 EXCEPT AS SET FORTH IN THIS AGREEMENT AND TO THE MAXIMUM EXTENT PERMITTED BY LAW, THE SUPPLIER DOES NOT MAKE ANY, AND EXPRESSLY DISCLAIMS ALL OTHER, WARRANTIES, CONDITIONS AND REPRESENTATIONS,

- WHETHER ORAL OR WRITTEN, EXPRESS OR IMPLIED, OR ARISING BY USAGE OF TRADE OR COURSE OF DEALING, INCLUDING WITHOUT LIMITATION, THE WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, NON-INFRINGEMENT, OR MEETING THE CUSTOMER'S REQUIREMENTS.
- 12.3 Nothing in this Agreement excludes the Supplier's liability:
 - 12.3.1 for death or personal injury, to the extent caused by the Supplier's negligence; or
 - 12.3.2 for fraud or fraudulent misrepresentation.
- 12.4 OTHER THAN IN RELATION TO ANY LIABILITY UNDER CLAUSE 12.3 AND SUBJECT TO CLAUSE 12.5, NEITHER PARTY SHALL IN ANY CIRCUMSTANCES BE LIABLE WHETHER IN TORT (INCLUDING FOR NEGLIGENCE OR BREACH OF STATUTORY DUTY HOWSOEVER ARISING), CONTRACT, MISREPRESENTATION (WHETHER INNOCENT OR NEGLIGENT) OR OTHERWISE FOR:
 - 12.4.1 LOSS OF PROFITS;
 - 12.4.2 LOSS OF BUSINESS OR OPPORTUNITY;
 - 12.4.3 DEPLETION OF GOODWILL OR SIMILAR LOSSES;
 - 12.4.4 LOSS OF ANTICIPATED SAVINGS;
 - 12.4.5 LOSS OF GOODS;
 - 12.4.6 LOSS OF USE;
 - 12.4.7 LOSS OR CORRUPTION OF DATA OR INFORMATION;
 - 12.4.8 BUSINESS INTERRUPTION; OR
 - 12.4.9 ANY SPECIAL, INDIRECT, INCIDENTAL, CONSEQUENTIAL OR PURE ECONOMIC LOSS, COSTS, DAMAGES, CHARGES OR EXPENSES, REGARDLESS OF WHETHER THE DAMAGES, CHARGES, EXPENSES OR OTHER LOSSES AT CLAUSES 12.4.1 TO 12.4.9 ARE FORESEEABLE OR IF SUPPLIER HAS BEEN ADVISED OF THE POSSIBILITY OF THE SAME.
- 12.5 OTHER THAN IN RELATION TO ANY LIABILITY UNDER CLAUSE 12.3, AND TO THE MAXIMUM EXTENT PERMITTED BY LAW, THE TOTAL AGGREGATE LIABILITY OF EITHER PARTY IN CONTRACT, TORT (INCLUDING WITHOUT LIMITATION NEGLIGENCE OR BREACH OF STATUTORY DUTY HOWSOEVER ARISING) MISREPRESENTATION (WHETHER INNOCENT OR NEGLIGENT), RESTITUTION, INDEMNIFICATION OR OTHERWISE, ARISING IN CONNECTION WITH THE PERFORMANCE (OR NON-PERFORMANCE) OF THIS AGREEMENT AND THE SERVICES PROVIDED SHALL IN ALL CIRCUMSTANCES BE LIMITED TO 110% OF THE FEES ACTUALLY PAID BY THE CUSTOMER UNDER THE APPLICABLE ORDER FORM IN THE TWELVE MONTHS PRECEDING THE DATE ON WHICH THE CLAIM AROSE.
- 12.6 THE SUPPLIER SHALL NOT BE LIABLE FOR ANY LOSSES THAT ARISE IN CONNECTION WITH CUSTOMER'S BREACH OF SECTION 4 (CUSTOMER RESPONSIBILITIES) OF THIS AGREEMENT.
- 12.7 Each provision of this agreement providing for limitations of liabilities, exclusion of damages is to allocate risk between the parties reflected in the Fees offered and is an essential element of the bargain between the parties. Each of these limitations and exclusions are independent and severable from each other. The remaining limitations and exclusions of this clause 12 will apply notwithstanding the failure of any provision or part-provision.

13. ANTI-BRIBERY AND CORRUPTION

- 13.1 The Customer represents and warrants that, in connection with this Agreement and related matters:
 - 13.1.1 it is knowledgeable about Anti-Bribery Laws and will comply with those laws;
 - 13.1.2 it has not made, offered, authorised, or accepted, and will not make, offer, authorise, or accept, any payment, gift, promise, or other advantage, whether directly or through any other person, to or for the use or benefit of any government official or any other person where that payment, gift, promise, or other advantage would: (A) comprise a facilitation payment; or (B) violate the relevant Anti-Bribery Laws.
- 13.2 The Customer shall immediately notify the Supplier if the Customer receives or becomes aware of any request from a government official or any other person that is prohibited by the preceding paragraph.
- 13.3 The Customer shall maintain adequate internal controls and procedures to ensure compliance with Anti-Bribery Laws, including the ability to demonstrate compliance through adequate and accurate recording of transactions in its books and records.
- 13.4 The Supplier shall have the right to confirm the Customer's compliance with Anti-Bribery Laws and record keeping by way of an audit. The Customer shall keep books and records available for audit during the Term and thereafter for five (5) years following termination of this Agreement.
- 13.5 The Customer shall indemnify, defend and hold harmless the Supplier for any liabilities arising out of the Customer's breach of Anti-Bribery Laws or any related undertakings under this Agreement. A breach of this clause shall constitute a material breach for the purposes of clause 3.2.2.1.

14. COMPLIANCE WITH ANTI-SLAVERY AND HUMAN TRAFFICKING LAWS

- 14.1 In performing its obligations under this Agreement, both parties shall:
 - 14.1.1 comply with all applicable anti-slavery and human trafficking laws, statutes and regulations from time to time in force including, but not limited to, the Modern Slavery Act 2015;
 - 14.1.2 include in contracts with its direct subcontractors and suppliers' provisions which are at least as onerous as those set out in this clause;
 - 14.1.3 maintain a complete set of records to trace the supply chain of all Services provided in connection with this Agreement; and
 - 14.1.4 in the event the other party is able acting reasonably to provide evidence of circumstances suggesting non-compliance with this clause, permit the other party and any third-party representatives to inspect the potentially non-compliant party's premises, records, and to meet the personnel to audit that party's compliance with its obligations under this clause.
- 14.2 The Customer represents and warrants that it not has been convicted of any offence involving slavery and human trafficking; nor has it been the subject of any investigation, inquiry or enforcement proceedings regarding any offence or alleged offence of or in connection with slavery and human trafficking.
- 14.3 The Supplier may terminate this Agreement with immediate effect by giving written notice to the Customer if the Customer commits a breach of this clause.

15. EXPORT

- 15.1 The Customer will not divert the Services, nor provide services using the Services, to prohibited locations or individuals. By entering into this Agreement, the Customer acknowledges that the Services are subject to U.S. and UK sanctions and export controls and undertakes all necessary action to prevent the Customer and its Authorised Users using the Services or from diverting the Services in a manner contrary to U.S., UK and European Union law.
- 15.2 The Customer specifically undertakes, warrants and represents that:
 - 15.2.1 it will not export, re-export, sell, supply or transfer the Supplier's products or Services to any country or person to which the United States, the UK or the European Union has embargoed or restricted the provision of items, or to nationals of those countries and locations, or to any other embargoed or restricted destination or person, including those entities that are fifty percent (50%) or more owned or controlled by embargoed or restricted persons;
 - 15.2.2 it will not send any of the Services to an individual or entity for a prohibited purpose including, without limitation, defence, nuclear, chemical, or biological weapons proliferation or development of missile technology;
 - 15.2.3 it shall be solely responsible for compliance with all import, re-import, export, re-export, sanctions, anti-boycott laws and other regulations that apply to the Customer's use of the Platform (Including the transfer and processing of Customer Data in the region in which this occurs). This may include obtaining licences or permits, payment of customs duties, clearance charges, taxes, brokers' fees and other similar amounts in connection with the import or export of Customer Data;
 - 15.2.4 it is not (and neither are any of its Group or Authorised Users) subject to sanctions or designated on any list of prohibited and restricted parties (Including those maintained by the UN, US, UK, EU, EU member states or other applicable government authorities); and
 - 15.2.5 upon learning of any matter contrary to the obligations in this clause, it will immediately notify the Supplier.
 - 15.2.6 A breach of this clause shall constitute a material breach for the purposes of clause 3.2.2.1.

16. GENERAL

- 16.1 **PUBLICITY:** The Supplier may on one or more occasions reference the Customer and use Customer's logo in advertisements, brochures, customer lists, presentations, financial reports or other marketing, promotional or related materials. In addition, upon the Customer's approval, which approval will not be unreasonably withheld, conditioned, or delayed, the Supplier may issue a press release (or similar public announcement or communication) publicising the relationship between the Supplier and the Customer created by this Agreement.
- 16.2 **ELECTRONIC COMMUNICATION:** The Supplier may e-mail you or otherwise display information relating to the Platform and Services you purchase and any updates, enhancements and modifications for example how you can get the most out of the platform, faults, incidents, new features, updates or notices of their availability, to perform our obligations under this Agreement with you and for our own legitimate interests in providing the best possible service to you. You hereby agree to the use of

electronic signatures, contracts, orders, and other records, and to electronic delivery of notices, policies, and records of transactions initiated or completed by us or via the site. To the extent permitted by law, you hereby waive any rights or requirements under any statutes, regulations, rules, ordinances, or other laws in any jurisdiction which require an original signature or delivery or retention of non-electronic records, or to payments or the granting of credits by any means other than electronic means.

16.3 **GROUP COMPANIES:** If you are an organisation with more than one company in its Group who will access the Platform, you are responsible for your Group companies and the Authorised Users of such Group companies' actions and omissions and their compliance with this Agreement. You warrant and represent that you are and will at all times be authorised to give instructions on for and on behalf of yourself and your Group companies.

16.4 **IDEAS AND SUGGESTIONS:** If you provide us with an idea or suggestion as to how we improve the Platform or Services including any ideas, know-how, submissions provided for the creation of bespoke labs, we will be entitled to use it without restriction. You hereby for and on behalf of yourself, your Group and Authorised Users irrevocably assign to the Supplier all rights, title and interest in such ideas, submissions, suggestions and know how (including any created in the future) and shall give the Supplier such assistance as necessary to confirm such rights.

16.5 **CHANGES:** The Platform is provided as a software as a service solution, we may make changes (including procedural and functionality changes) without prior notice. If these changes result in a material degradation to performance, accessibility or available functionality, you may write to the Supplier and raise a query with your account manager or by emailing support@immersivelabs.com.

16.6 **MODIFICATIONS:** we may modify this Agreement (including the Documentation) at any time by posting a revised version on our website or otherwise notifying you. All modified terms will become effective upon posting or as otherwise stated in the notice. By continuing to use the Platform after that date, you agree to be bound by the modified Agreement. It is your responsibility to check our website for modifications. The date this Agreement was last modified is stated at the end of the Agreement.

16.7 **SUB-PROCESSORS:** We will update our website www.immersivelabs.com/legal when we change existing or engage a new sub-processor in the processing of Personal Data. Customer may also be permitted to subscribe on that webpage to be notified of any intended changes to Supplier's sub-processors. If you object to such sub-processor in good faith for bona fide concerns around your compliance or data security, we'll work with you in good faith to consider how the Platform may be delivered. If we can't agree a suitable, mutually acceptable alternative within 30 days of your objection you may terminate any affected part by giving written notice. If you don't object you will be deemed to have accepted the change.

16.8 **WAIVER:** No failure or delay by a party to exercise any right or remedy provided under this Agreement or by law shall constitute a waiver of that or any other right or remedy, nor shall it prevent or restrict the further exercise of that or any other right or remedy. No single or partial exercise of such right or remedy shall prevent or restrict the further exercise of that or any other right or remedy.

16.9 **ENTIRE AGREEMENT:** This Agreement constitutes the entire agreement between the parties and supersedes and extinguishes all previous agreements, promises, assurances, warranties, representations and understandings between them, whether written or oral, relating to its subject matter. To the extent this Agreement is inconsistent with any other document, agreement, subsequent purchase order and accompanying terms and conditions, the parties agree the terms of this Agreement shall prevail and govern relating to its subject matter.

16.10 **ASSIGNMENT:** The Customer shall not, without the prior written consent of the Supplier, assign, transfer, charge, sub-contract or deal in any other manner with all or any of its rights or obligations under this Agreement. Purported assignments in violation of the preceding sentence are void. The Supplier may at any time assign, transfer, charge, sub-contract or deal in any other manner with all or any of its rights or obligations under this Agreement.

16.11 **SEVERANCE:** If any provision or part-provision of this Agreement is or becomes invalid, illegal or unenforceable, it shall be deemed deleted, but that shall not affect the validity and enforceability of the rest of this Agreement. The parties shall negotiate in good faith to agree a replacement provision that, to the greatest extent possible, reflects the intended commercial result of the original provision.

16.12 **THIRD PARTIES:** With the exception of the Immersive Labs Group, this Agreement does not confer any rights on any person or party (other than the parties to this Agreement and, where applicable, their successors and permitted assigns) pursuant to the Contracts (Rights of Third Parties) Act 1999.

16.13 **FORCE MAJEURE:** The Supplier shall have no liability to the Customer under this Agreement if it is prevented from or delayed in performing its obligations under this Agreement, or from carrying on its business, by acts, events, omissions or accidents beyond its reasonable control, including, without limitation, strikes, lock-outs or other industrial disputes (whether involving the workforce of the Supplier or any other party), failure of a utility service or transport or telecommunications network, act of God, war, riot, civil commotion, malicious damage, compliance with any law or governmental order, rule, regulation or direction, accident, breakdown of plant or machinery, fire, flood, storm or default of suppliers or sub-contractors, provided that the Customer is notified of such an event and its expected duration.

16.14 **NOTICES:** Notices shall be in writing (including email).

16.15 **ATTORNEYS' FEES:** In the event of any dispute between the parties concerning this Agreement, the unsuccessful party in such a dispute shall pay to the successful party a sum equal to the

If Customer is domiciled in:	The Supplier entity entering into this Agreement is:	Notices should be addressed to:	Governing law is (without regards to its conflicts of law rules):	Courts with exclusive jurisdiction are:
Globally, other than North or South America or the DACH region	Immersive Labs Ltd, registered in England and Wales with company number 10553244	Legal team, Immersive Labs, The Programme, All Saints' St, Bristol, United Kingdom, BS1 2LZ	England and Wales	England and Wales
North or South America	Immersive Labs Corporation, a Delaware corporation	Chief Revenue Officer, Immersive Labs, WeWork, 200 Berkeley St, Boston, MA 02116, USA	Massachusetts	Boston, Massachusetts
DACH region (Germany, Austria or Switzerland)	Immersive Labs GmbH, a German company	Immersive Labs, c/o RSM GmbH, Georg-Glock-Straße 4, 40474 Düsseldorf, Germany	Germany	Germany

- reasonably incurred costs of the successful party in connection with the dispute including but not limited to reasonable attorney's fees.
- 16.16 **CONTRACTING ENTITY, NOTICES, GOVERNING LAW, AND VENUE:** The Supplier entity entering into this Agreement, the address to which Customer should direct notices under this Agreement, the law that will apply in any dispute or lawsuit arising out of or in connection with this Agreement, and the courts that have jurisdiction over any such dispute or lawsuit, depend on where Customer is domiciled:
- 16.17 Notwithstanding clause 16.16, for the avoidance of doubt, Supplier enters into this Agreement on behalf of each member of the Immersive Labs Group.
- 16.18 **MANNER OF GIVING NOTICE:** Except as otherwise specified in this Agreement, all notices related to this Agreement will be in writing and will be effective upon (a) personal delivery, (b) the second business day after mailing, or (c), except for notices of termination or an indemnifiable claim ("Legal Notices"), which shall clearly be identifiable as Legal Notices, the day of sending by email. Billing-related notices to Customer will be addressed to the relevant billing contact designated by Customer. All other notices to Customer will be addressed to the relevant Services system administrator designated by Customer.
- 16.19 **AGREEMENT TO GOVERNING LAW AND JURISDICTION:** Each party agrees to the applicable governing law above without regard to choice or conflicts of law rules, and to the exclusive jurisdiction of the applicable courts above.
- 16.20 **SET-OFF:** All Fees due under this Agreement shall be paid in full without any set-off, counterclaim, deduction or withholding.
- 16.21 **NO ADVICE:** THE SERVICES ARE PROVIDED BY THE SUPPLIER FOR TRAINING AND EDUCATIONAL PURPOSES ONLY AND SHALL NOT BE TAKEN TO BE ADVICE. THE SUPPLIER WILL NOT ACCEPT ANY RESPONSIBILITY TO ANY PARTY FOR THE USE OF THE SERVICES (INCLUDING BUT NOT LIMITED TO THE PLATFORM AND THE LABS MADE AVAILABLE VIA THE PLATFORM) OR THE CONTENTS OF ANY SUCH LAB FOR ANY PURPOSE OTHER THAN TRAINING OR EDUCATIONAL PURPOSES. THE SUPPLIER DOES NOT WARRANT THE ACCURACY OR COMPLETENESS OF MATERIALS OR THAT THE SERVICES WILL ACHIEVE ANY OUTCOMES OR RESULTS. ANY RELIANCE ON ANY OPINION, STATEMENT OR OTHER INFORMATION IS AT THE CUSTOMER'S SOLE RISK.
- 16.22 **BETA:** ANY SERVICES MARKED AS OR OTHERWISE IDENTIFIED AS "BETA" ARE SUPPLIED TO CUSTOMER "AS IS". SUPPLIER MAKES NO WARRANTIES REGARDING THE BETA SERVICES, EXPRESS OR IMPLIED, AND EXPRESSLY DISCLAIMS ALL SUCH WARRANTIES, INCLUDING BUT NOT LIMITED TO THE IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE AND NON-INFRINGEMENT. IN NO EVENT SHALL SUPPLIER BE LIABLE TO YOU OR ANY OTHER PARTY FOR DAMAGES OF ANY KIND ARISING FROM INSTALLATION OR USE OF THE BETA SERVICES, WHETHER RESULTING FROM A TORT (INCLUDING NEGLIGENCE), BREACH OF CONTRACT, WARRANTY OR OTHER FORM OF ACTION, INCLUDING BUT NOT LIMITED TO DIRECT, INDIRECT, SPECIAL, INCIDENTAL AND CONSEQUENTIAL DAMAGES, OF ANY KIND ARISING IN ANY WAY OUT OF THIS AGREEMENT, EVEN IF ADVISED OF THE POSSIBILITY OF SUCH DAMAGE.
- 16.23 **RELATIONSHIP BETWEEN US:** Nothing this Agreement creates, or will be deemed to create, any agency or partnership or relationship of employer or employee between us.
- 16.24 **RESELLERS AND MANAGED SERVICE PROVIDERS:** If Supplier has agreed to provide Customer with access to our Platform under the terms of an agreement between Supplier and a Reseller:
- 16.24.1 Section 6 (*Fees and Payment*) of this Agreement shall not apply to Customer. Reseller shall be responsible for the payment of Fees to Supplier; and
- 16.24.2 Supplier may be required to suspend or terminate the Services or this agreement if Customer breaches the terms of the agreement between Customer and Reseller or that agreement between Customer and Reseller terminates or expires or if Reseller breaches the terms of the agreement between Reseller and Supplier (including non-payment).
- 16.25 If Customer has purchased Services from a Reseller that Customer has granted limited management access and control over Customer's account to Reseller (**Managed Service Provider**), Customer:
- 16.25.1 confirms and authorises Supplier on Customer's behalf to grant the Managed Service Provider with such management access and control, which may include the ability for the Managed Service Provider to set objectives for Customer and Customer's Authorised Users, viewing user profiles and complete and incomplete labs and related information (**Management Functions**); and
- 16.25.2 agrees that Customer will not be liable to Customer or your Authorised Users or any other person for the Managed Service Provider's acts or omissions.
- 17. Country Specific Terms**
- 17.1 **UNITED STATES:** The following additional terms apply if Customer is domiciled in the United States:
- 17.2 **FEDERAL GOVERNMENT END USERS:** Supplier provides the Services, including related software and technology, for ultimate federal government end use in accordance with the following: The Services consist of "commercial items," as defined at FAR 2.101. In accordance with FAR 12.211-12.212 and DFARS 227.7102-4 and 227.7202-4, as applicable, the rights of the U.S. Government to use, modify, reproduce, release, perform, display, or disclose commercial computer software, commercial computer software documentation, and technical data furnished in connection with the Services shall be as provided in this Agreement, except that, for U.S. Department of Defense end users, technical data customarily provided to the public is furnished in accordance with DFARS 252.227-7015. If a government agency needs additional rights, it must negotiate a mutually acceptable written addendum to this Agreement specifically granting those rights.
- 17.3 **CALIFORNIA USERS AND RESIDENTS:** If any complaint with us is not satisfactorily resolved, you can contact the Complaint Assistance Unit of the Division of Consumer Services of the California Department of Consumer Affairs in writing at 1625 North Market Blvd., Suite N 112, Sacramento, California 95834 or by telephone at (800) 952-5210 or (916) 445-1254.

SCHEDULE 1
DATA PROTECTION

Description	Details
Subject matter of the processing	Such processing operations necessary for performance of the Services under this Agreement.
Duration of the processing	Unless the Personal Data is otherwise deleted by the Customer, the Term of this Agreement.
Location of processing	United Kingdom, United States of America and Europe and as otherwise set out in clause 8.
Nature and purpose of the processing	As necessary to provide the Services under this Agreement and to facilitate contract management.
Type of Personal Data	Email addresses, first and last names, user name, user's profile avatar, IP address, time zone, addresses in the form of web logs (for security purposes).
Categories of Data Subjects	Customer's employees, workers, contractors, consultants, directors, Customer's former employees, workers, contractors, consultants, directors and Authorised Users. A detailed description of the uses, purposes of the processing of your Customer Data is set out in our privacy notice at www.immersivelabs.com/legal

SCHEDULE 2

BESPOKE LAB CREATION SERVICES

The following Schedule shall only apply where a Customer has ordered the creation of bespoke labs pursuant to an Order Form.

The Customer acknowledges that the Supplier's ability to provide the Supplier's Bespoke Lab Creation services are dependent upon the full and timely co-operation of the Customer (which the Customer agrees to provide), as well as the accuracy and completeness of any information and data the Customer provides to the Supplier.

The Customer will provide the Supplier with a detailed request relating to any lab it wishes the Supplier to create in compliance with the Restrictions (set out below or as otherwise notified to the Customer). Once a full and complete request is submitted and confirmed by the Supplier in writing as complete and compliant, the Supplier shall use its reasonable endeavours to prepare a first draft of such lab within 30 days of the Supplier's confirmation.

Restrictions

The Customer acknowledges and agrees that any labs created by the Supplier for the Customer will:

- be Linux only based;
- be created using open-source or free license software (IML has Windows server/7/10 + Microsoft office licenses so they do not apply here);
- either be single hosts or host-to-host communication (note Immersive Labs do not support network layer attacks, such as ARP spoofing, or DNS poisoning);
- not contain content which relies on external sources i.e. open source intelligence via LinkedIn/Twitter/etc; and
- not enable users or traffic to leave Immersive Labs' cloud environment (note it is not possible to connect to a customer's own infrastructure).

Once the Supplier has completed the design and development of a lab, the Customer shall review the lab and if the Customer deems any further development work is required, the parties shall agree the nature, extent and cost

of such additional work. Nothing in this Agreement shall oblige the Supplier to undertake additional development work at

its cost which (in the Supplier's opinion acting reasonably) would involve either a) a material departure from the original request; or b) significant additional time and resource.

In the absence of a request for further development work, acceptance of a lab by the Customer shall be deemed to have taken place within two days of the Customer first accessing any part of the lab. It is understood that (save where otherwise agreed in writing between the parties) any bespoke labs created pursuant to this Agreement shall be made available to such other customers of the Supplier as it shall in its absolute discretion determine.

Power up your cyber workforce

Immersive Labs is a fully interactive, on-demand and gamified cyber skills platform. Equipping, measuring and benchmarking the cyber skills of entire workforces, preparing businesses to counter the latest cyber threats.



TERMS APPLICABLE TO TEAM SIM AND RANGES

These terms and conditions shall only apply where the Customer has purchased access to Team Sim and/or Ranges, as set out in the relevant Order Form.

1. Definitions and Interpretation

- 1.1. **Course Fee(s)** means the course fee and/or student onboarding fee specified in the applicable Order Form.
- 1.2. **Events** means events hosted virtually on the Team Sim/Ranges Platform with multiple players as agreed in writing between the Customer and Supplier.
- 1.3. **Exam Fee(s)** means the exam fee specified in the applicable Order Form and charged on a per user, per attempt basis.
- 1.4. **Fees** means the fees as specified in the applicable Order Form including but not limited to (as applicable) the Subscription Fee, Support Fee, Course Fee, Exam Fee and the Runtime Fee.
- 1.5. **Platform** means the Team Sim/Ranges Platform hosting the Team Sim/Ranges.
- 1.6. **Runtime** means the total amount of time a “lab” has been active, from manual lab start to manual or automatic lab shutdown, rounded up in hour increments.
- 1.7. **Runtime Credit(s)** means the Runtime Credits purchased by the Customer.
- 1.8. **Runtime Fee(s)** means the variable Runtime fee for Runtime Credits which is passed through by Supplier to Customer and based on infrastructure and usage costs (including but not limited to network inbound traffic, RAM, CPU and storage). An estimate of the Runtime Fee is available on the Team Sim/Ranges Platform user dashboard.
- 1.9. **Product and Services Guide** means product or services documentation made available by Supplier to Customer from time to time.
- 1.10. **Team Sim/Ranges Platform** means the cyber security skills platform known as “Team Sim/Ranges” including but not limited to your access to and use of the <https://dashboard.snaplabs.io> website and the Team Sim/Ranges platform, as well as any other application related, linked, or otherwise connected thereto. Please note that Supplier reserves the right to integrate and/or transfer the Team Sim/Ranges Platform into a different Platform or URL.
- 1.11. **Training Provider** means a Customer who has purchased the Team Sim/Ranges Platform as a training provider to provide access to students as end-users.

2. Hosting and Access

- 2.1. The Team Sim/Ranges Platform is hosted in the US and is only accessible via the browser using VNC screen sharing, guacamole or via the Customer’s own VPN. Single Sign On is not available for the Team Sim/Ranges Platform at this time.

3. Additional Fees

- 3.1. In addition to clause 6 of this Agreement, Customer agrees that:
 - 3.1.1. it shall be solely responsible for all Fees at the prices then in effect for your purchases, and you authorize Supplier to invoice you and/or charge your chosen payment provider or method for any such amounts upon making your purchase;
 - 3.1.2. if your purchase is subject to recurring Fees or charges, then you consent to Supplier invoicing you and charging your payment method on a recurring basis without requiring your prior approval for each recurring charge, until you notify us of your cancellation;
 - 3.1.3. Runtime Credits shall be valid for the Initial Term and shall expire at the end of the Initial Term, if not used. If a Customer runs out of or exceeds the Runtime Credits purchased, the Supplier shall calculate and may invoice the Customer for any additional Runtime Fees based on actual usage;
 - 3.1.4. if Customer it is a Training Provider, Training Provider will be responsible for paying the Course Fee(s) which shall be billed by Supplier to Customer on a monthly basis; and
 - 3.1.5. recurring fees such as Runtime Fee(s), Course Fee(s) and Exam Fees shall be billed by Supplier to Customer and payable by Customer to Supplier on a monthly basis.

4. Instance and Application Data

- 4.1. **Instance Data: Instance Data** is defined as any data residing on individual systems in a lab environment. This includes both pre-configured templates and data provided by the Supplier and data generated by application users utilizing the lab environments. Examples of Instance Data include live instance volumes, in memory data in running lab instances, snapshot data, and lab template data. Instance Data is retained for the life of the lab environment it is associated with, or the life of the customer subscription for lab template data. Actions that would destroy instance data include

lab deletion, snapshot deletion, and customer subscription termination.

- 4.2. **Application Data:** **Application Data** is defined as any data not directly involved in active and templated lab environments. This includes lab meta-data, documentation, and user generated data including audit logging of all dashboard application functionality. Examples of Application Data include user, such as name, user provided documentation (training material, custom lab notes), audit log data (user logins, lab functionality, user management functionality).

5. **Licence Roles and Access**

Customer shall be solely responsible for setting/instructing Supplier to ensure that Authorized Users have the correct licence roles and access to the Team Sim/Ranges Platform.

6. **Customization**

Supplier support services do not include any customization to the Team Sim/Ranges Platform unless subject to prior written agreement by the parties.

7. **Bring your own tools**

If Customer's access the Team Sim/Ranges Platform via the Customer's own VPN, Customer's can bring their own content, software and tools to use within the Team Sim/Ranges Platform (**Third Party Tooling**). Customer shall be solely responsible for the use of Third Party Tooling and shall ensure that all use by Customer meets any licencing terms between Customer and Third Party Tooling provider. Customer shall be solely responsible for purchasing, paying fees and any liability arising from the use of such Third Party Tooling within the Team Sim/Ranges Platform. Customer shall indemnify and hold harmless Supplier in relation to any liability arising from the Customer's use of such Third Party Tooling.

8. **Training Provider Specific Terms**

- 8.1. **Grant of Licence:** For Training Providers, the grant of licence pursuant to this Agreement shall be extended such that the Training Provider may access the Team Sim/Ranges Platform and perform administrative tasks including but not limited to course specific customer support and troubleshooting and basic platform usage support and permit access to students solely for education purposes as specified in this Agreement and as agreed in writing between the parties.
- 8.2. **Guest Authorised Users:** For Training Providers, and subject to the payment of the relevant Fees and adherence to the terms and conditions in this Agreement, Supplier will allow unlimited Guest Authorised Users which are onboarded through an

automated student signup process, or for events which are created and managed manually by the Training Provider.

- 8.3. **Course and Exam Sales:** For Training Providers and subject to the payment of the relevant Fees and adherence to the terms and conditions in this Agreement, Supplier shall provide the lab infrastructure and deliver course content via Lab Documentation.

- 8.4. **Extended Lab Access:** Training Provider may request an extension of access to lab environments on the Team Sim/Ranges Platform for student courses subject to the payment of the additional Fees notified by Supplier.

- 8.5. **Student Onboarding:** For Training Providers, Supplier shall provide

- 8.5.1. an API endpoint accessible to Training Provider systems for students to be automatically onboarded to the Team Sim/Ranges Platform;
- 8.5.2. Students will be automatically assigned access to their appropriate lab environment with the runtime limit specified by Training Provider; and
- 8.5.3. Supplier will provide support for manual student onboarding for in person events with at least 14 days notice.

8.6. **Training Provider Responsibilities**

- 8.6.1. Training Provider will be solely responsible for providing a point of contact for all technical support issues raised by students;
- 8.6.2. Training Provider will interface with the Supplier provided API to onboard students. Details necessary include student email, course lab or exam lab selection, amount of lab runtime, and exam flags if applicable;
- 8.6.3. Training Provider will provide at least 14 days notice for in person training events that require manual setup by Supplier.
- 8.6.4. Training Provider will be responsible for ensuring its instructors, enterprise users, and students make proper use of the platform as defined in this Agreement and shall be solely responsible for obtaining all necessary authorisation and consents from students.

9. **Community Edition Specific Terms**

For the Community Edition terms, the Services are provided free of charge. The access and availability of the Services are provided "as is" and the Supplier may amend, revoke, suspend or block such users or withdraw any Services at any time without notice and at its sole discretion. The Community Edition access is limited to 8 free public templates only, individual Authorized User use only (i.e. no multiple-users) and the ability to run no more than two concurrent labs at any one time.

10. Events

The Parties shall agree in writing the scope, parameters and responsibilities of the Parties in respect of any Events facilitated via the Platform.

TERMS APPLICABLE TO CYBER CRISIS SIMULATOR

These terms and conditions shall only apply where the Customer has purchased access to Cyber Crisis Simulator, as set out in the relevant Order Form.

1. Definitions and Interpretation

- 1.1. All capitalised terms used in this Schedule are defined in accordance with the Agreement.
- 1.2. In this Schedule:
 - 1.2.1. **Background** means any assets and materials, and any Intellectual Property Rights in them, that are either (i) owned by a party (or used by it under licence) prior to the date of the relevant PO; or (ii) developed or acquired independently of a party's activities under this Agreement or any relevant PO.
 - 1.2.2. **Cyber Crisis Simulator** means the real-time interactive simulators of targeted cyberattacks and incidents, being a Licence Type.
 - 1.2.3. **Project Results** means any output and deliverables, and any Intellectual Property Rights in them, created on behalf of the Customer by the Supplier whether or not jointly with the Customer, specifically for the purposes of this Agreement or any Order Form including any Tailored Scenarios, but not including the Materials.
 - 1.2.4. **Materials** means any content and materials provided by the Customer to Supplier for incorporation in or development of any Project Results.
 - 1.2.5. **Tailored Scenario** means a Cyber Crisis Simulator scenario created for a Customer pursuant to an Order Form.

2. Cyber Crisis Simulator as a Product

- 2.1. The Supplier grants the Customer a non-exclusive, non-transferable, non-sublicensable licence to access the Platform (including the Cyber Crisis Simulator) during the Term solely for the Customer's internal business operations to improve cyber skills.
- 2.2. The Supplier and Customer shall agree in writing and/or document in the relevant Order Form:
 - 2.2.1. which existing Cyber Crisis Simulator scenarios are to be made available to the Customer;
 - 2.2.2. the number and content of Tailored Scenarios to be created for the Customer;
 - 2.2.3. the extent to which Materials are to be provided by the Customer; and
 - 2.2.4. the extent to which the Customer will use the Cyber Crisis Simulator content builder (**Content Builder**).

- 2.3. Except as agreed in writing between the parties, the Supplier shall have no responsibility for facilitating the use of the Cyber Crisis Simulator. All services offered by Supplier are remote and not on-premise solutions.

3. Intellectual Property

Background

- 3.1. All Background is and shall remain the exclusive property of the party owning it. If Customer provides Supplier with an idea, suggestion or submission as to how Supplier improves the Platform or Cyber Crisis Simulator, Supplier will be entitled to use such idea, suggestion or submission without restriction. All Intellectual Property Rights vesting in or attaching to the Cyber Crisis Simulator and any improvements made to it are treated as Supplier's Background.
- 3.2. Each party grants to the other party, a non-exclusive, royalty-free, revocable, non-sublicensable (save to members of the Customer group), licence to use its Background during the term of this Agreement to the extent necessary to meet their obligations under this Agreement.

Materials

- 3.3. The Customer warrants that it has and will continue to have all necessary rights in and to the Materials and that it holds all consents necessary to provide the Supplier with a licence to the Materials.
- 3.4. The Customer grants to the Supplier a non-exclusive, royalty-free, revocable on termination licence to the Materials to enable the Supplier to:
 - 3.4.1. create the Project Results;
 - 3.4.2. provide the Cyber Crisis Simulator to the Customer; and
 - 3.4.3. perform its obligations under this Agreement and any Order Forms.

Project Results

- 3.5. All Project Results shall vest in and be owned absolutely by the Supplier. In relation to any copyright works subsisting in the Project Results, the Customer hereby assigns such copyright works to Supplier by way of present assignment of future copyright. The Customer shall take all actions reasonably requested by Supplier to evidence or secure Supplier's ownership of the

Project Results, including any confirmatory deeds of assignment.

- 3.6. The Supplier grants the Customer a non-exclusive, non-transferable, non-sublicensable, revocable licence to access the Project Results for its internal business purposes.

Intellectual Property Risk

- 3.7. Each party warrants that, so far as it is aware, its contribution to the Project Results will not infringe any third party's Intellectual Property Rights.
- 3.8. Each party shall give prompt written notice to the other party in the event that it becomes aware that the Project Results infringe or may infringe the Intellectual Property Rights of a third party.

4. Customer Obligations

- 4.1. The Customer shall ensure that the Materials do not infringe any applicable laws or regulations (including material which is obscene, indecent, pornographic, seditious, offensive, defamatory, threatening, liable to incite racial hatred, menacing, or blasphemous) (**Inappropriate Content**).
- 4.2. The Customer shall ensure that the Supplier has the right to use the Materials and that they are fit for purpose, accurate and complete. The Customer acknowledges that the Supplier has no control over the Materials and will have no liability in the event that they are not fit for purpose, inaccurate or incomplete, or if their use infringes any third party rights.

- 4.3. The Customer shall indemnify the Supplier against all liabilities damages, losses and expenses arising as a result of any action or claim that the Materials constitute Inappropriate Content or infringe the Intellectual Property Rights of a third party. In this clause: (i) "liabilities" include losses whether foreseeable or not, costs, penalties, attorney fees reasonably incurred and any such liabilities arising from third party claims; (ii) the obligation to indemnify extends to indemnifying Supplier's affiliates, personnel and agents, and (iii) the Customer will not be liable under the indemnity to the extent that the liability results from the Supplier adding its own content to the Materials.
- 4.4. The Customer shall provide the Supplier with access to, and use of, such information, data and documentation as is reasonably required by the Supplier for the performance by the Supplier of its obligations under this Schedule 3.
- 4.5. The Customer acknowledges that the Supplier's ability to provide the Cyber Crisis Simulator to the Customer is dependent upon the full and timely co-operation of the Customer (which the Customer agrees to provide). To the extent a delay by the Supplier is attributable in part to the Customer's default or delay in complying with its obligations under this Agreement, the Supplier shall not be liable to the Customer for any such delay or non-performance.

Acceptable Use Policy

Effective from February 2021 (Version 02.21)

The terms apply when you access, use, participate in or view the Immersive Labs website or any Immersive Labs platform whether as our customer, a customer of one of our resellers or partners, or as someone who has been given access to any of our platforms by such parties.

Please read these terms carefully before signing up for, accessing, using, participating in or viewing the Immersive Labs website at immersivelabs.com (**Website**) or any platforms hosted on the immersivelabs.com or immersivelabs.online domains (and all related domains and subdomains) including but not limited to the Digital Cyber Academy platform (**DCA Platform**) the Cyber Crisis Simulator App and Content Builder(**Platforms**). We recommend that you download a copy of these terms for your future reference.

These terms should be read in conjunction with our [Privacy Notice](#) and [Cookie Notice](#), which explain what personal data we collect about you, what we use it for and who we share it with, as well as explaining your rights and what to do if you have concerns.

Any breach of these terms by you may result in us suspending or terminating your or your organisation's access to the Platforms and taking legal action against you or your organisation.

1. WHO WE ARE

We are Immersive Labs Group (**Immersive Labs, we or our**), which includes:

- Immersive Labs Holdings Limited (registered in England and Wales under company number 11439032 with its registered office at Runway East, 1 Victoria Street, Bristol BS1 6AA)
- Immersive Labs Limited (registered in England and Wales under company number 10553244 with its registered office at Runway East, 1 Victoria Street, Bristol BS1 6AA)
- Immersive Labs Corporation (registered in the State of Delaware, USA, with its office at WeWork, 200 Berkeley St, Boston, 02116 MA, USA)
- Immersive Labs GmbH (registered in Germany with its office at Immersive Labs, c/o RSM GmbH, Georg-Glock-Straße 4, 40474 Düsseldorf, Germany)

2. LEGALLY BINDING AGREEMENT

- (a) These terms apply to you as an individual if you access, use, participate in or view our Website and any of our Platforms.
- (b) By accessing and using our Website and any of our Platforms, we will treat you as having agreed to these terms which form a legally binding agreement between us.

3. CHANGES TO THESE TERMS

We may change these terms at any time to reflect changes to the law or our Website or Platforms. You should check these terms regularly to take notice of any changes as they will be binding on you with effect from the date stated in them.

4. ACCESSING OUR PLATFORMS

- (a) You must be at least 13 years old to access and use our Platforms.
- (b) You agree to provide complete and accurate details to us when creating any account (and must not use someone else's name without their approval). You must update us if any of your details change. If you forget your password, you should request a new one by choosing the 'Forgot Password' option within the login area for our Platforms.
- (c) You must not share access to any account with someone else or allow any other user to do so (unless their account has been reassigned and they are no longer able to access their account). You must notify us immediately at support@immersivelabs.com if you become aware of any unauthorised access to your account.
- (d) If we know or suspect that your account details have been shared with someone else or become compromised, we may suspend access to your account pending further investigation.
- (e) The access you have to the features and functionality of our Platforms may depend on the type of licence that has been assigned to you. You must not attempt to access or use any features or functionality of our Platforms that you do not have a licence to access or use.
- (f) You must not access or use the Platform if you or any entity or person you are connected with are subject to sanctions or designated on any list of prohibited and restricted parties (including those maintained by the UN, US, UK, EU, EU member states or other applicable government authorities).

5. USING OUR WEBSITE AND PLATFORMS

- (a) At all times while you have access to our Website and Platforms, you agree that you will:
 - i. only use our Website and Platforms for the purposes they are intended as advertised on our Website or described in our [Services Guide](#);
 - ii. not share any techniques, answers on how to complete labs or other Content with any other person;
 - iii. not perform any security testing of our Platforms without our prior written consent;
 - iv. not use our Platforms to impersonate any person or misrepresent your identity;
 - v. not knowingly introduce any software, content or material which is malicious or technologically harmful to our Website or Platforms or any related databases, infrastructure or software;

- vi. not attempt to gain unauthorised access to our Website or Platforms or any related databases, infrastructure or software;
- vii. not use our Website or Platforms in any way that breaches any applicable law or that infringes the rights of any other person (including confidentiality rights, intellectual property rights, privacy rights or reputational rights);
- viii. not make any contributions through any interactive features of our Website or Platforms that are abusive or threatening, deceptive, discriminatory (or promote discrimination on any basis), knowingly misleading, likely to cause anxiety, embarrass or harass another person, sexually explicit, or violent;
- ix. not use our Website or Platforms to send or knowingly receive any content that does not comply with these terms;
- x. not use our Website or Platforms to send, or allow anyone else to send, any unsolicited advertising or marketing material;
- xi. not use any part of our content for commercial purposes without obtaining a licence from us or our licensors;
- xii. in order to protect our legitimate business interests, not use, access or otherwise utilise the product, software, Platform or services to:
 - (i) create;
 - (ii) provide; or
 - (iii) assist in any way the creation of,any software, platform or services which is substantially similar to the product, software, Platform or services during the term of this agreement and for a period of 6 months after termination or expiry of this agreement; and
- xiii. in order to protect our legitimate business interests, shall not otherwise:
 - (i) carry on;
 - (ii) be engaged, concerned or interested in; or
 - (iii) assist in any way,any business concern which is in competition with us in the UK, the US or Europe or the jurisdiction in which you are domiciled during the term of this agreement and for a period of 6 months after termination or expiry of this agreement.

- (b) Where we provide any features as part of our Website or Platforms that allow you to interact with us or other users, we will provide clear information about those features and confirm whether any form of human or technical monitoring or moderation is used. However, we are under no obligation to monitor or moderate any interactive features of our Website or Platforms.

6. RIGHTS IN OUR WEBSITE, PLATFORMS AND CONTENT

- (a) We are the owner or licensee of all intellectual property rights in and to our Website and Platforms and in the content made available through them (**Content**). Those works are protected by copyright laws and treaties around the world and all such rights are reserved.

- (b) You may download or print extracts of any pages or Content through our Website and Platforms for your own reference purposes and to draw the attention of others within your organisation to the same. However, you must not modify them in any way or use any graphics, audio or video sequences separately from any accompanying text.
- (c) You may link to the home page of our Website provided you do so in a way that is fair and legal and does not damage our reputation or take unfair advantage of it. You must not link to any page of our Website in a way that suggests any form of association or endorsement on our part where none exists.
- (d) You must not frame any part of our Website on any other websites or create any other links to our Website (other than the home page) without our permission.
- (e) We reserve the right to withdraw linking permission at any time without notice.

7. ADDITIONAL TERMS – DIGITAL CYBER ACADEMY

The following additional terms apply if you access and use any DCA Platform.

- (a) You must only use the DCA Platform for your own personal use, to develop your own cyber capability and identify and apply for cyber roles. You must not use the DCA Platform for any business purposes, including encouraging anyone employed or engaged by you to use the DCA Platform for internal training purposes or for recruitment purposes.
- (b) We are not an employment agency or an employment business. We are not responsible for any employment decisions made by any employer that has advertised a role on the DCA Platform nor do we make introductions, verify the terms of any role offered or perform any validation of any employers.
- (c) If you advertise a role via the DCA Platform, you are responsible for vetting any candidates that apply and deciding whether to appoint them.
- (d) If you apply for a role via the DCA Platform, you are responsible for ensuring that the information you provide to any employer is accurate, verifying the employer's identity and deciding whether to sign any contract with them.
- (e) You are the owner of all intellectual property rights in and to any content provided by you or your organisation as part of any advertisement for a role within your organisation. You or your organisation grant us the right to use your name, trade marks (including logos) and any other content provided by you solely in connection with the provision of our Platforms and the services made available through them.

8. OUR LIABILITY TO YOU

- (a) Subject to the terms of any other agreement between Immersive Labs and a customer and to the extent permitted by applicable law:
 - i. our Platforms are provided on an 'as is' and 'as available' basis and we do not guarantee that our Platforms or any Content will always be available, uninterrupted or error-free;

- ii. we may change or discontinue all or any part of our Platforms at any time without notice; and
 - iii. we do not guarantee that our Platforms will achieve any outcomes or results.
- (b) If you bring any claim against us **as a customer** (where you are a ‘trader’ under consumer law in the United Kingdom or the European Union) then, to the extent permitted by applicable law:
- i. we exclude all representations, warranties or other terms that may be implied by law;
 - ii. we will not be liable for direct or indirect loss of anticipated savings, revenue or profits, loss of or corruption to data, business opportunity, goodwill or reputation, business interruption, or for any indirect, consequential or special loss or damage;
 - iii. we will not be liable to you for any costs, damages or other losses (whether in contract, tort (including negligence) or otherwise) for any use of, or inability to use, our Platforms or for any use of or reliance upon any Content; and
 - iv. our total maximum liability will be limited to the GBP £500 (or the nearest amount in your local currency).
- (c) If you bring any claim against us **as an individual user** (where you are a ‘consumer’ under consumer law in the United Kingdom or the European Union) then we will only be liable to you for any loss or damage you suffer that is a foreseeable result of our failure to use reasonable care and skill, but we are not responsible for any loss or damage that is not foreseeable. To the maximum extent permitted by our law, our liability to you will be limited to GBP £500 (or the nearest amount in your local currency).

9. YOUR LIABILITY TO US

Subject to the terms of any agreement between Immersive Labs and a customer, if you bring any claim against us **as a customer** then you agree to fully reimburse us for any costs, damages or other losses (whether in contract, tort (including negligence) or otherwise) arising from any claim by a third party because of any breach by you or your authorised users of these terms.

10. SUSPENSION AND TERMINATION OF YOUR ACCESS TO OUR PLATFORMS

- (a) We may temporarily suspend or permanently terminate your access to all or any part of our Platforms, or any features or functionality of our Platforms, without notice if we know or reasonably suspect that you have breached any of these terms. Such action will not affect any other rights or remedies that we may have under applicable law.
- (b) If you breach any of these terms as they relate to our content you must, at our request, either delete, destroy or return any copies of such content to us.

11. CONFIDENTIALITY

- (a) Each party shall take all reasonable steps to ensure that the other party's information that is proprietary or confidential in nature (Confidential Information) to which it has access is held in confidence and shall not make it available to any third party or use it for any purpose other than the implementation of this agreement. A party's Confidential Information does not include information that: (i) is or becomes publicly known other than through any act or omission of the receiving party; (ii) is in the other party's lawful possession before the disclosure; (iii) is lawfully disclosed to the receiving party by a third party without restriction on disclosure; or (iv) is independently developed by the receiving party, which can be demonstrated by written evidence.
- (b) A party may disclose Confidential Information to the extent that the disclosure is required by law, any governmental or regulatory authority or by a court or other authority of competent jurisdiction, provided that (to the extent it is permitted to do so) it gives as much notice as possible to the disclosing party.

12. OTHER IMPORTANT TERMS

- (a) How to make a complaint: We are passionate about developing your cyber capability. Our platform is designed to upskill individual users and provide companies with talent, risk and resourcing insights. We aim for all our users to love our product. If for any reason you are unhappy with our product, please let us know through your account manager, via our [Contact Form](#), or on 020 3893 9101. We will respond within 72 hours of receipt, explain what we will do and the target timescale to resolve your query.
- (b) Nobody else has any rights under these terms: Nobody else has any rights under these terms which represent an agreement between you and Immersive Labs. No other person will have any rights to enforce any of these terms.
- (c) Even if we delay in enforcing these terms, we can do so later: If we do not insist immediately that you do anything you are required to do under these terms, or if we delay in taking steps against you in respect of your breach of these terms, that will not mean that you do not have to do those things and it will not prevent us taking steps against you later.
- (d) If a court finds any of these terms to be illegal, the rest continue in force: Each paragraph of these terms operates separately. If any court or relevant authority decides that any of them are unlawful, the remaining paragraphs will remain in full force and effect.

(e) Governing law, jurisdiction and notices:

If you are domiciled in	The contracting Immersive Labs Group entity is	Notices should be address to	Governing law is	Courts with exclusive jurisdiction are
Globally, other than North or South America or the DACH region	Immersive Labs Ltd., a company registered in England and Wales with company number 10553244	Legal team, Immersive Labs, Runway East, 1 Victoria St, Bristol, BS1 6AA, England, United Kingdom	England and Wales	England and Wales
North or South America	Immersive Labs Corporation, a Delaware corporation	Chief Revenue Officer, Immersive Labs, WeWork, 200 Berkeley St, Boston, MA 02116, USA	Massachusetts (without regard to its conflicts of law rules)	Boston, Massachusetts
DACH region (Germany, Austria or Switzerland)	Immersive Labs GmbH	Immersive Labs, c/o RSM GmbH, Georg-Glock-Straße 4, 40474 Düsseldorf, Germany	England and Wales	England and Wales