# TALENTGPT ADDENDUM

This Addendum shall apply if Customer opts to utilize TalentGPT as part of the Services. To the extent that any Section in this Addendum conflicts with the main body of this Agreement or any other Exhibit, this Addendum shall prevail with respect to TalentGPT.

1. "**TalentGPT**" means generative AI Services that are powered by Large Language Models (including Microsoft Azure's OpenAI LLM), which utilizes Beamery's HR taxonomy and how Beamery models it, including those branded as "TalentGPT". TalentGPT is a Beta Service.

2. **Prompts and Responses.** Authorized Users may provide prompts to TalentGPT ("**Prompt(s)**"), and receive a response generated and returned by TalentGPT based on the Prompt and/or Customer Data ("**Response(s)**"). Customer shall ensure any Prompts it provides to Supplier will not cause infringement of third-party rights.

3. **Ownership.** Supplier shall own the intellectual property rights (if any) in the Responses (excluding any Customer Data therein), provided that Supplier shall provide Customer with non-exclusive, nontransferable, non-sublicensable, worldwide, royalty-free license to use the Responses in order to use the Services and for its own internal business purposes during the Term. Customer acknowledges that due to the nature of machine learning and the technology powering AI Services the Responses may not be unique, the same or similar Responses may be provided to Supplier's other customers, and Supplier makes no warranties and provides no indemnities in relation to the Responses non-infringement of third-party rights.

4. **Third Parties**. Supplier does not permit any third parties (including Microsoft) to use Customer Data to train their machine learning models.

5. **Feedback**. Customer may provide feedback regarding any part of TalentGPT, including development plans and technology roadmaps ("**Feedback**") and Supplier may collect data from Customer's use of TalentGPT, including but not limited to from reviewing Prompts and Responses, and residual knowledge ("**Learnings**"). Supplier may use such Feedback and Learnings for lawful business purposes, including but not limited to understanding, improving, and developing the Services, artificial intelligence learning, benchmarking, and analytics. However, Supplier will not use or disclose the Feedback or Learnings externally unless it is aggregated or de-identified.

6. **DISCLAIMER**. While Supplier has developed TalentGPT with a variety of talent-focused situations in mind, Customer's use of TalentGPT with Prompts and Customer Data may result in new and untested results and outcomes. Supplier does not make any warranty in relation to the Prompts, Responses, or other TalentGPT output, including their accuracy or fitness for purpose. Customer understands and agrees that the use of TalentGPT is done at Customer's discretion and it should maintaining necessary human oversight and not rely on any assertions in the Responses or other TalentGPT output without independently fact-checking them.