BEAMERY GROW ADDENDUM

These terms shall apply if Customer purchases the Grow Services.

1. DEFINITIONS

1.1 **Grow User** means a user of the Grow Services who has a unique login and is subject to a separate agreement with the Supplier.

1.2 **Grow User Data** means the Personal Data input by or belonging to a Grow User for the purpose of using the Grow Services. Grow User Data is not "Customer Data". For clarity, all other data input into the Grow Services by Customer, such as gigs, jobs, company information, and referrals shall be "Customer Data".

1.3 **Grow Services** means Supplier's proprietary mobility, career pathing and progression platform that Supplier provides pursuant to this Agreement and further described in the applicable Order. Grow Services shall be added to the definition of "Services" and such terms of the Agreement shall apply to the Grow Services unless otherwise stated here.

2. DATA PROCESSING

2.1 **Ownership of Grow User Data.** Each Grow User remains the sole owner of its own Grow User Data. Supplier's processing of the Grow User Data is determined and controlled by the Grow User at its sole discretion.

2.2 **Deletion of Grow User Data.** Supplier will delete the Grow User Data in accordance with the separate agreement with the individual Grow User. For clarity, Supplier will delete all Customer Data in accordance with the Agreement.

2.3 **Annex 1 of the SCCs**. For the purposes of Annex 1 of the SCCs

   a) under Section A, Supplier is a Processor of Grow User Data for the duration of the Term. Thereafter, Supplier is the sole Controller of Grow User Data.

   b) under Section B, the period for which the personal data will be retained for the Grow User Data shall be in accordance with the separate agreement with that Grow User. For clarity, Customer Data is processed as stated in Section B of Annex 1 of the SCCs.

2.4 **Annex 2 of the SCCs**. Any references to deletion of Grow User Data will be replaced with the deletion terms of the separate agreement with that Grow User.

2.5 **Sub-Processors**. Sub-Processors for Grow are as identified in the Sub-Processor list at https://beamery.com/terms-and-conditions/ as updated from time to time.