

PRICE LIST FOR SW SERVICES OF RSM PAYROLL SOLUTIONS CZ S.R.O.

This price list of software services of RSM Payroll Solutions CZ s.r.o. (also referred to as the "Price List") is, in addition to the Terms and Conditions ("T&C" or "Terms and Conditions") of RSM Payroll Solutions CZ s.r.o., an integral part and annex to the contract concluded between RSM Payroll Solutions CZ s.r.o. ("Consultant" or "Supplier") and its contractual customer ("Customer" or "Client").

Unless a fixed fee is agreed between the RSM CZ a.s. as the Supplier and the Client for a given period or a task, the Supplier's fee shall be calculated based on the number of hours spent by the Supplier's employees involved and their hourly rates as set out below. the amounts do not include VAT, other taxes, levies or other costs, e.g. charges for making such payments.

- **CZK 1 815,- excluding VAT** for one (1) hour of a technical support specialist's work
- **CZK 1 815,- excluding VAT** for one (1) hour of a developer's work
- **CZK 1 815,- excluding VAT** for one (1) hour of a consultant's and a hot-line consultant's work
- **CZK 2 290,- excluding VAT** for one (1) hour of a technical support manager's work
- **CZK 2 290,- excluding VAT** for one (1) hour of a consultancy services manager's work
- **CZK 2 290,- excluding VAT** for one (1) hour of a software development manager's and a software architect's work
- **CZK 2 290,- excluding VAT** for one (1) hour of an analyst's work
- **CZK 2 290,- excluding VAT** for one (1) hour of training courses
- **CZK 2 750,- excluding VAT** for one (1) hour of a project manager's work
- **CZK 3 300,- excluding VAT** for one (1) hour of a manager's work
- **CZK 715,- excluding VAT** for one (1) hour of time spent travelling

Services requested outside of working hours (working hours are defined as 8am-5pm during the working day) will be charged at one and a half (1.5x) the rates quoted; use of services outside of working hours must be agreed in advance by both parties at least 3 calendar days prior to implementation.

Unless otherwise agreed, every 15 minutes of work commenced shall be charged in the case of telephone or email communication, remote access diagnostics or HW work at the Supplier's premises, otherwise every 30 minutes commenced.

The price under the Contract includes Support to the following extent:

Price paid by the Client annually in accordance with Article 3.1.4 of the Agreement	Scope of SW Nugget Support
up to CZK 5.000,-	0,5 hours per year
CZK 5.001,- to CZK 10.000,-	2 hours per year
CZK 10.001,- to CZK 100.000,-	2 hours per year + 1 hour per year for every CZK 10.000,- of the price
CZK 100.001,- to CZK 250.000,-	2 hours per month
over CZK 250.000,-	3 hours per month

Each additional hour of support will be charged at the hourly rates in this Price List.

Unless otherwise agreed, the Supplier's fee includes, in particular, the following overhead expenses incurred by Supplier:

- i. wages and salaries in respect of the Supplier's employees; and
- ii. costs of operating computers, software, information databases (except for those paid for by the Client in accordance with respective contractual arrangements), insurance, etc.

The Supplier's fee, however, does not include the following meaningful costs for:

- i. administrative and other expenses (charged to the Client at cost);
- ii. courier services (charged to the Client at cost);
- iii. compensation for the use of the Adviser's cars for trips outside the city in which the Adviser's office is located (charged to the Client at cost; or charged to the Client at CZK 15 per kilometre travelled if company car is used);
- iv. translation and interpretation (charged to the Client at cost);
- v. accommodation costs for the Adviser's employees outside the city in which the Adviser's office is located (charged to the Client at cost);
- vi. costs of taxi travel (charged to the Client at cost);
- vii. travel of the Provider's employees during trips abroad (these costs are billed in accordance with applicable regulations); and
- viii. other costs (charged to the Client at cost).

The Supplier reserves the right to adjust the rates specified in the price list, but always by no more than 10% of the original rate. The Supplier shall inform the Client of the change in the rate of fees in the price list in the manner specified in the Agreement and in the Terms and Conditions of RSM Payroll Solutions CZ s.r.o.