

# License Agreement

between

**Ejner Hessel A/S**

Jyllandsvej 4  
7330 Brande  
Denmark  
CVR 67 39 86 10

&

**Kahoot! Denmark ApS**

Vesterbrogade 1L, 7.  
1620 Copenhagen V  
Denmark  
Registration number: DK32932770

This offer is valid until 10.06.2022

**The following terms and conditions have been agreed.**

The license agreement entitles Ejner Hessel A/S (the “Customer”) to use the Actimo platform and services stated below (the “Service”) provided by Kahoot! Denmark ApS (“Actimo”).

**Price:**

The License Fee, covering license, hosting, and standard support, is based on the number Seats (“Seats”) available for unique contacts.

| Pricing details of this agreement                          |               |
|--|---------------|
| License Agreement Period                                   | 24 months     |
| License start date   | 2022-07-01    |
| Actimo License   | Enterprise    |
| Number of Seats*   | Up to 1500    |
| Fee pr. excess Seat per month                              | DKK 9,-       |
| Annual license fee   | DKK 119.879,- |
| Onboarding (One time fee)                                  | -             |
| Customer Success Excellence Program (Annual recurring fee) | -             |

\*) A seat is an end-user that has been granted access to the Actimo platform.  
The total number of seats is defined as the total number of end-users in the Actimo platform at any given time.

All Actimo deliveries and obligations stated herein, including what is necessary for providing the described deliveries, shall be deemed included in the License fee unless specifically excluded.

**In addition to the Actimo license stated above the license agreement includes:**

- 15.000 SMS / month
- 5 workspaces (additional workspaces DKK 1.500/month)
- Support and training services for administrators and editors (See appendix 2)
- Standard integration connectors: 1 See list of available connectors on [actimo.com/integrations](https://actimo.com/integrations))

The License agreement entitles Customer to use the following Actimo products:

|                    |  |
|--------------------|--|
| <b>Communicate</b> | Communicate enables you to build interactive messages on the Actimo Platform, distribute the messages via multiple channels, and track insights. With this product, you have access to all the tools you need, to build and operate an internal communication app. |
| <b>Train</b>       | Train closes the knowledge gaps and accelerates time to productivity with automated onboarding, step-by-step microlearning, and gamification delivered at the right time and device. Unlimited number of academies, modules and training groups.                   |
| <b>Lead</b>        | Lead automatically drives ad-hoc and periodic check-ins between managers and employees, allowing real-time and historic engagement insights as well as management support.   |

*Please see [actimo.com](https://actimo.com) for an updated overview of the listed products.*

### **Invoicing and payment terms**

Payment terms are net 30 days. The invoice covering the full license period will be sent 01.07.2022. All prices included in this document excludes VAT if not otherwise stated. Actimo has the right to charge interest for overdue payments with the, at any time valid Actimo interest rate.

At the end of each license period (24 months) the license fee will be adjusted with a 4% increase. Any other adjustments to the license fee are subject to an agreement between Customer and Actimo.

In the event of excess seats being activated in the Service the excess seats will be invoiced for the remaining part of the valid license period according to above terms for excess seats. The subsequent renewal at the end of the license period will automatically be adjusted to accommodate the excess seat usage from the previous license period.

In the event of excess SMS usage, the additional cost will be charged monthly at a unit price of 0,25 DK. In the event that the local market cost for SMS exceeds 0,25 DK, Actimo has the right to invoice the additional cost to match the local market cost. Monthly underspend in SMS credits can not be carried over to the next month.

Costs for transport and accommodation in connection with onboarding and consulting activities are invoiced separately.

### **Renewal & Termination**

The license agreement will automatically renew at the end of the license agreement period with a new license agreement period similar to the previous committed license period.

If the parties (Customer or Actimo) wish to terminate the agreement, this can be done with a written notice no later than 3 months prior to the end of a license agreement period. The customer can do this by sending an email to [invoices@actimo.com](mailto:invoices@actimo.com).

**Additional services**

Special consultancy, additional training or/and the building of new apps are either based on fixed-price or invoice by the hour at an hourly rate of DKK 1.500/hour.

**Additional terms**

Actimo is not allowed to use the Customer brand in marketing activities without the consent from the Customer. However, Actimo is allowed to refer the Customers brand in presentation and on Actimos website

**Appendix**

Appendix 1: Actimo general terms and conditions

Appendix 2: Support and training specification

**Signatures**

\_\_\_\_\_  
**On behalf of the Customer**

**Name: Thomas Hessel**

**Title: HR-konsulent**

**Date:** \_\_\_\_\_

\_\_\_\_\_  
**On behalf of Actimo**

**Name: Mads Rebsdorf**

**Title: Chief Revenue Officer**

**Date:** \_\_\_\_\_

**On behalf of Actimo**

**Name: Sebastian Börjeson**

**Title: Key Account Manager**

**Date:** \_\_\_\_\_



## **Appendix 1: Actimo Terms and conditions**

The latest version of the Actimo General Terms and Conditions apply unless overwritten in this agreement.

The latest version of the Actimo General Terms and Conditions can be found at [actimo.com/terms](https://actimo.com/terms).

## Appendix 2: Support and training specification

| Ressources                         | Availability   | Costs                   |
|------------------------------------|--|-------------------------|
| <b>Chat</b>                        | 9-16 CET/CEST (weekdays)   | Included                |
| <b>Phone</b>                       | 9-16 CET/CEST (weekdays)   | Included                |
| <b>Email</b>                       | 9-16 CET/CEST (weekdays)   | Included                |
| <b>Online helpdesk</b>             | On-demand at <a href="https://helpdesk.actimo.com">helpdesk.actimo.com</a>                   | Included                |
| <b>Webinars</b>                    | See live schedule and on-demand at <a href="https://actimo.com/events">actimo.com/events</a> | Included                |
| <b>Online group trainings</b>      | See live schedule and on-demand at <a href="https://actimo.com/events">actimo.com/events</a> | Included                |
| <b>Online individual trainings</b> | Custom   | Consultancy by the hour |