

# DATA PROCESSING AGREEMENT

## FOR THE PROCESSING OF PERSONAL DATA BY VAN PASSE B.V.

### Parties:

The client, being a natural person or legal entity that makes use of the services of Van Passe B.V. and, in that context, processes personal data (hereinafter: **Data Controller**);

### And:

Van Passe B.V., located at Ellermanstraat 12, 1114 AK Amsterdam, Netherlands, registered with the Chamber of Commerce under number 94604835 (hereinafter: **Processor**);

Hereinafter jointly referred to as the “Parties” and individually as a “Party”.

### Considering that:

- The Data Controller intends to have certain administrative and financial processing activities carried out by the Processor, whereby the Data Controller determines the purposes and means of this processing. This is within the framework of the agreement concluded between the Parties concerning administrative, accounting, and financial services (hereinafter referred to as the Main Agreement);
- The Processor is willing to comply with the obligations regarding security and other aspects of the General Data Protection Regulation (GDPR) to the extent that they apply to them;
- The Parties, given the requirement of Article 28, Paragraph 3 of the GDPR, wish to lay down their rights and obligations in writing through this Data Processing Agreement;
- The Processor is designated as a Processor in accordance with Article 4, Paragraph 8 of the GDPR in the execution of the Main Agreement;
- The Data Controller is designated as a Controller in accordance with Article 4, Paragraph 7 of the GDPR;
- Where this Data Processing Agreement refers to personal data, this means personal data as referred to in Article 4, Paragraph 1 of the GDPR;

### Agree as follows:

#### Article 1. Purposes of Processing

1. The Processor shall process personal data solely on behalf of and in accordance with the written instructions of the Controller, as set out in this Data Processing Agreement and the Main Agreement. This also includes instructions regarding the transfer of personal data to a third country or international organisation, unless the Processor is legally required to do so; in such a case, the Processor shall inform the Controller of that legal requirement prior to the processing, unless the relevant legislation prohibits such notification.
2. The Data Controller determines the purposes for which and the means by which personal data are processed. The Processor has no authority over the purposes and means of processing the personal data.
3. The personal data processed by the Processor on behalf of the Data Controller remain the property of the Data Controller and/or the respective data subjects.

#### Article 2. Division of Responsibilities

1. The Parties shall ensure compliance with applicable privacy laws and regulations.
2. The processing of personal data by the Processor shall be carried out within a (semi-)automated environment unless otherwise agreed.
3. The Processor shall only process personal data under this Data Processing Agreement in accordance with the instructions of the Data Controller and under the ultimate responsibility of the Data Controller. For all other processing activities that are not reported by the Data Controller, processing performed by third parties and/or for other purposes is not the responsibility of the Processor. The responsibility for such processing lies solely with the Data Controller.
4. The Data Controller guarantees that the content, use, and assignment of processing personal data, as defined in this Data Processing Agreement, are not unlawful and do not infringe on any third-party rights.

### Article 3. Obligations of the Processor

1. Regarding the processing activities mentioned in Article 1, the Processor shall ensure compliance with the conditions set by the GDPR for processing personal data in its role.
2. The Processor shall inform the Data Controller, upon request and within a reasonable timeframe, of the measures taken regarding its obligations under this Data Processing Agreement.
3. The Processor shall provide the necessary assistance to the Data Controller whenever required for conducting a data protection impact assessment or prior consultation with the supervisory authority if necessary.
4. The obligations of the Processor under this Data Processing Agreement also apply to individuals processing personal data under the authority of the Processor, including but not limited to employees and external contractors.

### Article 4. Transfer of Personal Data

1. The Processor generally processes personal data within the European Economic Area (EEA). If personal data is processed outside the EEA, the Processor shall ensure that the transfer only takes place in compliance with the requirements of the General Data Protection Regulation (GDPR).
2. The transfer of personal data to countries outside the EEA is only permitted if:
  - The relevant country has been recognized by the European Commission as a country with an adequate level of protection (adequacy decision);
  - Standard Contractual Clauses (SCCs), as adopted by the European Commission, are used, with additional measures if required;
  - Other appropriate safeguards are applied, such as Binding Corporate Rules (BCRs) or specific contractual agreements that comply with the GDPR.
3. Use of (sub)processors outside the EEA:
  - The Processor may engage (sub)processors for processing personal data outside the EEA, provided that the Data Controller is informed in advance and appropriate safeguards are in place.
  - The Data Controller remains responsible for ensuring GDPR compliance in relation to the transfer and processing by these (sub)processors.
4. Information Obligation:
  - The Processor shall keep an up-to-date overview of (sub)processors processing data outside the EEA and make it available to the Data Controller upon request.
  - If new transfers outside the EEA are deemed necessary, the Processor shall promptly inform the Data Controller and provide all necessary documentation to ensure GDPR compliance.

### Article 5. Engaging (Sub)Processors

1. The Processor may engage (sub)processors to perform specific processing activities. The list of engaged (sub)processors is included in Annex 2.
2. The Processor shall inform the Data Controller in advance of any changes in the list of (sub)processors. The Data Controller has the right to object within 14 days of receiving the notification if there are reasonable objections to the appointment of a new (sub)processor. If the Data Controller raises an objection and no solution is found, the Data Controller has the right to terminate the agreement to the extent that the change directly affects the service provision.
3. The Data Controller remains solely responsible for GDPR compliance when engaging (sub)processors and is obliged to ensure that (sub)processors comply with the obligations arising from this Data Processing Agreement.

### Article 6. Security

1. The Processor shall implement appropriate technical and organisational measures to protect the personal data against loss and against any form of unlawful processing (such as unauthorised access to, alteration, disclosure or destruction of personal data).
  2. The Processor shall ensure that the security measures meet a level that, taking into account the state of the art, the sensitivity of the personal data, and the costs associated with implementing the security measures, is not unreasonable.
  3. An overview of the technical and organizational measures taken by the Processor to protect personal data:
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<b>Technical Security Measures</b>	
<b>Encryption of Data</b>	Encryption of stored data and data during transmission (e.g., TLS for network connections).
<b>Access Control</b>	Security of systems with multi-factor authentication (MFA), password management, and role-based access control (RBAC) to grant access to personal data only to authorized users.
<b>Firewall &amp; Intrusion Detection/Prevention Systems (IDS/IPS)</b>	Firewalls and intrusion detection systems to prevent unauthorized access and detect and block suspicious activities.
<b>Anti-malware &amp; Antivirus Software</b>	Regular checks and protection against malware and viruses to keep systems clean and secure.
<b>Regular Software Updates and Patch Management</b>	Keeping software and systems up to date to minimize security vulnerabilities.
<b>Back-ups and Recovery Plans</b>	Regular data back-ups and a disaster recovery plan to prevent data loss in case of incidents.
<b>Secured Data Transmission</b>	Use of secure connections (e.g., VPNs) for access to sensitive systems remotely.
<b>Logging and Monitoring</b>	Registration and monitoring of access and activities, especially in critical systems, to quickly detect unauthorized activities.
<b>Security of Physical Infrastructure</b>	Physical security of servers and data centers, such as locks, secured access, and surveillance systems.
<b>Management of Rights and Accounts</b>	Regular review and monitoring of access rights, with automatic deactivation of inactive accounts.
<b>Organizational Measures</b>	
<b>Privacy and Security Policies</b>	Clear internal guidelines and policy documents that comply with the GDPR and describe how personal data is handled.
<b>Awareness and Employee Training</b>	Regular training and awareness programs on data protection and security practices.
<b>Incident Response and Reporting Procedures</b>	A procedure for reporting data breaches and a response plan for security incidents.
<b>Data Processing Agreements with Third Parties (Subprocessors)</b>	Establishing agreements with third parties that have access to data, defining security and privacy requirements.
<b>Documentation and Logs</b>	Detailed documentation of processing activities and maintaining logs to ensure transparency and for audit purposes.

<b>Limitation of Data Storage and Data Minimization</b>	Only collecting, processing, and storing strictly necessary personal data.
<b>Access Restrictions</b>	Implementation of policies that ensure limited access to personal data based on role and necessity within the organization.
<b>Regular Evaluation of Security Measures</b>	Continuous evaluation and adjustment of technical and organizational measures, taking into account new threats and technological developments.

Article 7. Access and Audit

1. The Processor shall make available all information necessary to demonstrate compliance with the obligations set out in Article 28 of the GDPR.
2. The Processor shall, upon request of the Controller, allow for and contribute to audits, including inspections, conducted by or on behalf of the Controller.
3. Audits shall be conducted at reasonable intervals and following prior written notice. The Controller shall take into account the nature of the processing activities, the Processor's operations, and the confidentiality of any third parties involved.
4. The costs of an audit shall be borne by the Controller, unless the audit reveals that the Processor is materially failing to comply with its obligations under this agreement or the GDPR.

Article 8. Notification of Data Breaches

5. In the event of a security incident and/or a data breach (which includes a breach of security that accidentally or unlawfully results in the destruction, loss, alteration, unauthorized disclosure, or access to transmitted, stored, or otherwise processed data, as defined in Article 4(12) GDPR), the Processor shall make every reasonable effort to promptly notify the Data Controller of such a breach without undue delay and no later than 48 hours after discovery. The Data Controller will then assess whether notification to the supervisory authorities and/or the data subjects is required. The Processor shall make every effort to provide the most complete, correct, and accurate information possible. The obligation to notify applies only if the breach has actually occurred.
6. The Data Controller shall ensure compliance with any applicable (legal) reporting obligations. If required by law or regulation, the Processor shall cooperate in informing the relevant authorities and affected parties.
7. The notification shall at least include the following information:
  - The (suspected) cause of the data breach;
  - The known and/or expected consequences of the breach;
  - The proposed solution to the breach;
  - Contact details for follow-up on the report;
  - Who has been informed (such as the affected data subject, the Data Controller, or the supervisory authority).

Article 9. Handling Requests from Data Subjects

If a data subject submits a request concerning their personal data to the Processor, the Processor shall forward the request to the Data Controller. The Processor may notify the data subject of this transfer. The Processor shall provide the necessary assistance to the Data Controller in handling the request. If the Data Controller requires additional assistance from the Processor to fulfill a request from a data subject, the Processor may charge costs for this support.

Article 10. Confidentiality and Secrecy

1. The Processor shall treat all personal data received from the Controller or processed by the Processor under this Data Processing Agreement as strictly confidential, and shall not disclose such data to third parties or use it for purposes other than those specified in this Agreement, unless the data has been anonymised in such a way that it can no longer be traced back to a data subject. The Processor shall ensure that all persons under its authority who have access to such personal data are bound by an appropriate statutory or contractual duty of confidentiality.

2. The duty of confidentiality does not apply in the following cases:
  - If the Data Controller has explicitly given consent to disclose the information to third parties;
  - If the provision of information to third parties is logically necessary for executing the Main Agreement or this Data Processing Agreement;
  - If there is a legal obligation to provide the information to a third party.

#### Article 11. Liability

1. The Processor shall only be liable for direct damage or loss suffered by the Controller as a result of an attributable failure by the Processor to comply with the obligations under this Data Processing Agreement or the applicable provisions of the GDPR, including damage resulting from a Data Breach that can be attributed to the Processor.
2. Any liability of the Processor shall be limited to the amount paid out in the relevant case under its liability insurance, plus the applicable deductible under that insurance. If no payment is made by the insurer, the liability shall be limited to the invoiced amount related to the execution of this Data Processing Agreement, with a maximum of €10,000.
3. The Processor shall not be liable for any fines imposed on the Controller by supervisory authorities, unless such fines result directly from an attributable failure of the Processor to comply with its obligations under this Data Processing Agreement or the GDPR.

#### Article 12. Duration and Termination

1. This Data Processing Agreement comes into effect upon signature by the Parties and on the date of the latest signature.
2. This Data Processing Agreement is valid for the duration specified in the Main Agreement between the Parties, and in the absence of such a provision, it remains valid for as long as the cooperation continues.
3. Upon termination of this Data Processing Agreement, for any reason and in any manner whatsoever, the Processor shall—at the choice of the Controller—either return all personal data processed under this Agreement to the Controller, or delete and/or destroy such data, unless the Processor is legally obliged to retain the personal data (for a longer period). The Processor shall inform the Controller accordingly.
4. The Parties may only amend this Data Processing Agreement with mutual written consent.

#### Article 13. Applicable Law and Dispute Resolution

1. This Data Processing Agreement and its execution are governed by Dutch law.
2. Any disputes arising between the Parties in relation to this Data Processing Agreement shall be submitted to the competent court in the district where the Processor is established.

## ANNEX 1: SPECIFICATION OF PERSONAL DATA AND DATA SUBJECTS

### 1. Types of Personal Data

As part of the execution of the Main Agreement, the Processor processes the following categories of personal data on behalf of the Data Controller:

Category of Personal Data	Examples
Identity Data	Name, address, place of residence, date of birth, citizen service number (BSN)
Contact Information	Email address, phone number
Financial Data	Bank account number, invoices, income and expenses, tax-related data
Salary and Employment Data (if applicable)	Payslips, pension information, employment contracts
Transaction Data	Payment history, VAT returns, debtor and creditor information
Company Data	Chamber of Commerce (KvK) number, VAT number, legal structure of the company
Other Data	Any additional data necessary for executing the Main Agreement

### 2. Categories of Data Subjects

The processing of personal data relates to the following categories of data subjects:

- **Clients** of the Data Controller (self-employed professionals, freelancers, and companies);
- **Customers of clients** (if they are involved in the processing, such as debtors or creditors);
- **Employees of clients** (if salary administration is provided);
- **Contact persons** from business relations of the Data Controller;
- **Website visitors** (if analytical data or form submissions are processed).
- **Potential clients (leads)** (natural persons who contact Van Passe through various channels, such as WhatsApp, email or the website, with the purpose of obtaining information about the services provided, whereby contact details and intake data are processed).

### 3. Purposes of Processing

The processing of personal data by the Processor is exclusively for the following purposes:

- Managing financial administration and accounting;
- Processing tax returns and fulfilling fiscal obligations;
- Managing payroll administration (if applicable);
- Assisting in debtor and creditor administration;
- Performing other administrative and financial services in accordance with the Main Agreement;
- Complying with legal obligations, such as fiscal and labor law regulations.

The Processor shall not process the personal data for any purposes other than those specified in this Annex 1, unless explicitly agreed upon in writing with the Data Controller.

## Annex 2 – Overview of (Sub)Processors

### 1. Introduction

This overview contains the current list of (sub)processors engaged by Van Passe B.V. for the execution of services as described in the Data Processing Agreement. If Van Passe B.V. engages new (sub)processors or makes changes to existing (sub)processors, the Data Controller will be informed in a timely manner and given the opportunity to object.

### 2. Overview of (Sub)Processors

(Sub)Processor	Purpose of Processing	Processing Location
Docusign	Drafting, signing, and managing documents and agreements	Outside the EEA*
Salesforce	CRM management and customer relationship management	Outside the EEA*
Pipedrive	CRM management and customer relationship management	Within the EEA
OneDrive	Storage and backup of documents and data	Within the EEA
Make	Automating workflows and integrating applications	Outside the EEA*
Zapier	Connecting and automating data streams between applications	Outside the EEA*
MailChimp	Email marketing and customer communication	Outside the EEA*
Voys	Business telephony and communication	Within the EEA
MoneyMonk	Accounting and invoicing	Within the EEA
Calendly	Online appointment scheduling and calendar integration	Outside the EEA*
WordPress	Website management and content publication	Within the EEA
Microsoft Teams	Online meetings and internal communication	Within the EEA
OpenAI	AI-supported customer communication and automation	Outside the EEA*
Claude (Anthropic)	AI-assisted customer communication, text processing, and automation	Outside the EEA*
Visma Nmbrs	Payroll administration and HR processing	Within the EEA
Logius	Access to verification via government services (e.g., DigiD, eHerkenning)	Within the EEA
WhatsApp	Business communication and customer service	Outside the EEA*
Timelines	Customer service and business communication via WhatsApp	Outside the EEA*
Respond.io	Management of customer communication via WhatsApp and other messaging channels, including AI-driven intake and lead processing	Outside the EEA*

\* (Sub)processors processing personal data outside the EEA fall under GDPR regulations for international data transfers. Van Passe B.V. ensures that appropriate safeguards are applied, such as Standard Contractual Clauses (SCCs) or other mechanisms compliant with GDPR.

### 3. Changes and Objection Rights

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The Data Controller will be notified in advance of changes in the list of (sub)processors and has the right to object within 14 days of receiving the notification against the engagement of a new (sub)processor. If no objection is made within this period, the change will be considered accepted.

Van Passe B.V. remains fully responsible for GDPR compliance when engaging (sub)processors and will, where necessary, conclude appropriate agreements to ensure the protection of personal data.