

## **TERMS & CONDITIONS EP TALENT SEARCH**

E. Pütz, trading as EP Talent Search ("EP Talent Search"), is registered with the Chamber of Commerce, registration number 58358455, with the registered office located at Sint Jorisplein 1E (7061CN), Terborg.

### **Article 1 – Definitions**

1. In these General Terms and Conditions, the following terms shall mean, unless expressly stated otherwise:
2. Offer: Any proposal by EP Talent Search to the Client for the provision of services.
3. Executive search or Services: The services offered by EP Talent Search for the benefit of the Client, which include searching for Candidates with the intention of establishing an employment contract under civil law between the Client and the Candidate.
4. EP Talent Search: The service provider offering services to the Client.
5. Introduction: Any instance where EP Talent Search communicates about, or presents, a Candidate to the Client with the aim of facilitating the recruitment of the Candidate.
6. Candidate: A worker, acting as a self-employed person (in the exercise of their profession or business) under their own name or a company form, proposed by EP Talent Search to the Client as part of the Services, with the intent of forming an employment contract or a contract for services.
7. Client: The natural or legal person, in the exercise of a profession or business, who has engaged EP Talent Search and/or has provided projects to EP Talent Search for services rendered.
8. Agreement: Any agreement and other commitments between the Client and EP Talent Search, as well as proposals by EP Talent Search for services that have been offered to the Client, accepted by the Client, and executed by EP Talent Search.

### **Article 2 – Applicability**

1. These general terms and conditions shall apply to every proposal made by EP Talent Search, every agreement between EP Talent Search and the Client, and to every service offered by EP Talent Search.
2. The Client will have access to these general terms and conditions before the conclusion of an agreement. If it is not reasonably possible, EP Talent Search will inform the Client how to view the general terms and conditions.
3. Deviation from these general terms and conditions is not possible, except under exceptional circumstances and when explicitly agreed upon in writing by EP Talent Search.
4. These general terms and conditions also apply to additional, amended and follow-up assignments by the Client.
5. The Client's general terms and conditions are excluded.
6. Deviating general terms and conditions only apply to the Agreement if they have been accepted in writing by both the Client and EP Talent Search.
7. If one or more provisions of these general terms and conditions are partially or completely null and void or are annulled, the other provisions of these general terms and conditions will remain in force, and the null and void provision(s) will be replaced by a provision with the same purport as the original provision.
8. Ambiguities about the content, interpretation or situations that are not regulated in these general terms and conditions must be assessed and interpreted in accordance with the spirit of these general terms and conditions.
9. The applicability of Articles 7:404 of the Dutch Civil Code and 7:407(2) of the Dutch Civil Code is expressly excluded.

10. If these terms and conditions refer to she/her, this shall also be construed as a reference to he/him/his, if and to the extent applicable.

### **Article 3 - The Offer**

1. Any proposal from EP Talent Search is non-binding unless explicitly stated otherwise.
2. Offers are valid for 14 days, in principle.
3. EP Talent Search is only bound by a proposal if it is confirmed in writing by the Client within 14 days. Nonetheless, EP Talent Search reserves the right to refuse an agreement with a (potential) Client for reasons deemed valid by EP Talent Search.
4. The Offer contains a description of the Services offered. The description is sufficiently specified so that the Client is able to make a proper assessment of the Offer. Any information in the Offer is only an indication and cannot be grounds for any compensation or dissolution of the Agreement.
5. Offers or quotations do not automatically apply to follow-up orders.
6. Any instalments included in the EP Talent Search Offer are in principle indicative and do not entitle the Client to dissolution or compensation if they are exceeded, unless expressly agreed otherwise.
7. A composite quotation does not oblige EP Talent Search to deliver part of the Services included in the Offer at a corresponding part of the quoted price.

### **Article 4 - Conclusion of the Agreement**

1. The Agreement is concluded when the Client submits an offer or accepts EP Talent Search's proposal by returning a signed copy, whether scanned or original, to EP Talent Search, or by providing explicit and unambiguous consent via email.
2. EP Talent Search has the right to withdraw from the (signed) Agreement within 5 working days after receipt of the acceptance.
3. EP Talent Search is not bound by an Offer if the Client could reasonably have expected or should have understood that the Offer contains an obvious mistake or clerical error. The Client cannot derive any rights from this mistake or clerical error.
4. If the Client cancels an order that has already been confirmed, the costs already incurred (including the time spent) will be charged to the Client.
5. Any amendments to the Agreement must be made in writing and mutually agreed upon by both Parties.
6. Any agreement or project awarded to EP Talent Search by the Client is bound to the company and not to any individual associated with EP Talent Search.
7. The Client's right of withdrawal is excluded, unless otherwise agreed.
8. If the Agreement is entered into by several Clients, each Client is jointly and severally liable for the fulfilment of all obligations arising from the Agreement.

### **Article 5 - Duration of the agreement**

1. The Agreement is entered into for the maximum duration agreed upon by the Parties, but at least until the vacancy is filled.
2. A vacancy is considered filled when a Candidate nominated by EP Talent Search begins employment with the Client within 12 months after the Introduction, or at the actual start of the Candidate's work for the Client. Commencement of employment is defined as any agreement under which the Candidate performs work for the Client or its affiliated entities, regardless of the position title or if the role differs from the one originally assigned.

3. The duration of the Agreement also depends on external factors, including, but not limited to, the quality and timely delivery of the information that EP Talent Search obtains from the Client.
4. Either the Client or EP Talent Search may terminate the Agreement in the event of a significant breach if the defaulting party has received a written notice of default and fails to remedy the breach within a reasonable period. This includes breaches related to the Client's payment and cooperation obligations.
5. The dissolution of the Agreement does not affect the payment obligations of the Client insofar as EP Talent Search has already performed work or provided services at the time of the dissolution. The Client must pay the agreed fee.
6. The parties may terminate the Agreement by registered letter with due observance of a notice period of one month. EP Talent Search is entitled to unilaterally terminate the Agreement if it is of the opinion that it is unable to meet the Client's requirements, which is solely at the discretion of EP Talent Search.
7. In case of early termination of the Agreement, the Client is liable for all costs incurred by EP Talent Search until that point, calculated at the previously agreed rate. The time records maintained by EP Talent Search will be the basis for this calculation unless an alternative arrangement has been agreed upon.
8. Either the Client or EP Talent Search may, in writing, immediately terminate the Agreement, either partially or entirely, without the need for a notice of default, if either party suspends payments, declares bankruptcy, or the company in question undergoes liquidation. In any of these circumstances, EP Talent Search is not required to return any received payments or provide compensation.
9. If EP Talent Search fails to present a suitable Candidate within six months of the Agreement's commencement, the Agreement will automatically terminate. Since EP Talent Search does not operate on a 'no cure, no pay,' the Client will not be entitled to a refund of any invoices issued upon entering into the Agreement, should a suitable Candidate not be found.

#### **Article 6 - Performance of the Service**

1. EP Talent Search will endeavor to recruit and select suitable Candidates for employment with the Client, conducting the agreed Executive Search with the utmost care as expected from a competent service provider. EP Talent Search guarantees a professional and independent service. The Executive Search is carried out on a best-efforts basis, unless a specific result has been explicitly agreed upon in writing and described in detail.
2. The Agreement, which EP Talent Search executes for the Executive Search, is definitive in determining the scope and extent of the services. The Agreement is performed solely for the Client's benefit, and third parties cannot derive any rights from it.
3. The Client's provided information and data serve as the foundation for the Services and pricing by EP Talent Search. If this information is found to be incorrect or incomplete, EP Talent Search reserves the right to modify its services and prices accordingly.
4. In executing the Services, EP Talent Search is not bound to follow the Client's instructions if this would alter the agreed scope of Services. Should the instructions necessitate additional work, the Client will be expected to cover the extra costs following a new quote.
5. EP Talent Search may, at its discretion, employ third parties to perform the Services.
6. If the nature and duration of the assignment requires, EP Talent Search will update the Client on the progress in the agreed manner.
7. The Services are performed based on information the Client provides. Changes in this information may affect established plans, for which EP Talent Search is not liable. Delays in commencement, progress, or delivery of the Services due to the Client's actions, such as failing to provide information timely or adequately, not providing sufficient cooperation,

delayed payments, or other client-related circumstances, will result in a reasonable extension of the delivery period. All damages and additional costs due to delays caused by such reasons are the Client's responsibility.

8. EP Talent Search commits to selecting Candidates with great care, considering the Client's criteria, the Candidates' work experience, qualifications, and skills. EP Talent Search retains complete discretion in its selection process.
9. EP Talent Search pledges to recruit and select suitable Candidates diligently. While EP Talent Search prioritizes the Client's needs and requirements when proposing Candidates, it cannot assure that all placed Candidates will always meet the Client's expectations.

#### **Article 7 - Obligations of the Client**

1. The parties shall enter into an exclusive Agreement, unless agreed otherwise in writing. The Client is required to conduct all related Executive search activities exclusively through EP Talent Search for the duration of the Agreement, subject to agreed upon compensation for non-compliance.
2. The Client must provide all requested information and related documents to EP Talent Search in a timely manner for the efficient execution of the Agreement. Failure to do so may result in incomplete execution or delivery of the Agreement, at the Client's risk and expense.
3. EP Talent Search is not responsible for verifying the accuracy or completeness of information provided by the Client or for updating the Client on any changes over time. EP Talent Search is also not responsible for the accuracy of information compiled for or provided to third parties within the Agreement's context.
4. If necessary, EP Talent Search may request additional information for the Agreement's execution. Should the Client fail to provide this, EP Talent Search may suspend its activities without obligation to compensate the Client. The Client must promptly notify EP Talent Search of any changes in circumstances and no later than 3 working days after the change has become known.
5. Before concluding the Agreement, the Client must disclose all relevant details, including but not limited to the job group, job requirements, working hours, activities, place of work, working conditions, and the intended duration of the assignment and other cost allowances and surcharges if requested. For Executive Search, a clear profile of the desired Candidate, including necessary qualifications and experience, is also required for determining the remuneration and start date. Lack of such information may impede the full execution or delivery of Services, with the consequences of expense and risk borne by the Client.
6. The Client must promptly, and in any case without delay, notify EP Talent Search of any changes to its employment terms and conditions so that EP Talent Search may apply these changes to the Candidates it provides, as required by law. Following such changes, EP Talent Search reserves the right to modify its rates in accordance with the updated terms of employment effective from the date of the change.
7. The Client authorises EP Talent Search to provide all copies of all correspondence with the Candidates proposed by EP Talent Search. The Client also gives permission to inform EP Talent Search immediately, but in any event within 3 working days, when a Candidate is accepted or rejected, or when his name is passed on to a third party.
8. After EP Talent Search has introduced Client candidates and/or when Client has had a (follow-up) interview with candidates, Client will inform EP Talent Search about this within 5 working days. If the Client fails to do so, EP Talent Search waives its further obligations to carry out the Executive search and EP Talent Search is entitled to cancel the Agreement. In the event of cancellation, EP Talent Search reserves the right to the agreed fee.

9. If the Client recruits any individual associated with EP Talent Search, its affiliates, or related entities, whether on a contractual, permanent, or independent basis, the general terms and conditions, along with the recruitment agreement, will be applicable. Under such circumstances, the Client shall be liable to pay the lawful fees to EP Talent Search.
10. If the Client, or someone associated with the Client, passes on the name of a Candidate introduced by EP Talent Search to another person and/or other organisation, and this person and/or organisation appoints the Candidate in any form whatsoever within 12 months after the Introduction of the Candidate to the Client, the Client will owe EP Talent Search its lawful fee.
11. The Client must ensure the inclusion of references concerning the Candidate's integrity and medical history. Additionally, it is the Client's duty to secure any necessary work permits for the Candidate and to ensure that such permits are in compliance with all relevant laws and regulations.
12. The Client shall notify EP Talent Search of any individuals or organizations that fall outside the scope of the assignment and shall also specify any individuals or organizations that the Client wishes EP Talent Search not to contact.
13. If the Client employs a Candidate referred by EP Talent Search, the Client must provide EP Talent Search with a copy of the employment contract within three working days of its execution.
14. The Client must not share details of any candidates put forward by EP Talent Search with third parties without EP Talent Search's written approval. Should the Client decide not to enter into an employment contract or engage the Candidate otherwise, they must promptly destroy any related information.

#### **Article 8 - Additional activities and amendments**

1. If the Agreement requires modification or additional work is needed at the Client's request, the Client will compensate EP Talent Search according to the agreed rate. EP Talent Search is not obligated to comply with such requests and may require a separate Agreement and/or refer the Client to a third party.
2. If additional work results from EP Talent Search's oversight, incorrect assessment, or could have been reasonably foreseen, the Client will not incur these additional costs.

#### **Article 9 - Prices and payment**

1. EP Talent Search conducts its Executive Search in line with the fee agreed upon in the main agreement or as per the agreed fixed fee. The Client is obligated to pay the agreed fee upon entering into the Agreement, upon the introduction of a Candidate by EP Talent Search to the Client, and when a Candidate is successfully placed with the Client.
2. All prices are stated exclusive of value-added tax (VAT), unless explicitly stated otherwise.
3. Travel time and related costs incurred for the Client's benefit will be charged to the Client.
4. The Client is responsible for reimbursing the full costs of third parties engaged by EP Talent Search with the Client's approval, unless specifically agreed upon otherwise.
5. The parties may agree that the Client is to make an advance payment. If so, the Client must make this payment before the commencement of services.
6. The Client may not infer any rights or expectations from an advance budget unless expressly agreed upon by both parties.
7. EP Talent Search reserves the right to annually adjust the applicable fees and tariffs in line with the prevailing inflation rates. Any other price changes during the term of the Agreement are permissible only if explicitly outlined in the Agreement.
8. Payment of invoices is due in a single installment, without offset or deferment, within the payment term of no more than 8 days as indicated on the invoice, to the account details provided by EP Talent Search.

9. Any disputes regarding the invoiced amount must be submitted in writing to EP Talent Search within 7 calendar days of the invoice date. Such disputes do not suspend the Client's obligation to pay.
10. In case of (involuntary) liquidation, insolvency, bankruptcy, or a payment order against the Client, all payments and other obligations under the Agreement become immediately due and payable by the Client.

#### **Article 10 - Debt collection policy**

1. The Client will be considered in default by operation of law if it fails to meet its payment obligations within the designated term.
2. From the onset of default, EP Talent Search is entitled to statutory commercial interest from the first day of default until full payment is received, as well as compensation for extrajudicial collection costs as stipulated by Article 6:96 of the Dutch Civil Code, calculated according to the graduated scale from the Decree on Compensation for Extrajudicial Collection Costs dated 1 July 2012.
3. Should EP Talent Search incur additional or higher costs deemed reasonably necessary, these costs will be eligible for compensation. The Client will also bear the full legal and execution costs incurred.

#### **Article 11 - Non-solicitation Clause**

1. The Client is prohibited, without EP Talent Search's consent, from employing or engaging in an employment relationship directly or indirectly through third parties with any Candidate introduced by EP Talent Search and initially rejected (directly or indirectly) by the Client, for a period of 12 months following the conclusion of the assignment.
2. Should the Client breach the above prohibition, it shall owe EP Talent Search an immediate penalty equal to the agreed fee, subject to a minimum of €20,000, payable forthwith.

#### **Article 12 - Guarantee Scheme**

1. If the employment relationship between the Candidate and the Client terminates within one year of commencement, regardless of the initiating party, EP Talent Search may offer recruitment services for the position at a discounted rate. The following discount rates apply:
  - **80% for the first two months after joining the company,**
  - **60% for the third and fourth months after employment,**
  - **40% for the fifth and sixth months after employment,**
  - **30% for the seventh and eighth months after employment,**
  - **20% for the ninth to twelfth months.**

**The discount is void if the candidate is unable to work due to illness, accident, or death.**

2. EP Talent Search is under no obligation to propose a replacement candidate, but if it does, the Client is required to pay the appropriate fee.
3. To utilize the guarantee scheme, the Client must notify EP Talent Search within 14 days following the Candidate's employment termination. Failure to do so will render the guarantee scheme void.

#### **Article 13 - Privacy, Data Processing, and Security**

1. EP Talent Search handles the Client's personal data with care, adhering to applicable data protection standards. Upon request, EP Talent Search will provide the data subject with information about how their data is being used.

2. The Client is responsible for processing any data used in conjunction with EP Talent Search's services and ensures that the data content is lawful and does not violate any third-party rights. The Client will indemnify EP Talent Search against any legal claims arising from the data or the execution of the Agreement.
3. EP Talent Search, when required to secure information as stipulated in the Agreement, will ensure that the level of security meets the agreed specifications and is commensurate with the current technological standards, the sensitivity of the information, and the cost of implementation.
4. The Client grants EP Talent Search permission to use the services rendered in the Client's promotional materials on websites and social media channels.

#### **Article 14 - Suspension and Dissolution**

1. EP Talent Search retains the right to withhold any data and files received or generated until the Client has fulfilled all payment obligations. This right is maintained even if a justified suspension occurs for legitimate reasons.
2. EP Talent Search is entitled to suspend its obligations without further notice if the Client defaults on any part of the Agreement, including the timely payment of invoices, and will confirm such suspension in writing to the Client.
3. EP Talent Search is not liable for damages resulting from the suspension of its services.
4. Suspension or dissolution does not waive the Client's obligation to pay for services rendered. Furthermore, the Client must compensate EP Talent Search for any financial losses incurred due to the Client's non-compliance.

#### **Article 15 - Force Majeure**

1. EP Talent Search is not liable for failing to meet its obligations due to force majeure.
2. Force majeure for EP Talent Search encompasses, but is not limited to, the following situations: (i) force majeure events affecting EP Talent Search's suppliers, (ii) inadequate fulfillment of obligations by suppliers recommended or mandated to EP Talent Search by the Client or its associates, (iii) software defects or the failure of third parties involved in providing the service, (iv) governmental actions, (v) disruptions in electricity, internet, data networking, or telecommunications, (vi) illness of EP Talent Search's employees or engaged advisors, and (vii) any other circumstances deemed by EP Talent Search to be outside its control that may hinder its ability to meet its obligations, whether temporarily or permanently.
3. Either party may dissolve the Agreement in whole or in part due to force majeure. Costs incurred before such dissolution are payable by the Client, and EP Talent Search is not required to compensate for any resulting loss.

#### **Article 16 - Limitation of Liability**

1. EP Talent Search shall not be held liable should the candidates fail to meet the Client's expectations, except in cases where the Client has clearly communicated these expectations prior to the Agreement and EP Talent Search has explicitly agreed to fulfil the specified outcomes.
2. Once the Client employs a Candidate, all work performed is under the Client's supervision and direction, with any resultant consequences being the sole responsibility of the Client or the Candidate. EP Talent Search will not be held liable for any damages resulting from the Candidate's actions during their employment.
3. The Client's decision to employ a Candidate and the terms of that employment are the Client's responsibility.
4. EP Talent Search is obliged to pay compensation for its own material shortcomings only if the Client issues a written notice of default within 14 days after identifying the issue, and EP

Talent Search fails to rectify it within a reasonable timeframe. The notice must clearly describe the shortcoming to enable EP Talent Search to provide an adequate response.

5. If EP Talent Search is liable for damages arising from its services, the liability will be capped at the total invoiced amount under the Agreement and will cover only direct damages incurred by the Client, except in cases of intentional misconduct or gross negligence by EP Talent Search. Direct damages include reasonable expenses incurred to mitigate or ascertain direct damages, establish the cause and liability, and cover the actual damages and recovery process.
6. EP Talent Search explicitly disclaims any liability for consequential damages, including but not limited to, indirect damages, loss of profits, savings not realized, business interruption, loss of capital, delays, loss of interest, and non-material damages.
7. EP Talent Search is not liable for damage caused by the Candidates selected and/or made available by it to the Client or to third parties.
8. EP Talent Search bears no liability and is not required to pay damages if the preliminary communications with the Client, including any specific requests to provide a Candidate, do not result in or occur within the timeframe desired by the Client, leading to the actual placement of a Candidate.
9. The Client shall indemnify EP Talent Search against any third-party claims arising from defects in services that the Client provides, which include services supplied by EP Talent Search, unless the Client proves that the damage was solely due to EP Talent Search's services.
10. EP Talent Search is not liable for actions or advice given by third parties engaged by the Client, nor for incorporating the results of such third-party advice into EP Talent Search's services.
11. EP Talent Search does not guarantee the accurate or timely receipt of emails sent by or on behalf of EP Talent Search.
12. Any claims the Client may have against EP Talent Search due to its shortcomings must be formally reported to EP Talent Search, with detailed reasons, within one year of the Client becoming aware, or when it reasonably should have become aware, of the underlying facts. If not reported within this timeframe, the Client's right to claim lapses. Additionally, EP Talent Search's liability expires one year after the Agreement's termination.

#### **Article 17 - Confidentiality**

1. EP Talent Search and the Client agree to keep all information obtained through their agreement confidential. This obligation applies when information is inherently confidential or is reasonably assumed to be so. However, the obligation does not extend to information that is public, already known, not considered confidential, or acquired by EP Talent Search independently of the agreement.
2. Confidentiality specifically covers EP Talent Search's advice, candidate profiles, reports, designs, methodologies, and reports related to the Client's assignment. The Client is explicitly forbidden from disclosing this information to any unauthorized employees or third parties. Additionally, EP Talent Search is committed to handling all business-sensitive information from the Client with the utmost care.
3. If legally mandated or required by court order, EP Talent Search must disclose confidential information to a designated third party or authority, and if it cannot assert a legal privilege to withhold this information, EP Talent Search is not liable for compensation, and the Client cannot terminate the Agreement on this basis.
4. Transfer or dissemination of any information, statements, advice, or materials to third parties, as well as their publication, requires the written consent of EP Talent Search, unless such



permission has already been explicitly granted. The Client must indemnify EP Talent Search from all third-party claims stemming from the reliance on information shared without EP Talent Search's written approval.

5. EP Talent Search and the Client will also impose confidentiality obligations on any third parties they engage.
6. Breaching confidentiality incurs an immediate penalty of €10,000, plus €1,000 for each day the breach continues, without prejudice to EP Talent Search's right to claim additional damages.

#### **Article 18 - Intellectual Property Rights**

1. Intellectual property (IP) rights and copyrights for all materials created by EP Talent Search, including but not limited to candidate profiles, reports, and advisory materials, are exclusively retained by EP Talent Search. These rights will not transfer to the Client without explicit agreement.
2. If the transfer of specific materials to the Client is agreed upon, EP Talent Search reserves the right to formalize this transfer through a separate agreement and will require appropriate compensation. The Client must pay this fee prior to obtaining the materials along with the associated IP rights.
3. Without EP Talent Search's explicit written consent, the Client may not publish, reproduce, alter, or distribute any materials protected by EP Talent Search's IP rights, nor use them for commercial purposes. Any modifications to these materials by the Client must be pre-approved by EP Talent Search.
4. The Client is restricted to using the IP-protected materials solely as stipulated in the Agreement.
5. Should any IP rights be infringed, both parties commit to promptly notify each other and collaboratively take appropriate actions to address the infringement.

#### **Article 19 - Indemnification and Accuracy of Information**

1. The Client is accountable for ensuring that all information, including from third parties, provided to EP Talent Search during the fulfillment of an agreement is accurate, reliable, and complete.
2. The Client will indemnify EP Talent Search against any liability arising from the provision of information that is not accurate, reliable, or complete.
3. The Client, along with its engaged third parties and clients, shall indemnify EP Talent Search from any claims arising due to the failure to obtain necessary consents for the execution of the agreement.
4. The Client shall hold EP Talent Search harmless from any third-party claims related to the work EP Talent Search performs for the Client. This indemnification includes claims involving intellectual property rights attached to the data and information the Client supplies for fulfilling the agreement, as well as any actions or failures to act by the Client concerning third parties.
5. The Client assures that all electronic files, software, or information carriers delivered to EP Talent Search are free of viruses and defects.
6. The Client indemnifies EP Talent Search against all claims related to errors made by the candidates that EP Talent Search has selected and provided.

#### **Article 20 - Complaints**

1. If the Client is not satisfied with the services provided by EP Talent Search or has any complaints, they must submit these complaints via email to [info@eptalentsearch.nl](mailto:info@eptalentsearch.nl), with the subject line "Complaint", within seven calendar days following the incident.

2. The complaint should be sufficiently detailed to enable EP Talent Search to effectively address the issue.
3. EP Talent Search will provide a response to the complaint within seven calendar days after receiving it.
4. The parties agree to cooperate in good faith to resolve the reported issue.

**Article 21 - Applicable Law**

1. The legal relationship between EP Talent Search and the Client shall be governed by the Dutch law.
2. EP Talent Search retains the right to modify these general terms and conditions and shall inform the Client of any such changes.
3. Should there be any translations of these general terms and conditions, the Dutch version shall take precedence.
4. Disputes arising from or in connection with the agreement shall be adjudicated by the competent court at the District Court of Gelderland, Zutphen, except where otherwise required by mandatory legal provisions

Terborg, November 17, 2021. Change date?