



# CYFERD

## CYFERD RATE CARD

### 1. Scope

This 'Cyferd Rate Card' (this "Document") contains the daily rate pricing (the "Rates" and each a "Rate") of Cyferd Ltd ("Cyferd") in £ (Sterling), \$ (Dollars) and € (euro) in relation to: (i) the provision by Cyferd (to any of its Customers) of certain professional services or like services (whether provided directly or as a subcontractor for a Cyferd Partner (each as defined below)); and (ii) such other purpose(s) that Cyferd shall determine/ require from time to time.

### 2. Last Updated

This Document was last updated on 1 January 2024.

### 3. The Rates

3.1 The Rates are:

Person providing the professional or like services	Rate in £ (Sterling)	Rate in € (euro)	Rate in \$ (Dollars)
Junior Developer	900	1050	1150
Senior Developer	1450	1650	1800
Enterprise Architect	1900	2150	2400
Consultant	1900	2150	2400
Project Manager	1900	2150	2400
Business Analyst	1900	2150	2400

3.2 Each Rate is exclusive of VAT (as defined below).

3.3 VAT will be charged by Cyferd on each Rate.

3.4 Nothing in this Document shall prevent Cyferd (at its sole discretion) from agreeing different daily rates in respect of all or any of the Rates with any particular Customer for a specific contract or project (or any part of it).

3.5 Nothing in this Document shall prevent Cyferd (at its sole discretion) from agreeing different daily rates in respect of all or any of the Rates with any particular Cyferd

Partner for a specific: (i) contract or project (or any part of it), (ii) territory, (iii) Customer and/or (iv) period.

- 3.6 A “**day**” for the purposes of a Rate is 09.30 to 17.30 (with 30 (thirty) minutes for lunch) (and “**daily**” shall be construed accordingly).
- 3.7 Cyferd shall review the Rates at least annually.
- 3.8 Where the Rates are increased by Cyferd during the applicable calendar year, all Customers and Cyferd Partners agree and acknowledge that any increase in the Rates (or any of them) that is 10% (ten percent) or less for that calendar year is **not** a “**material change**”.
- 3.9 Where the Rates are increased by Cyferd during the applicable calendar year by more than 10% (ten percent), all Customers and Cyferd Partners agree and acknowledge that any such increase in the Rates (or any of them) is **not** a “**material change**” if: (a) the increase is proportionate to changes in market pricing for the same Rate(s) at the time in question; and/or (b) the increase is necessary as a result of movements in exchange rates (between £ (Sterling) and € (euro) and/or £ (Sterling) and \$ (Dollars)) to keep the Rate(s) at or around the same price in £ (Sterling), € (euro) and/or \$ (Dollars) at the time in question using £ (Sterling) as the base/ benchmark currency for this purpose.
- 3.10 During the applicable calendar year, Cyferd shall be entitled to amend this Document from time to time to:
- 3.10.1 include any additional;
  - 3.10.2 amend the name/ title of any; and/or
  - 3.10.3 remove any,
- category(ies) of person(s) providing the professional or like services. Any such amendment in itself is **not** a “**material change**”.

#### 4. **Definitions and interpretation**

- 4.1 In this Document the following expressions have the following meanings:

“ <b>Customer</b> ”	a person who has contracted with Cyferd (including where the same was procured through a Cyferd Partner) for access to and use of the Cyferd Product and the related services
“ <b>Cyferd Partner</b> ”	a formally appointed (by Cyferd) partner of Cyferd in connection with the Cyferd Product from time to time
“ <b>Cyferd Product</b> ”	means the cloud-native ‘Platform as a Service’ known as ‘Cyferd’ providing agile ‘ <i>Digital Transformation</i> ’ solutions
“ <b>Dollars</b> ” and “ <b>\$</b> ”	the lawful currency of the United States of America
“ <b>euro</b> ”, “ <b>€</b> ” and “ <b>EUR</b> ”	the lawful single currency of the applicable participating member states of the European Union

**“Sterling” and “£”** the lawful currency of the United Kingdom

**“VAT”** means: (i) value added tax, as defined by the Value Added Tax Act 1994 (being legislation in England and Wales); or (ii) any other value added tax or sales tax or other tax of a similar nature, whether imposed in substitution for, or levied in addition to, such tax referred to in (i) above, in any jurisdiction where such tax referred to in (i) above does not apply

4.2 In this Document:

- 4.2.1 a reference to this Document is a reference to this Document as amended from time to time;
- 4.2.2 a reference to an **“amendment”** includes a novation, re-enactment, restatement, supplement, extension, variation or an amendment (and **“amend”** and **“amended”** shall be construed accordingly);
- 4.2.3 a reference to a **“person”** includes a natural person, corporate or unincorporated body (in each case whether or not having separate legal personality) and that person’s personal representatives, successors and permitted assigns;
- 4.2.4 unless otherwise provided, a reference to a statute or statutory provision is a reference to it as amended, extended or re-enacted from time to time;
- 4.2.5 a reference to a statute or statutory provision shall include all subordinate legislation made from time to time under that statute or statutory provision;
- 4.2.6 any words that follow **“include”**, **“includes”**, **“including”**, **“in particular”**, **“for example”** or any similar words and expressions shall be construed as illustrative only and shall not limit the sense of any word, phrase, term, definition or description preceding those words;
- 4.2.7 where the context permits, **“other”** and **“otherwise”** are illustrative and shall not limit the sense of the words preceding them; and
- 4.2.8 references to any English legal or accounting term for any action, remedy, method of judicial proceeding, insolvency proceeding, event of incapacity, legal or accounting document, legal or accounting status, court governmental or administrative authority or agency, accounting body, official or any legal or accounting concept practice or principle or thing shall in respect of any jurisdiction other than England be deemed to include what most approximates in that jurisdiction to the English legal or accounting term concerned.

**5. Law**

The provisions of this Policy shall be governed by the laws of England and Wales.

*[End of Document]*