

Service Specific Terms and Conditions:

General Consulting Services

The following additional terms apply to any engagement for the provision of General Consulting Services.

Scope of Services

Vialto will provide general consulting services related to global mobility matters for which the Client has requested assistance. These Services will be provided upon request and as agreed upon by both parties.

A request for consulting services must clearly outline the proposed scope and the final Deliverables that the Client requires. For any distinct consulting project requested by the Client, Vialto will provide written confirmation, outlining our understanding of the specific scope of services for the project, schedule (if applicable), the associated fee arrangements, and any additional terms and conditions (if applicable).

Vialto will provide professional advice and answers to questions on matters as requested by the Client. This may include offering insights, recommendations, and guidance to address challenges or achieve desired outcomes, conducting research on relevant topics as instructed by the Client, preparing reports, attending meetings, and other relevant activities. Vialto's advice may be provided in the form of, but is not limited to, discussions, participation on conference calls, attendance at meetings, and the preparation of written advice in the form of emails, slide decks, or other documents.

Variations To Scope

Changes in scope may result in variation of fees and schedule. No additional work will be carried out prior to written approval of the variation by the Client.

Limitations

For some services, the Vialto project team will be dependent on factors that are outside of their control (e.g., availability of client stakeholders should internal interviews be part of scope and/or the turnaround time of Client contacts reviewing draft materials). Should it become apparent that timelines are no longer feasible, any concerns will be promptly communicated to the Client.

Client understands that no legal advice will be provided by Vialto. Any advice or Deliverable produced by Vialto that might have legal implications should be reviewed by Client's legal counsel.

Any consulting advice shared is based on current industry or market trends and best practices, and therefore, we suggest that such advice should be re-evaluated periodically.

Market insights

From time to time, Vialto may distribute to Client material relating to current issues which we believe may be of interest to you. Such information will relate to generic issues and ideas, and specific advice, as to the appropriateness of any such matters to your affairs, should be taken before acting on them.

Vialto will have no liability if any action is taken on the basis of such material without taking specific advice. Also, we will have no responsibility to take further any of the issues referred to in such material, unless we are specifically instructed by you, in writing, and we agree to do so.

