DESCRIPTION SAAS HOPEX

SERVICES DESCRIBED HEREIN ARE ONLY APPLICABLE TO THE STANDARD VERSION OF HOPEX. IF THE CUSTOMER WISHES THEM TO BE APPLICABLE TO SPECIFIC DEVELOPMENTS AND CUSTOMIZATIONS, THE PREMIUM MAINTENANCE OPTION MUST BE SUBSCRIBED TO.

CUSTOMER IS ADVISED THAT REFUSAL TO MIGRATE TO A SUPPORTED VERSION, IN ADDITION TO NOT BENEFITING FROM MAINTENANCE SERVICES INCLUDING DELIVERY OF PATCHES, EXPOSES TO SECURITY ISSUES. MEGA SHALL NOT BE LIABLE FOR ANY CONSEQUENCES THAT COULD HAVE BEEN AVOIDED HAD CUSTOMER MIGRATED TO A SUPPORTED VERSION OR ACCEPTED THE INSTALLATION OF A CORRECTIVE PACK OR HOTFIX.

1. DEFINITIONS

TERM	DEFINITION
Specific development / Customization	Any specific development or parameterization of HOPEX product which modifies functionalities according to Customer's specific functional requirements. Modifications can relate to the data structure, screens, workflows, data access rules, interfaces requiring development, specific exports such as an intranet website or complex reporting requiring programming. User management and configurations made by end users (such as display preferences, queries, standard reporting features) are not addressed as customizations, but only basic configuration of the standard product.
Error	Behavior of Service which does not comply with Documentation. Any error should be reproducible, have clearly identifiable symptoms and generate functional consequences on the standard service.
Workaround	Alternative operating mode to overcome an Error.
Incident	Behavior which is not part of the standard operation of the services, and which interrupt the Service in production or decrease the quality of the Service.
Case	Instance used by MEGA technical support to follow an incident raised by Customer.
SLA Applicability Period	Defined in the relevant Order Form
Service Unavailability Period or Outage	Means the time within the SLA Applicability Period during which the service is not available for users.
Release or New Version	Means new version of the software, introducing new features and/or new solutions
Fix	Such corrections are bundled in a Service Pack or sometimes provided through a Cumulative Update.
Service Pack	Means updates to make HOPEX more reliable. SP provides a consistent set of fixes, as well as security and performance improvements applicable to a Release
Cumulative Update	Means set of Fixes created and provided by MEGA outside the context of a Release or a Service Pack. Cumulative Update usually respond to Critical Errors and can only be installed on the last Service Pack of a Release.

2. USER CREDENTIALS

MEGA will provide the user credentials to allow Customer administrator, the one responsible to set up credentials for other users. Customer must take all necessary measures to ensure the confidentiality of the user's credentials. MEGA is not liable for any damages resulting from the use of the service by an unauthorized third party. In the event of loss or disclosure by a user of his/her login information to an unauthorized third party, Customer shall notify MEGA in writing without any delay. For security reasons, MEGA may at any time require Customer to change a password or delete a user ID without prior consent.

3. ACCESS TO THE SERVICE

Access to the Service will be restricted through a WAF (Web Application Firewall) configured by MEGA Cloud Services.

Customer shall immediately report to MEGA any incident related to access to the Service. Customer shall not interfere with or disrupt the Service, including MEGA's or MEGA's hosting provider servers, and shall comply with recommendations, procedures and rules communicated by MEGA from time to time for the appropriate use of the Service.

4. SERVICE AVAILABILITY

MEGA will use reasonable efforts to make services available as set forth therein, except:
- During maintenance periods. Scheduled maintenance is subject to reasonable notice, while unplanned maintenance will be subject to 1 business day notice (except in case of Security Incidents);
- As a result of any circumstances beyond MEGA's control, such as Internet disruption and any other event of Force Majeure;
- In the event of any security problem, such as abnormal, fraudulent or abusive use of the services, any intrusion, fraudulent access to the services by a third party, or illegal data extraction of all or part of the data, etc., Customer is liable to pay costs incurred by services.

MEGA will use its best efforts to minimize the consequences and restore the Service after the above causes have ceased.

SERVICE AVAILABILITY	DEVELOPMENT	PRODUCTION
Maximum unscheduled outage duration	1 business day	3 business hours
Maximum monthly unscheduled outage	1 business day	4 business hours

All unavailability periods are computed in calculation of outage set forth above, except:
- Scheduled unavailability periods, such as periods authorized in advance by Customer as part of change management operations.
- Unscheduled unavailability periods resulting from disclaimer set forth in this section.

The interruption is computed from the moment Customer contacts MEGA: declaration of a *No Access* from the Case Portal section of our Community (https://community.mega.com).

In the event of non-compliance with availability commitments, Customer may request a service credit. A service credit represents the number of additional days of Service (in addition to the current subscription period) granted to Customer for outage. Any service credit has to be requested in writing. Such request must be made within the 3-month period following the date of the generating event. Service credit is Customer's sole and exclusive remedy in the event of service unavailability.

The period of availability of the Service is from 9am to 6pm, Monday to Friday, excluding banking holidays. The applicable time zone is the one defined in the relevant Order Form and identified as the SLA Applicability Period.

5. LIMITATION OF MEGA'S LIABILITY

MEGA's liability shall be limited or excluded in the following cases:
- Customer's failure to follow instructions for use of the service as set out in Documentation and user's guide;
- Performance degradation due to Customer network configuration and security devices;
- Incident due to a software product installed on Customer's computing system.
- Unavailability of a Customer's point of contact during an outage.
- Customer Refusal to promptly provide information (or authorization to access it) that might allow MEGA to fix an Incident or an Error.

6. INCIDENT SEVERITY & RESPONSE TIME

SEVERITY	SITUATION	RESPONSE TIME & EXPECTATION
No Access	Security issues Platform down/No access for all users	1 Business hour
Critical	Significant degradation of one or more functionalities Critical business impact	Customer contacted within 4 working hours. Daily continuous effort during working hours. Quick escalation to the technical support and to product managers. Quick allocation of appropriate resources. Set up of a remediation plan. Depending on the complexity of the Error, a Workaround may be provided to minimize operational disruption.
Moderate	Degradation of functionality. Work may continue satisfactorily, but impaired. Moderate business impact Moderate business impact.	Customer contacted within 1 business day. Allocation of resources to maintain a constant effort during working hours. A remediation plan can be provided.
Minor	Minor degradation of one or more functionalities. No business impact.	Customer contacted within 2 business days. Best efforts during business hours.

A response time is calculated from the day after Customer notifies MEGA of Error via the Case Portal section of our Community (https://community.mega.com).
MEGA's technical support may lower the severity level if Customer is unable to provide resources or responses necessary to allow MEGA to continue its efforts to resolve the Incident.
Standard support services do not include on-site assistance. In specific cases, and after approval by Customer of terms and conditions of MEGA's intervention, MEGA may intervene on Customer's site at its discretion. Customer provides MEGA with access to Customer's resources and sufficiently qualified personnel to give any information it may require. Customer makes available data required for support and ensure that it has all the intellectual property rights on the third-party items made available to MEGA.

7. LIFE CYCLE POLICY

DEFINITION	DESCRIPTION
Release or Version	Specific duration for each version are detailed in the Support Policy on MEGA community.
Full Support	Period during which Customer receives maintenance and support services including enhancement of existing features, new features and products, and Fixes.
Limited Support	Period following the Full Support period, during which Customer only Critical Incident may be fixed through Hotfixes only.

8. BACKUP AND DISASTER RECOVERY PLAN (Advanced DRP Option)

8.1. Backup.

As part of the (non-optional) hosting services, MEGA agrees to perform the number of data backups set out in this section.
In the event of a disaster affecting its hosting servers, MEGA agrees to restore the Services within the timeframe defined in this document.
By default, restoration is performed from the last backup. All other backups kept according to the terms of this document are considered as archives and can be restored.

BACKUP	DAILY	WEEKLY	MONTHLY
Retention period for backups from a periodic backup	7 days	4 weeks	6 months
Time to restore	Last backup: 4 business hours Archive: 6 business hours		

8.2. Disaster Recovery Plan (Advanced DRP Option).

Customer can benefit from an Advanced DRP in the event of Error affecting database or a problem affecting servers hosting the Platform, solutions and/or Customer's data.
MEGA is committed to:
- Perform backups of Customer's data according to a predefined frequency. This latter refers to the last backup, which is used by to perform its recovery plan (RPO),
- Restore Customer's data from the last backup within the timeframe defined below. This recovery time (RTO) is required by MEGA to restore the Service.

Customer may subscribe, at its sole discretion, to the "Advanced DRP" option to benefit from higher frequency backups and/or shorter recovery time.

	Recovery Time Objective (RTO)	Recovery Plan Objective (RPO)
Standard offering	1 week	25 hours
With Advanced DRP option	24 hours	25 hours

9. PENETRATION TESTING

MEGA will conduct annual third-party penetration testing of its SaaS Service. Such testing will be performed on the Full Support Releases (last Service Pack), available on the market on the day of the penetration testing. Any other demand of the Client may be subject to additional fees. Upon request, MEGA will provide Client with an opinion letter and a summary report of the results of such penetration testing.

10. OFFER AND OPTIONS

The initial coverage depend on the **Cloud Platform Package** the Customer subscribes to
- **Essential**
- **Standard**
- **Enterprise**

SaaS Platform Package	Essential	Standard	Enterprise
Key Features			
Azure Region (Standard Coverage) *(European customers data will be stored in EU)*	FR / US / AUS	FR / US / AUS	FR / UK / US / AUS / CA / BR / SG / IN
Other Azure Region (not covered in Standard)	Not available	Option	Option
Support & Community	Yes	Yes	Yes
Follow the Sun Support (up to 3 zones)	Not Included (Option)	Not Included (Option)	Not Included (Option)
Service Delivery Management	Monthly activity report	Monthly activity report	Dedicated SDM
HOPEX Cloud Architecture	Dedicated Instance	Dedicated Instance	Dedicated infrastructure
HOPEX Instance	1 instance and 1 repository by default		
Included (extendable as on option) storage capacity	10 Gb	10 Gb	20Gb
Log history	Last 13 months	Last 13 months	Last 13 months
Security			
Web Application Firewall (WAF)	Yes		
SSO Authentication (SAML2/OID)	Yes		
IP Whitelist	Not available	Not available	Included (On demand)
Infrastructure Encryption with External Key (BYOK)	Not available	Not available	Included (On demand)
Database Encryption	Not available	Not available	Not Included (Option)
Advanced DRP	Not available	Not available	Not Included (Option)
Azure Bastion	Not available	Not Included (Option)	Not Included (Option)
Portal & Integration			
HOPEX 360 Viewer Portal ; first instance	Unlimited users		
HOPEX 360 Viewer Portal ; multiple instances	Not available	Not Included (Option)	Not Included (Option)
Standard Tierce tool integration (Hopex Store)	Yes		
Custom Tierce tool integration (#Instances)	Not available	Asynchronous (2)	Synchronous (4)
Administration & Customization			
Report customization	Yes		
Administration user (Report customization)	Yes		
Accessible Platforms	PROD only	DEV/UAT/PROD	DEV/UAT/PROD
Platform customization	Not available	Yes	
Custom package deployment (Move to Prod)	1 per year	4 per year	12 per year
Administration user (Platform customization)	None	2	
DEV Platform availability	Not Applicable	On Demand	

When the Service is initialized, each customer is given a baseline (as described above) and can request additional Service Requests.
Any change in the frequency and/or maximum quantity of Service Requests is subject to additional charges.
Additional Services Requests, not listed in this document, will be subject to additional fees.

Non-listed Service Requests must be submitted to MEGA for approval and may be refused for security reasons. They will be subject to a specific quotation.

10.1. Key considerations

The purpose of this Agreement is to make disk space available to the Customer as defined by the **Cloud Platform Package**.
The Customer shall not exceed the agreed disk space unless the Customer has subscribed to an extension which expressly provides for the consequences of exceeding the agreed disk space. All use of disk space shall be limited to the maximums agreed between the parties. If the agreed maximums are exceeded, MEGA shall charge an additional amount in accordance with the usual rates.

MEGA guarantees to retain Customer's field history data within HOPEX for up to 13 months. Beyond this period, the audit trail will be automatically deleted on a weekly basis.

No third-party software will be deployed in Production/Pre-Production.
All third-party software requested for Development (including Word, Excel, etc.) will be subject to additional fees.
Please note that none Integrated Development Environment (IDE) will be allowed (nor in Development)

10.2. Service Requests SLA

Default and additional Service Requests are subject to the following Service Level Agreement.

Service Category	Service Request	Description of the Service	Service Delivery Time
Customization Management	Up-alignment (Move to Prod)	Deploy a customization from - the Development platform to the Pre-Production platform, - the Pre-Production platform to the Production platform (subject to Customer validation in Pre-Production prior to Production deployment))	1 business day Pre-Production first (mandatory) + 1 business day Production
	Down-alignment	Restore HOPEX data and/or customization from Production to - Pre-Production, - Development.	2 business days
Hosting	WebSite / Portal (Hopex 360)	Multi-portal hosting (excluding SSO)	5 business days
User Management	Export user connection log	Provide HOPEX log file stating all user connections including user licenses, usernames, profiles, and platform availability.	1 business day
	Reassign a user/profile to a license token	For named licenses, reassigns a user to a license token. A user can be a main user, a contributor, or a viewer. This service does not apply to floating licenses.	
Repository Management	Additional repository	Setup an additional repository in Production	1 business day
	Rename repository	Change the name of an existing repository.	1 business day
Access Management	Change the domain name of the service	Change HOPEX URL from a domain name "aaa.hopexcloud.com" to "bbb.hopexcloud.com".	2 business days
	Activate Whitelisting Inbound IP	Activate and declare authorized IP ranges into the firewall whitelist. Per set of 5 IP ranges.	1 business day
Integration Management	Task scheduling	Schedule recurring tasks for uploading or downloading (if applicable) to and from Customer's environment using a Secure File Transfer Protocol (SFTP). Scheduled tasks are mainly import/export and static web site generation. (Design, production and validation remain the responsibility of the Customer.)	2 business days Pre-Production first (mandatory) + 1 business day Production
	API Key	Generate an API key for integration based on GraphQL (HOPEX WebService) (Design, production and validation of such integration remain the responsibility of the Customer.)	1 business day
Continuity Management	Export Production Backup	Transfers a production backup file performed by MEGA to an SFTP server.	1 business day
	Deploy Advanced DRP	This service is required if you subscribe to the Advanced Disaster Recovery Plan option after the initial installation of your HOPEX Cloud.	5 business days
HOPEX Store	Deployment of a module available on the Store	List of available modules (evolving): https://store.mega.com/modules. (subject to Customer validation in Preprod prior to Production deployment)	1 business day Pre-Production first (mandatory) + 1 business day Production

In addition, MEGA may only be committed to service requests if:
• Service request is open from the MEGA Community Case Portal section (no service request sent by email will be processed);
• MEGA Contact has provided MEGA with all the information necessary to implement a service request. Time required to collect information will be deducted.

For requests not listed in the Service Request catalog:
- Estimated response time within 2 business days
- Analysis and processing will be executed depending on the nature of the request

11. CONTACTS AND GOVERNANCE

Upon execution of the Agreement, Customer appoints a maximum of 3 designated contacts, trained on services, and to whom MEGA will provide support services. Designated contacts must be able to perform at least the following functions:
- Manage users and their assignment on different profiles of the MEGA solution(s) constituting the Service;
- In case of an Incident:
  - Declare a Case on MEGA portal by collecting and providing all necessary information related to circumstances in which the Incident occurred;
  - Report any security issue immediately by the most appropriate means;
- For greater operational efficiency, participate in management and arbitration meetings set up by MEGA.

12. REVERSIBILITY

Customer's data is retained for a 3-month period from the date of termination or expiration of the Services. During this period, Customer will no longer have access to the services. The sole purpose of this period is to allow Customer to set up a reversibility period in case of need. At the end of this 3-month period, the data are permanently erased.
Customer may request:
- Only retention of data for a period going beyond the said period of 3 months.
- Or to run reversibility services, as defined below.

Any extension of the retention period and/or reversibility services have to be received by MEGA no later than 2 months after the effective date of termination or expiration of the services.

Extension of the retention and/or reversibility services will be invoiced according to MEGA price list in forth on the date on which MEGA sends its quote to Customer.

The purpose of reversibility services is the recovery of Customer's data within the HOPEX database.

MEGA offers two types of reversibility services: basic and complex one.

- Basic Reversibility: MEGA provides Customer with backups of production data for restoration in the same version of MS-SQL-Server DBMS for a use with the same HOPEX solution in the same version.
  Data will be either (i) made available to Customer on a MEGA FTP Server for download, or (ii) sent (SFTP) on the server of Customer or its supplier. It is the sole responsibility of Customer to grant the right to access to the repository. MEGA recommends the proper training for solution administration.

- Complex Reversibility: these services are applicable where basic reversibility would not suit Customer needs. They can be appropriate when data need to be uploaded to an alternative software solution.
  The purpose of a Complex Reversibility is to provide.
  - A UTF-8 encoded XML export of the database dump;
  - A documentation on how to process XML format;
  - Acknowledged transfer of both functional and technical skills to the team in charge of the takeover, for the understanding of the data model of the solution, as well as specificities of the solution implemented, and the export provided.
  It is Customer's responsibility to approve data taken over are accurate and fully integrate within the new solution.
  Complex Reversibility shall be subject to a fixed price.

- Other: If Customer wishes to order supplemental services, it shall send MEGA its written detailed requirement. MEGA will conduct a feasibility study and/or send a quotation.

13. COMPUTATION OF TIME

When a period is stated in hours, it is computed 7 days a week and 24 hours a day.
When a period is stated in business hours, it is computed for each business day, from 9 am to 6 pm. Applicable time zone is the one for the location of MEGA's affiliate which is Customer contractor.
The time of the event or notification that causes the period to begin is not be taken into account.
When a period is stated in business days, it is computed by considering only the days of the week, from Monday to Friday, excluding public holidays applicable to MEGA's affiliate which is Customer contractor.
The day of event or notification that causes the period to begin is not be taken into account.
When a period is stated in months, it is calculated by considering the date.
The day of the event or notification that causes the period to begin is not be taken into account.
In the absence of a similar date, the period is extended to the following first business day, until midnight.
When a period is stated in hours, it expires at the end of the hour.
When a period is stated in days or months, it expires at the end of the last day at 12 am.
A period stated in days that would expire on a Saturday, Sunday or public holiday is extended to the following first business day, until midnight.
Notifications by registered letter with acknowledge of receipt shall be considered at the date of first presentation of the letter with acknowledge of receipt, the postmark as evidence.

14. EXTENDED SERVICES OPTIONS

MEGA proposes a series of optional services in the SaaS subscription, including premium maintenance, adoption services and administration services, as described below. These services are called Extended Services and aim to provide customers with premium support and post-implementation experience.

14.1. Premium Maintenance

Object	Description
Premium Support	
Proactive monthly follow-up	Monthly meetings to report on Case resolution with a single point of contact
Monitoring of health indicators	Monthly review of health indicators including number of Cases & SLAs.
Maintenance of customizations	
Correction of configurations/customizations including documentation	Support and correct the modifications that have solely been made by MEGA. This also includes the modifications required to upgrade the service.
Upgrade management	
Upgrade-Functional validation	Perform functional validation of configuration after upgrading to the latest HOPEX version.
Manage the impact of minor releases on users	Assess the impact of any user upgrade change on the user base. This will result in activities such as communication with users and the identification of users who require additional training.

14.2. Adoption Package

Object	Description
Maturity assessment and monitoring	
Maturity assessment workshops	Functional workshops each year aimed at improving adoption, usage of HOPEX and value demonstration, based on MEGA maturity assessment methodology, including one presale expert and one CSM
Follow-up of recommendations	Monitoring of HOPEX adoption through key indicators. and implementation of expert recommendations
e-Learning	
eLearning sessions	eLearning sessions to increase adoption within the team

14.3. Managed Services

Object	Description
Access management	
Management of the HOPEX authentication mode	Manage HOPEX authentication mode of HOPEX users.
Manage business roles	Assign business roles. A business role defines the function of a person or a person group in the enterprise. A business role is defined at a repository level.
Manage person groups	Set up, remove and configure group of persons into a group which shares the same connection. A Person Group is a list of persons belonging to the same group.
User access/group management	Set up, remove, configure users, user group, user profile, access and authorization levels.
Define data access rules	Set up, remove and configure user authorization structures.
Reset a user password	Set/reset user password (this only includes password reset for MEGA users).
Content Management - User Work	
Manage duplicate objects	Identify duplicate objects (working with content owners), validate duplication and perform actions to remove duplicates i.e. merge or deletion.
Manage isolated objects	Identify isolated objects to allow assignment of ownership, identification for deletion, report of objects not on diagrams (where expected to be described by diagrams), report on objects not included in associations.
Manage objects for deletion	Delete objects, where the modelling user has no privileges to delete objects created outside of their current transactions. Objects can be marked for deletion by users.
Manage merge of objects	Merge objects (i.e. duplicates) within a repository.
Manage data access	Set up and maintain object authorization levels that allow/disallow modification of objects by a specific user/user profile.
Manage object protection	Activate or deactivate protection of specific objects within a repository.
Content Management - Administration	
Compare and align repository/subset of content	Compare and promote objects/scope of objects from separate repositories. The target repository can be aligned with the base repository.
Logical backup of content group	Create a logical baseline for a specific content group (scope i.e. library, project etc.), enabling the creation of independent baselines of segments of the repository content.
Manage libraries	Set up and maintain libraries and ensure a clear content structure within the repository. Libraries may be used to logically separate repository content.
Create queries and reports	Write queries that are registered and available to all users in the environment to re-use. Configure reports based on Report Studio capabilities.
Workflows management	Manage workflows transition to support object approval, authorization and movement. Monitor workflow actions and reassignments.
Data import	Manage regular import of data using existing XLS templates.
Incident management	
Manage internal support	Manage first level of support on customer's functional use Cases, in a custom platform context.
Manage Case follow-up	Create, prioritize and follow-up Cases with MEGA Technical Support. Provide them all the necessary elements to diagnose the issue raised.
Coaching and support	
Guidance	Provide best practices and standard guidance on HOPEX usage
Model transcription	Manage manual transcription of existing models (MS Word, PPT, Visio, …) or of structured data (XLS format) to HOPEX Not applicable for mass loading.
Manage diagraming maintenance	Update existing diagrams based on a formalized change request. Manage impact on drawings from changes on core data concepts.
Guidance	Provide best practices and standard guidance on HOPEX usage
Integration and training of users	Integration and training of new users based on existing documentation and training materials.
EA Modeling	From interview of SME to validation of your EA asset on HOPEX diagrams
Users onboarding and training	Onboard and deliver training to new end-users based on existing customer training course and documentation.
Ongoing evolution	
Configuration	Evolution of existing configuration.

15. MEGA'S SECURITY COMMITMENT

15.1. Organization & Management of Information Security.

Subject	Description
Information Security organization and Information Risk Mgt	MEGA has implemented an information security policy that includes all of its personnel. The main roles of MEGA personnel are: • Senior Management approves, encourages and supports measures to improvement information system security; • The Chief Information Security Officer (CISO) is responsible for the security, availability and integrity of the information system; • The Chief Information Officer (CIO) is responsible for the operation and strategic direction of the information system; • Security Committees are formed for addressing all security topics, risks, incidents and compliance
Enterprise Risk Management	MEGA has designed and implemented an Enterprise Risks Management program to analyze and mitigate risks in a proactive way for all MEGA activities.
Independent assurance standards assessment	HOPEX Cloud offering is subject to an annual SOC2 audit by an independent third party.

15.2. Information Security Policies.

Subject	Description
Information Systems Security Policy	This is the information system security policy that has been implemented and validated by MEGA's management and communicated to the parties concerned. This document is reviewed annually.
Procedures and policies	Information security policies (data classification, cryptography, password, etc.), standards, procedures and guidelines are published on the intranet, reviewed and communicated on an annual basis.
SOC 2 Type 2 Certification	MEGA certifies that as of the date of signature of this Agreement, the services comply with the criteria for SOC2 Type 2 certification. For sake of clarity, MEGA is not committed to maintain this compliance all along this Agreement.

15.3. Asset Management.

Subject	Description
Responsibility for assets	MEGA identifies organizational assets (Inventory, Ownership, Acceptable use and returns) and defines appropriate protection responsibilities
Information classification	MEGA implemented an appropriate set of procedures for information labeling in accordance with the information classification scheme
Media handling	MEGA has made a security policy enhancement for all MCS IT teams. No removable storage devices are allowed on the platforms.

15.4. Human Resource Security.

Subject	Description
Prior to hiring	MEGA performs necessary checks and balances on all applicants for employment in accordance with applicable laws, regulations and ethics and commensurate with the needs of the business, the classification of the information accessed and the perceived risks.
During employment	MEGA employees and external users follow a security awareness program. They receive instruction, training, and regular updates on security policies and procedures as required by their job function.
Termination and change of employment	MEGA has an HR process in place to manage any termination or change of employment.

15.5. Physical & Environmental Security.

Subject	Description
Secure areas	MEGA defined Security perimeters and Physical policy to protect areas that contain either sensitive or critical information and information processing facilities.
Equipment	MEGA has implemented physical measures to protect its equipment from unauthorized access and power outages. All storage media is scanned prior to reuse or decommissioning to ensure that sensitive data and licensed software has been securely removed or overwritten. MEGA has adopted an information security policy for workstations: protection of paper documents and removable storage media, screen lock. The HOPEX Cloud offering is built on Microsoft Azure infrastructure, meeting a wide range of international industry-specific compliance standards such as ISO 27001, HIPAA, FedRAMP, SOC 1 and SOC 2, as well as country-specific standards such as Australia IRAP, UK G-Cloud, and Singapore MTCS (https://azure.microsoft.com/en-us/support/trust-center/).

15.6. Access Control.

Subject	Description
Access Control	MEGA's global access policy is based on the principle of least privilege. Periodic reviews are conducted by the CISO (Chief Information Security Officer).
Users Access Management	The administration of the HOPEX Cloud Platforms is only accessible by MEGA team through a bastion server recording (log and video) all actions performed on Customer's platforms. The public IP address of Customer must be provided to MCS team to connect the service.
Users' responsibilities	Each Customer is granted a HOPEX Functional Administrator access which allows Customer to manage all users within the HOPEX repository. This functional administrator is also the contact between Customer's company and MEGA.

15.7. Operational Security - System Security.

Subject	Description
Operational procedures and responsibilities	MCS documented all operating procedures follows ITIL Best practices to maintain Customer's platforms in optimal conditions
Protection from malware	MEGA implemented detection, prevention, and recovery controls to protect against malware. This technical measure is combined with appropriate admins awareness.
Backup	Automatic regulars backups are performed on the HOPEX Cloud Platforms allowing to recover Customer's production data in case of incident.
Logging and monitoring	On the HOPEX Cloud platforms, in addition to the monitoring tool HOPEX Server Supervisor embedded in all Customers' platforms allowing HOPEX Administrator to follow up every action performed on the system (e.g. Successful/Failed user authentication, User profile/rights modification etc.), all platform's logs are recorded through an MCS third-party solution for analysis. The MCS team continuously monitors each Customer's platforms availability though a dedicated monitoring system allowing to notify MCS administrators in the event of an anomaly.
Technical vulnerability management	MEGA R&D uses the Coverity solution to perform vulnerability scanning on the HOPEX's source code (daily check). A third-party audit is performed on each major release. MEGA designed a vulnerability process to manage systems, software and application threats and vulnerabilities effectively and in a timely manner, mitigating the risk of potential exploitation and compromise.
Information systems audit considerations	Scheduled maintenance (OS, hardware etc.): System and software maintenances are performed during the weekend for a couple of hours. Unscheduled maintenance: HOPEX patches, customization or critical updates deployments may be performed out of the working hours and jointly planned with Customer.

15.8. System Acquisition, Development and Maintenance.

Subject	Description
Security in development and support processes	The design of HOPEX is fully managed by MEGA. MEGA's R&D has an SSM (Software Security Manager) in charge of: • Defining the best practices coding from a security point of view; • Reviewing all development projects specification from a security point of view; • Personally, managing the development of security-related modules (authentication etc.); • Managing campaigns of code-scans and mitigation follow-ons. MEGA does not use outsourcing development to design its solution.

15.9. Information Security aspect of Business Continuity Management.

Subject	Description
Redundancies	MEGA Implemented all dispositive providing services to ensure high availability
Business Continuity Plan	MEGA designed and implemented a business Continuity Plan. 9 high level scenario which could jeopardize business continuity, along with predefined responses for optimum handling of issues.

15.10. Information Security Incident Management.

Subject	Description
Management of information security incidents and improvements	MEGA implemented Incident management process to restore normal service operation as quickly as possible and minimize the adverse impact on business operations, thus ensuring that the best possible levels of service quality and availability are maintained. This process includes an escalation procedure.