

27 July 2024

To Whom It May Concern:

Qualtrics will implement or maintain policies that prohibit its officers and employees from holding a financial interest in the customer if such interest could lead to a conflict of interest in the execution of this Agreement. For purposes of this Agreement, a conflict of interest occurs if (a) a Qualtrics officer or employee has influence on the decisions made by Qualtrics regarding the customer that may lead to their personal financial gain, or (b) the Qualtrics officer or employee has a financial interest in the customer that constitutes more than 20% of their financial assets. Qualtrics will use commercially reasonable efforts to inform the customer if any conflict of interest arises during the term of the Agreement. At the time of execution, to the best of its knowledge, Qualtrics is not aware of any conflict of interest (as defined above) between Qualtrics and your company.

Sincerely,



Mark Creer
Deputy General Counsel