

Terms and Conditions for Cybozu Bug Bounty Program

Cybozu Bug Bounty Program (hereinafter referred to as the "Program") is provided by Cybozu, Inc. (hereinafter referred to as "Cybozu").

Persons who report vulnerability information in accordance with the Program (hereinafter referred to as the "Reporter") are required to agree to the following terms and conditions:

Article 1 Purpose

The purpose of the Program is for Cybozu to receive the vulnerability information on products and services of Cybozu from external experts promptly and appropriately and to improve the quality of products and services of Cybozu.

Article 2 Implementation Guidelines

1. The Program is a system in which, when a Reporter discovers vulnerability problems and reports them to the dedicated team in Cybozu, after Cybozu recognizes the vulnerability according to the recognition criteria that is separately stipulated by Cybozu, Cybozu pays an

incentive to the Reporter to express its appreciation for the cooperation for improvement in the credibility of Cybozu.

2. The Program runs from February 2, 2015 to December 25, 2015. Cybozu may discontinue the Program for any reasons at the convenience of Cybozu by giving at least thirty (30) days' notice on the following website:

▼ Website for Cybozu Bug Bounty Program

<http://cybozu.co.jp/company/security/bug-bounty/index.html>

3. Anyone who can communicate in Japanese or English can participate the Program. This includes individuals, legal entity. Employees of Cybozu and affiliated companies of Cybozu are prohibited to participate in the Program.
4. For the details of the implementation guidelines including payment criteria, please refer to the rule book supplied separately.

Article 3 Incentive

1. A Reporter is required to provide a report to the vulnerability team in Cybozu in accordance with the procedures specified separately so that the

vulnerability information which a Reporter discovered under the Program may be regarded as a target for payment of an incentive in the Program. In the event of discontinuance provided for in Paragraph 2 of the immediately preceding Article, the Vulnerability Information which was reported in accordance with this Paragraph prior to the day of notice of discontinuance shall be regarded as a target for payment of the incentive.

2. No fees such as registration fees, shall be collected from a Reporter, Cybozu shall provide the full amount of the incentive, and after recognition in accordance with the criteria of Cybozu specified in the rule book, Cybozu shall pay to the Reporter the incentive at the amount from one thousand (1,000) yen to three hundred thousand (300,000) yen.
3. Cybozu shall pay an incentive by electronic transfer to the Reporter's personal account of a financial institution designated by Cybozu (even in the case where the Reporter is a legal entity or any other group, the account must be a personal account).
4. If Cybozu fails to make a payment because necessary information for payment of an incentive cannot be

obtained from a Reporter, the Reporter may lose the right to receive the incentive.

Article 4 Intellectual Property Rights.

1. The copyright, trademark right, design right, patent right, utility model right, know-how and other rights concerning the Program and software and services subject to the Program (hereinafter referred to as the "Intellectual Property Rights.") shall belong to Cybozu. These Intellectual Property Rights, are protected by the copyright law, trademark law and other laws and treaties in respect of intellectual property rights.
2. Reporters shall allow Cybozu to provide to IPA or other third parties or to make public, all or a part of the Vulnerability Information that Reporters reported to Cybozu, at discretion of Cybozu.

Article 5 Treatment of Confidential Information

1. A Reporter must treat the Vulnerability Information as confidential not only during implementation of the Program but also after termination of the Program and must not disclose, divulge, or publish the

vulnerability information to any third party until Cybozu publishes the vulnerability information.

2. A Reporter may publish to third parties, including posting on SNS, impressions, on the Program. However, with respect to the Vulnerability Information, a Reporter must comply with the provision of the preceding paragraph.
3. In the event that a Reporter breaches the provisions of this Article, the Reporter shall lose qualification of receiving an incentive. If a Reporter has already received an incentive, the Reporter shall return the incentive.

Article 6 Indemnification

A Reporter shall make a report in accordance with the Program at its own responsibility and shall agree that Cybozu shall not be liable for any damages incurred by a Reporter due to reporting of the Vulnerability Information in accordance with the Program and any other participation in the Program. Cybozu shall not be involved in any disputes among Reporters or with a third party concerning the Program, and a Reporter must resolve the dispute, including the damages incurred by third parties caused by

the breach of the preceding Article, at the responsibility and expense of the Reporter.

Article 7 Treatment of Personal Information

1. Cybozu shall use personal information on a Reporter for the purposes described below:

- (1) For implementation, management and operation of the Program, and
- (2) For necessary confirmation and contact for payment and receipt of an incentive under the Program

2. If Cybozu is requested by law, it becomes necessary for Cybozu to carry out legal procedures and Cybozu shall protect the rights of Cybozu, other Reporter or third parties, Cybozu may disclose to a third party the personal information on a Reporter. For any other matters, the following privacy policy may be referred to.

▼Privacy Policy:

http://cybozu.co.jp/company/copyright/privacy_policy.html

Article 8 Amendment of the Terms and Conditions

1. Cybozu may add any new provisions and make amendments

to the Terms and Conditions without prior notice to a Reporter.

2. If the Terms and Conditions are amended, Cybozu shall give notice to a Reporter of the content of amendment. If a Reporter continues to use the Program after the amendment, the Reporter shall be deemed to have agreed to the Terms and Conditions after amendment; provided, however, that Cybozu may omit such notice if the amendment is minor and would not give adverse effect to the Reporter, including correction of wording.

Article 9 Governing Law and Court Jurisdiction

The Terms and Conditions shall be governed by the laws of Japan, except for application of the principle of conflicts of laws. If any dispute arises over the Terms and Conditions, Tokyo Summary Court and Tokyo District Court shall be the court of exclusive jurisdiction for the first instance according to the amount in controversy.