

Maventa ePayslip Terms of Use

1. Background

Every customer company ("End Customer") using Maventa Verkkopalkka ("Service") must accept these terms of service before starting to use the Service. The End Customer has entered into an agreement regarding the Service, for example, with a company providing financial management software ("Partner").

These terms of service come into effect on 1 November 2026 and fully revoke and replace Maventa's previous terms of service (3 October 2022).

"User" means an employee of the End Customer or another person (a natural person) authorized by the End Customer who has the right to use the Service.

The End Customer must accept these terms of service before starting to use the Service.

2. Service

The Service is an online salary service delivered by Maventa under a SaaS (Software as a Service) model, which allows the payroll payer to deliver payslips to their employees. The Service is provided as standard services "as is" without any specific warranties and Maventa independently decides on the production method and content of the Service. The Service is provided in all material respects in accordance with [the service description](#) in force at any given time.

3. Obligations of the End Customer

The Service is intended only for Users authorized by the End Customer and only for the use defined in section 2. The End Customer is responsible for all of its Users and their actions within the Service.

The User undertakes to use the Service only for the financial management and enterprise resource planning (ERP) needs of the company or organization they represent, as well as in accordance with the law, good practice, and their agreement regarding the use of the service. The Service must not be used in a manner that is unlawful, harmful, offensive, or damaging to the Service or its use, the End Customer, Maventa, a third party, or an outsider.

The right of use is personal. The User is responsible for their part for the secure storage of their user credentials and for ensuring that personal credentials are not disclosed to others. The User is responsible for the use of the Service that occurs under their credentials.

The End Customer and the User are obliged to immediately notify Visma if their user credentials have come to the knowledge of a third party or if they suspect any misuse of a credential. The User is responsible for their part for the correctness of the data they store and process, and for ensuring that the material does not infringe the rights of third parties or the legislation in force at any given time.

The End Customer and the User are obliged to immediately notify Visma of any significant information security risks, information security breaches, or suspicions thereof that they detect which jeopardize the Service or its use.

Maventa has the right, without hearing the User, to prevent the User's access to the Service if Maventa reasonably suspects that the End Customer or the User is overloading or using the Service in violation of the contract terms or in a way that jeopardizes the provision of the Service to other customers.

4. Processing of Personal Data

Maventa has the right to send the End Customer bulletins regarding the Service, including bulletins about new features of the Service. Maventa has the right to target marketing campaigns at the End Customer.

Maventa registers the information about the End Customer and each User that they themselves provide when registering, placing an order, or using the Service. In addition, Maventa collects data on the use of the Service and on the communication between Maventa and the End Customer. Part of the collected data is personal data.

The End Customer's material may, for example, be processed alongside the provision of the Service to (i) detect and prevent information security threats, (ii) provide support, and (iii) perform error correction.

Maventa uses and exploits data collected or created from the use of the Service to improve the Service and to develop other products. Usage data can be data compiled from the End Customer's material or other data related to the use of the Service from which the End Customer cannot be identified ("Usage Data"). If personal data is associated with the Usage Data and anonymization is not possible due to technical or practical reasons, Maventa acts as the data controller for such personal data, ensuring, among other things, the establishment of adequate technical and organizational protective measures.

Usage data is processed, for example, for the following purposes:

- (i) improving the user experience, including enabling user-specific choices;
- (ii) utilizing anonymously aggregated key figures from financial data;
- (iii) training artificial intelligence;
- (iv) statistics and research, such as industry-specific summary reporting and analysis; and
- (v) automating accounting.

Usage data can additionally be used in the development of new technologies and products. Maventa may share Usage Data with other companies belonging to the Visma Group.

Maventa has the right to process the End Customer's material (including personal data) alongside the provision of the Service, for example, for the following purposes:

- Analyzing usage and traffic to provide the Services, for example, by identifying traffic peaks or allowing personal usage settings in the Services.
- Detecting and preventing information security threats and performing maintenance, such as error correction.
- Providing support and conducting inquiries.
- Improving website layout and content, as well as measuring the effectiveness of marketing efforts.
- Marketing and making decisions about what information is displayed to the User.

Maventa has an unrestricted right to use and exploit anonymous data generated by the End Customer or created for the End Customer from the use of the Service in order to develop the Service as well as new technologies and software. This right includes, for example, the right to use (i) key figures anonymously aggregated from the company's financial data in industry financial research, (ii) anonymous data for product development and training artificial intelligence, and (iii) anonymous data in industry-specific reporting and accounting automation. Maventa has the right to transfer the right to use the data stored in the Service in an aggregated and anonymized form within the Visma Group or for the use of third parties.

The User accepts that the personal data they provide through the Service may be processed by Maventa in accordance with personal data protection legislation and [Maventa's privacy statement](#).

To protect the interests of the End Customer and the User and to ensure the quality of the Service, Maventa has the right to share the personal data provided by the User through the Service within the Visma Group and for the use of selected subcontractors of Maventa/Visma.

Maventa processes the personal data of the End Customer and the User in its various activities, such as customer service, sales, and invoicing, in the capacity of a data controller. Subcontractors are used in some of these activities, and in such cases, some personal data may be transferred outside the EU/EEA area. Maventa always enters into a Data Processing Agreement (DPA) with its subcontractors. This agreement safeguards the User's privacy.

More information about the Visma Group's standards regarding security and privacy protection can be found at:

- <https://www.visma.com/trust-centre/>
- <https://www.visma.com/privacy-statement/>

5. Limitation of Liability

Maventa is not liable for any indirect or direct damages caused to the End Customer.

6. Amendments to the Terms of Use

Maventa has the right to unilaterally update and amend these terms of service by notifying of the change at least 30 days in advance on the service's website.