Translation Industry Cooperation Agreement

TRANSLATION

2026

AHTI–PROFORD-SZOFT

AUTHORS (2013)

Márta Balázs – EDIMART Language Solutions
Miklós Bán – espell translation and localization ltd.
Csaba Hajdú – M-Prospect Language Services Ltd.
Katalin Hajós – A Lex Expert Ltd.
Vera Mendel – InterContact® Budapest Ltd.
Zoltán Riesz – Moravia IT Hungary Ltd.
Márta Snopek – espell translation and localization ltd.
Miklós Urbán – Consell Translations CEE Ltd.
Katalin Varga – Afford Translations and Interpreting Ltd.
Zsolt Varga – espell translation and localization ltd.
Dr. Veronika Wagner – espell translation and localization ltd.

COMMENTS (2013)

AHTI:
Dr. András Kovács
Tünde Zameczné Lázár, MBA

EDITORS

AHTI:
Orsolya Bugár-Buday (2013, 2016)
Dr. Ildikó Horváth (2013, 2016)
Zsolt Pálfi (2013, 2016)
György Schaffler (2013, 2016)
Dr. Zsuzsanna Lakatos-Báldy (2020)
Dr. András Kovács (2020)
Tamás Grosser (2020)
Andrea Genát (2020, 2023, 2026)
György Palásthy (2023)
Katalin Iványi (2026)

Proford:
Miklós Bán (2013, 2016, 2020, 2023, 2026)
András Bujdosó (2026)
Vera Mendel (2013, 2016)
Katalin Varga (2013, 2016, 2020, 2023, 2026)
Nóra Zilahy (2023, 2026)

SZOFT:
Dr. Patrícia Beták (2020)
Dr. Veronika Wagner (2020)
Julianna Zsinka (2020, 2026)
Zoltán Papp (2020)
Katalin Revák (2023)
Bálint Kormos-Mayer (2023)

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PREAMBLE

The objective of this document prepared jointly by the Association of Hungarian Translators and Interpreters (AHTI), the Association of Professional Translation Service Providers (Proford) and the Association of Freelance Translators and Interpreters, Hungary (SZOFT) is to set out the core principles of business cooperation between Language Service Providers and their subcontractors (Language Professionals).

AHTI, Proford and SZOFT have recognised the need to create professional and business regulations that are based on mutual consent; and promote efficient, forward-thinking and professional cooperation between representatives of the translation industry, and which also provide a point of reference with respect to the terms of cooperation; quality, technical and other resources, as well as the practical implementation of fee-related requirements.

To date, no other agreement has been signed in Hungary based on the mutual agreement of both sides that would take the values and interests of the market's demand and supply side into consideration. This Agreement aims to set clear and feasible rules for all stakeholders.

It is no coincidence, therefore, that the lack of consensus in basic professional matters has spurred tension between market participants on many occasions. These rules have been created jointly by Language Service Providers and their subcontractors (Language Professionals having professional qualifications and/or the appropriate expertise), with their mutual consent, regarding each other as equal professional partners. Both sides accept the basic principles set out in this Agreement, the adherence to which the parties can mutually expect from one another in the future.

The requirements and recommendations set out in this document are primarily aimed at representatives of the translation industry and players of the translation market, i.e. Language Service Providers and Language Professionals; at the same time, however, we also anticipate interest from educational institutions providing translation and interpreting courses and from End Users on the demand side.

This document applies only to written language services. Interpreting is covered by a separate agreement.

1. Language Services and Technology

1.1 Language Services

In the field of language services, there is a distinction between services aimed at producing the target-language text, services processing both the source- and target-language texts, and services focused solely on processing the target-language text.

1.1.1 Production of a target-language text

Translation
Any service aimed at producing a written text in the target language that conveys the meaning, function, and communicative purpose of a written source-language text.

Transcreation
Any service aimed at creatively adapting or recreating the communicative purpose, style, tone, and intended effect of a source-language text in the target language, taking into account the linguistic, cultural, and market characteristics of the target audience. In transcreation, the target-language text does not necessarily follow the stylistic or linguistic choices of the source-language text, but it preserves its core message, intent, and communicative function.

1.1.2 Processing of source and target texts

Revision
Checking and correcting the target-language text produced based on the source-language text. Comprehensive revision involves checking and correcting language accuracy, style, content, format, and the use of technical terms in the translation based on professional terminology, through a thorough comparison of the source and target texts. Partial revision covers a pre-agreed, limited set of criteria from the full range of revision standards.

Post-Editing of Machine Translation
Reviewing, correcting, and, if necessary, re-translating written text that had been translated using machine translation (MT) and/or artificial intelligence (AI). The scope of full and light post-editing is designated or determined by the Language Service Provider.

Computerised Quality Assurance (QA)
Checking the translation using a computer program to identify errors that the software can detect.

Language Quality Assurance (LQA)
Review and evaluation of a written target-language text produced based on a written source-language text, in accordance with comprehensive revision criteria. Language Quality Assurance does not involve corrections and is sometimes conducted on a sample basis.

1.1.3 Processing of target-language text

Target Language Review
Linguistic and/or domain-focused verification of the target language text without full comparison of the written source and target texts.

Proofreading
Checking the written text in the target language after layout editing for linguistic and stylistic accuracy without a comprehensive comparison of the source and target texts.

In-Context Review
Linguistic and stylistic review of a written target-language text appearing in a non-printed format, conducted in context, without a comprehensive comparison of the source and target texts.

1.2 Language Technology

The applicable translation technology includes software components that support the entire lifecycle of translation processes. These include, among others, software-based translation environments (TMS and CAT tools), which enable the use of translation memories and terminology databases, the management of reference documents, and the integration of MT- and AI-based translation solutions.

Translation technology can facilitate collaboration among various stakeholders (e.g. Language Professionals, technologists, project managers, Clients), including through real-time, online collaboration. In addition, it can handle workflow management, automation, version control, and quality assurance, including the post-editing and correction of content produced through machine translation or AI-based translation. Software-based translation environments can be integrated into other content management systems.

1.3 Certified Translation

Unless otherwise stipulated by law, certified translation, translation certification or a certified foreign-language copy may only be made by MKIFK Hungarian Gazette Publishing and Legal Translation Centre Private Limited Company (Decree No. 24/1986 of the Council of Ministers (26 June) on Technical Translation and Interpreting, Section 5). Linguists with specialised translator or specialised translator-reviser/editor qualifications are also entitled to make certified translations of extracts from the company register, data to be entered in the company register and company documents to any official language of the European Union, according to the company's choice (Decree No. 24/1986 of the Council of Ministers (26 June) on Technical Translation and Interpreting, Section 6/A). Pursuant to Chapter III, Article 6(2) of Regulation (EU) 2016/1191 of the European Parliament and of the Council of 6 June 2016 on promoting the free movement of citizens by simplifying the requirements for presenting certain public documents in the EU and amending Regulation (EU) No 1024/2012, a certified translation carried out by a person qualified to do so under the law of a Member State shall be accepted in all Member States.

2. Terms of Cooperation

2.1 Framework Agreement and Individual Orders

It is advisable to set forth the basic terms of the legal relationship between the Language Service Provider and the Language Professional in a framework agreement of a commercial nature at the outset of the relationship and to review it periodically.

The parties shall agree in advance on the standard rates (per language pair and per service) as well as the conditions for any deviations (e.g. urgency, specialised fields, or additional technical or quality-related work). The expected daily capacity can also be determined.

Each task is carried out on the basis of an individual order, which is based on the framework agreement and sets forth the terms and conditions of the specific assignment. Upon confirmation of the order via email or acceptance on an online platform, the order is deemed accepted under the specified terms and conditions. Any subsequent changes to the terms of performance require mutual agreement and may affect compensation and deadlines.

If there are any obstacles to the fulfilment of any of the above-mentioned requirements or they are contrary to the general principles of translation (e.g. orthography), the Language Professional shall be responsible for informing the Language Service Provider thereof in writing before confirming the Purchase Order. If the Language Service Provider, either upon request of the End User (Client) or at its own decision, insists on compliance with the requirement questioned by the Language Professional in writing, the Language Professional will not be held liable for the resulting quality complaints. If the Language Professional accepts the assignment and confirms the Purchase Order, they are obliged to complete the job in accordance with the requirements laid down in the confirmed Purchase Order and deliver it by the specified deadline.

The method and schedule of invoicing shall be determined by mutual agreement between the parties, in accordance with applicable laws.

The individual Purchase Order shall include the following:

- date of order,
- deadline of delivery and partial deliveries,
- basic details of the assignment (language pair, task, topic, etc.),
- the method of payment and settlement,
- the method of delivery (via an online platform, by file transfer, etc.),
- technical and linguistic instructions,
- availability of source materials and reference materials.

The Language Service Provider should inform the Language Professional of all project stages and the Language Professional’s role in the process.

2.2 No Subcontracting

Unless otherwise agreed in the framework agreement or individual orders, the Language Professional is responsible for performing the work in person. Subcontracting the work undertaken without the Language Service Provider's knowledge or consent, or delivering work produced using MT or AI without review — regardless of the quality of the result — constitutes a breach of contract and will result in the corresponding legal consequences.

2.3 Certification of Professional Experience, References

The Language Service Provider is entitled to request any information concerning the professional experience and project history of the Language Professional which it deems necessary in order to assess and verify the Language Professional's qualifications, competence, experience and service quality, provided that it does not violate any confidentiality obligation. The Language Service Provider shall use the data requested (documents certifying academic qualifications, CV, list of references, etc.) exclusively for this purpose, and may not use such documents to secure other assignments in the performance of which it has no intention of involving the Language Professional or of which the Language Professional is unaware. If it wishes to send such documents to its Clients, it shall obtain, in each individual case, consent from the Language Professional, and provide information to the latter on the potential business opportunity.

Without the prior written permission of the Language Service Provider, the Language Professional may not list work performed for the Language Service Provider as a reference anywhere (e.g. on a resume, personal website, portfolio, LinkedIn profile, other social media platforms, etc.) in a manner that reveals the identity of the Language Service Provider's Client or End User. In order to indicate as reference the work performed for the Language Service Provider, the Language Professional must request consent from the Language Service Provider; granting of the consent may not be denied without well-substantiated and justified reasons. If the Language Service Provider provides reference, it shall — at request — also provide contact details for persons from whom further information may be requested concerning the work of the Language Professional.

Language Service Providers should endeavour to make the exchange of references an established practice in the Hungarian language services market, and to support Language Professionals providing quality work by making such factual and specific information available.

2.4 Test Translations

The Language Service Provider may request a test translation, which can be free of charge or paid, as agreed by the parties. If the test translation is free of charge, the Language Service Provider may not sell the translation thus received. The Language Service Provider is required to send feedback on the test translation.

3. Quality

3.1 Quality of Language Services

It is the common interest of both the Language Service Provider and the Language Professional to carry out assignments of high quality that meet both the general language and translation criteria and the specific requirements agreed upon with the End User (Client). The quality of a language service shall be evaluated within the scope of the specific task at hand. If the Language Service Provider has not specified a scope (see section 3.3) for the assignment, the minimum professional standards (see section 3.2) shall apply. If the Language Service Provider has set a specific scope for the project, that scope must be adhered to. Otherwise, the quality of the language service cannot be considered satisfactory.

3.2 Minimum Professional Requirements

The target text must preserve the meaning, function, and communicative purpose of the source text. In addition, it must be grammatically correct and, in terms of style and terminology, clear and consistent.

3.3 Scope-Based Delivery

For tasks performed under language services, the Language Service Provider may specify requirements regarding style, terminology, and content. The Language Service Provider may require the use of specific work methods and tools, as well as the performance of additional tasks. The Language Professional must take into account the instructions and supporting materials included in the agreed scope during the performance of the service.

3.4 Responsibilities of the Language Service Provider

The Language Service Provider is responsible for ensuring that the necessary conditions are in place to meet its expectations. It may only hold the Language Professional accountable for matters that they have specifically agreed upon in advance.
The Language Service Provider is also responsible for ensuring that these expectations can actually be met, in line with the quality of the source and reference materials provided.

3.5 Responsibilities of the Language Professional

The Language Professional must assess whether the task requested as part of the language service can be carried out. If they do not believe the assignment can be completed under the requested conditions, they must notify the Language Service Provider in a timely manner.
The Language Professional is responsible for completing the task in accordance with the instructions and expectations.

3.6 Complaint Management

Quality complaints received from the Language Service Provider's Client shall first be examined by the Language Service Provider in all cases. This inquiry shall establish the following:

- type of the issue (grammar, style, content, formatting, lack of compliance with Client-specific requirements),
- number of actual errors,
- severity of the actual errors (cosmetic, medium, major),
- the distribution of liability among the participating Language Professionals,
- the duties and responsibilities of the Language Professional conducting the final review.

The Language Service Provider may involve the Language Professional, its internal quality assurance experts and/or an independent language expert in the examination of the above. The Language Service Provider shall send the detailed report of the first inquiry into the quality complaint to the Language Professional, requesting their feedback and opinion on the criticised points. The Language Professional shall form their opinion about the quality complaint on professional grounds and send it in writing to the Language Service Provider. Based on the reply, the Language Service Provider shall decide on the measures to be taken (explaining the professional arguments to the Client, correction, price reduction, etc.).

The Language Professional is obliged to correct the proven errors without compensation if such errors clearly fall within his scope of liability.

If a medium or major quality complaint is proven to derive from a mistake committed by the Language Professional and it causes financial loss to the Language Service Provider, the latter is entitled to pass on the loss, in part or in full, to the Language Professional, taking into account the circumstances of the assignment. In the event of a dispute, the justification for this must be determined in a way that is fair to both parties, with the assistance of an independent third party, who is a Language Professional working in the same language pair and field.

In disputed cases, any of the parties involved in the translation process may initiate the setting up of an ad hoc professional ethics committee by the professional translation associations in order to formulate an objective professional opinion on the case.

4. Use of Technology

The Language Service Provider may select the format in which the document is sent to the Language Professional and the format in which the Language Professional is expected to deliver it. The Language Professional must determine whether they can work with the format specified by the Language Service Provider and whether they can deliver the assigned task in the requested format. If any format-related problem arises, the Language Professional shall inform the Language Service Provider so that they can find a solution together.

4.1 Computer-Assisted Translation Tools (CAT tools)

Language Service Providers may prescribe:

- the use of a CAT tool for the translation,
- the delivery of the translation in a format compatible with the specified CAT tool,
- the use of translation memory/memories and terminology integrated into the CAT tool, sources of information and other resources,
- the use of quality assurance tools.

The Language Professional shall inform the Language Service Provider if they are unable to meet any of the above criteria.

The Language Professional shall ensure the correct format of the delivered translation, its conformity with the translation memory and terminology, and with the information sources and other resources.

If the Language Service Provider and the Language Professional have agreed on payment based on weighted word/keystroke count, it must be determined in the agreement, which party's tool will be the basis of the volume calculation.

If the Language Professional detects a technical problem (e.g. wrong segmentation, wrong characters, missing parts in the text, etc.) during translation, they shall inform the Language Service Provider thereof with a view to consulting on the measures to be taken.

If the Language Service Provider does not prescribe the use of a CAT tool for the translation, the Language Professional is still free to use a CAT tool provided that it does not pose any quality or data protection risks; otherwise the Language Professional is required to consult the Language Service Provider.

4.2 Use of MT- and AI-Based Solutions

4.2.1 Use by the Language Service Provider

The Language Service Provider may have translation assistance or content management tools that have one or more MT- or AI-based services built in. If this is the case, the Language Service Provider assumes responsibility to ensure that the solution complies with the relevant non-disclosure and data protection regulations, as well as the relevant requirements set by the End Client.

In such a case, (assuming the use of a CAT tool) the two main ways to use MT- or AI-based translation are:

Pre-translation: the translation of all or part of the source-language content, followed by post-editing.

Supportive use: There is no complete pre-translation, but the list of matches rendered by the CAT tool also contains machine-translated segments, and partial matches are completed using

machine-translation solutions. In such cases, the Language Professional can decide if they make use of the machine translation output.

4.2.2 Use of MT- and AI-Based Solutions by the Language Professional

In the absence of a machine translation solution used by the Language Service Provider, there are other options available to the Language Professional (unless prohibited by the agreement made between the Language Professional and the Language Service Provider):

Machine translation service integrated in the CAT tool on the Language Professional's side, e.g. with own subscription;

Free or paid MT- or AI-based solutions available via an online (web-based) interface.

If the Language Professional uses tools other than those provided by the Language Service Provider, it is the Language Professional's responsibility to ensure compliance with the confidentiality and data protection provisions set forth in the contract between the parties. Particular attention should be paid to the fact that certain AI and MT providers store, process, and use content generated during the translation process to further develop their services, which may violate the agreement between the Language Professional and the Language Service Provider, or between the Language Service Provider and its Client.

Furthermore, the Language Professional is responsible for creating a translation that meets the quality standards agreed with the Language Service Provider, regardless of the type of efficiency enhancement tools they use.

4.3 Technical Requirements

The agreement between the Language Service Provider and the Language Professional shall cover the IT tools needed for the translation.

If the Language Professional does not have the required or appropriate CAT tool, the Language Service Provider may provide them with the tool or access thereto. If the Language Professional does not have the appropriate tools, they shall inform the Language Service Provider thereof without delay.

If the Language Service Provider requires the Language Professional to use a tool with which they are unfamiliar, the Language Service Provider shall provide appropriate training materials or organise training to familiarise them with the use of that tool.

If the Language Professional detects an error in the functioning of or access to the tools used by them, they shall inform the Language Service Provider immediately. The Language Service Provider shall solve the problem without delay and shall inform the Language Professional thereof in order to ensure the smooth continuation of his work. The Language Professional shall not be liable for any delay deriving from such problems.

5. Payment

5.1 Capacity, Expected Daily Output

Based on professional experience, the expected daily output in weighted source language words for a workday of 8 hours is 2,000 to 3,000 words for Language Professionals producing translations and 4,000 to 6,000 words for Language Professionals performing revision, provided that the text belongs to the particular Language Professional's areas of expertise, and is of average difficulty. In the case of translation without a CAT tool (e.g. non-editable PDF files, the expected daily output is 1,500 to 2,000 words. Obviously, there are individual differences, but even in consideration of such differences, the time generally required for completing a job can be determined based on the above quantities.

It is a professional requirement for Language Professionals to provide the most accurate information about the quantity of translation or revision they can responsibly undertake in general or in the case of a specific job, with consideration to their other assignments.

The Language Service Provider shall not require the Language Professional to complete volumes which are deemed unreasonable from any aspect of the assignment, and the Language Professional shall not accept unfeasible quantities either.

5.2 Settlement

Before undertaking the job, the Language Professional shall clearly specify on the basis of payment (source or target language, words/weighted words/keystrokes/characters/hours/projects etc.) with the Language Service Provider. Since the Language Service Provider typically calculates the fees according to the fixed budget agreed upon with its Client, it is justifiable to use the same basis with the Language Professional in determining the unit of payment.

The Language Professional can charge minimum fees for small-volume assignments based on specific agreements or pursuant to the framework agreement; the Language Service Provider is not generally obliged to pay such fees.

If a CAT tool is used, the Language Service Provider is entitled to apply the so-called weighted discount granted to the Client to the payment of the Language Professional. This shall form a part of the price agreement in all cases, and the Language Service Provider shall indicate the applied weighting in detail in the job assignment. Compensation for 100% and 101% matches found in the translation memory or other supplementary material will not be paid provided that the Language Professional receives the material properly prepared, i.e., the parts not requiring checking or modification are clearly indicated (e.g. as segments not editable in the CAT tool), and locked segments are not to be checked. For sections coming from the TM, the already existing terminology has to be considered. If reviewing 100% and 101% matches found in the translation memory is a part of the assignment; the weighting of such parts shall be determined based on the properties of the specific job, in proportion with the necessary

effort. Likewise, standard practice on the international translation market shall be considered when determining the weights for partial matches. If applicable, these can be adjusted based on the characteristics and professional difficulty of the specific task. It is important to note that a repetition in the source language does not necessarily mean a repetition in the target language, as well. When completing revision, the Language Professional performing the revision has to take the entire text into consideration, and, if necessary, also bear in mind that the Language Professional producing the translation could have made previous changes to any (unlocked) segments. If this results in additional workload for the Language Professional performing the revision over and above the assigned volume of work, additional compensation is recommended.

The regular price may be adjusted upwards on a per-case basis, e.g. due to urgency (compared to the regular daily outputs described above), charging an editing rate, charging for the study of reference materials or for an extraordinarily difficult technical text, or tasks requiring work during weekends or nights. A discounted rate may be applied when hiring entry-level Language Professionals. In such cases, the Language Service Provider provides professional support and regular feedback, and informs the Language Professional in advance of the conditions and duration of the discounted rate.

5.3 Terms of Payment

The Language Service Provider is responsible for sending the Language Professional the written Purchase Order (PO) detailing the compensation for the project. Project compensation should be based on the source language, since this allows the total amount of the Language Professional's fee to be known to all parties and determined before commencing the assignment. The PO shall specify the base unit of compensation (source/target language words, characters, keystrokes, hours, etc.) and the associated rate.

Without exception, payment of Language Professional's fees shall be made against an invoice issued on the basis of the Purchase Order. The Language Professional shall be responsible for issuing invoices lawfully and submitting them by the deadline set by the Language Service Provider. Both the Language Service Provider and the Language Professional shall operate their company or sole proprietorship in accordance with the applicable accounting and taxation laws.

Due to the large number of incoming invoices, the Language Service Provider shall agree with the Language Professional on the frequency of invoicing and the manner of invoice verification. Payment deadline is an essential element of the agreement between the parties and therefore, it must be agreed in advance. The Parties may agree on any payment date permitted by law, and the Language Service Provider shall comply with the agreed terms, regardless of whether its Client has paid for the assignment by the set deadline or not.

The full fee, as defined in the purchase order, shall be payable for jobs delivered by the deadline in the quality expected by the Language Service Provider. In case of late delivery and/or proven quality issues, the Language Service Provider is entitled to reducing the

Language Professional's fee proportionally. In case of late delivery, the following shall be taken into account when determining the rate of reduction: presence or lack of preliminary notification about the delay, previous late deliveries (if any) and the amount of damage caused (necessity of internal reorganisation, downtime of reserved resources, reduced time for revision; in more severe cases, deadline change request toward the Client and the related financial and ethical consequences, loss of reputation). In case of reduced fees resulting from quality issues, professional objections shall be accurately backed by examples, allowing the Language Professional to respond and attempt to defend his solutions. When deciding about a fee reduction, the Client's objections (related to quality or deadline), if any, and any consequences that may reach further than the current project (e.g. endangering the contract with Client) shall be also considered. It should be noted, however, that since the Language Professional is only one member of the professional team working on the assignment, his responsibility must be determined subject to the specific circumstances of the incident.

5.4 Public Procurement and Tenders

The Language Service Provider and the Language Professional mutually agree on observing the principles of fair market conduct regarding public procurement procedures. Moreover, the Language Service Provider and the Language Professional agree on the following.

5.4.1 Obligations of the Language Service Provider

The Language Service Provider may submit the Language Professional's CV, degree, certificate or any other required document for applications only with the approval of the Language Professional in each individual case. The Language Service Provider undertakes to submit accurate references for tenders. The Language Service Provider shall notify the contracting authority if the call for tenders contains contradictions or professionally unfeasible requirements, or can be interpreted ambiguously. For the purpose of justification, the recommendation of a professional translation organisation (AHTI, Proford and SZOFT) may be requested. With regard to fair market practices it is recommended that the Language Service Provider and the Language Professional agree on the fee for the case of tender award already when the Language Professional is requested to participate in the tender. The Language Service Provider accepts to inform the Language Professional participating in the tender about the outcome of the procedure in two weeks from the receipt of the decision without any special request. If a public procurement is awarded at an extraordinarily low price, the Language Service Provider may request to inspect the tender's public parts, and shall investigate and disclose the reasons for the extraordinarily low price.

For the protection of the trade, the professional associations (AHTI, Proford and SZOFT) shall regularly submit professional recommendations to the contracting authorities and assist them in drawing up calls for tenders.

The bidding Language Service Provider may request exclusivity from the Language Professional while also undertaking that, in case of winning the tender, the Language

Professionals participating in the tender will be the first to whom it offers the jobs of matching specialisation and language pair.

5.4.2 Obligations of the Language Professional

The Language Professional shall provide to the bidding Language Service Provider their CV, degree, certificate or any other required document containing truthful information. If the Language Service Provider is pronounced the winning bidder, the Language Professional shall make themselves available for the winner according to the payment agreed upon the submission of the bid.

6. Legal and Compliance Terms

6.1 Data Protection

All participants of the translation process shall comply with the effective domestic and EU data protection laws, as amended from time to time, in particular Regulation (EU) 2016/679 of the European Parliament and of the Council (General Data Protection Regulation).

In compliance with the data protection agreement made between them, the parties shall ensure a procedure for the processing of personal data, which enables them to retrieve and delete them from their own storage, as necessary.

This applies, in particular, to the management of translation memories, and the personal data contained in them, including information stored in meta data.

Each party shall restrict personal data processing to the volume any type indispensably required for the completion of the work.

6.2 Information Security

The Language Professional is required to implement technical measures commensurate with the level of risk in order to protect the data and information handled during the assignment. These measures may include, among other things, the following:

- the use of a hardware and software environment that is up-to-date, properly maintained, and regularly updated,
- the use of a regularly updated antivirus solution,
- implementing appropriate password management practices.

The Language Professional is also required to comply with the information security and data security guidelines established by the Language Service Provider.

The Language Professional is entitled to the same level of information security and data protection from the Language Service Provider.

The Language Professional undertakes to make a backup copy of the translation in a suitable form at least once a day, which can be used to recover lost parts if needed.

6.3 Non-Disclosure

When determining the expected level of confidentiality, it shall be taken into account that, as a mediated service provider, the Language Professional has limited knowledge concerning the business interests and risks of the Language Service Provider and its Clients. For this reason, the Language Professional shall also proceed with due care in this respect during the performance of the agreement, fully aware that the translation activity carries multiple risks with respect to confidentiality (confidential information of the Language Service Provider's Client learned from the translatable documents, the business relationship between the Language Service Provider and its Client, workflows and resources of the Language Service Provider and its Client, etc.). Based on the general requirements of Clients ordering the translation services, in the context of confidentiality the Language Professional may be reasonably required to delete from their computers all materials pertaining to the assignment after delivery has been completed. It may also be justified to prohibit the complete or partial copying of the source text into online tools, since the operator of the online tool may acquire ownership of such content. The Language Professional shall also make sure not to disclose any information regarding their work in personal communications or in online media that enable the identification of the Language Service Provider, its Client and/or the content of the assignment.

6.4 Non-Competition

The business contacts of the Language Service Provider are protected by a non-competition obligation in relation to those Clients from whom Language Professional has not had any previous direct work orders for professional language services. This obligation applies provided that the Language Professional is aware of the identity of the Language Service Provider's Client. It may be stipulated as a minimum requirement that the Language Professional may not undertake any direct assignments from the Client without the Language Service Provider's knowledge and consent, and may not contact the Client directly with any business propositions for the same services. When working on an assignment, the Language Professional may not establish contact with the Language Service Provider's Client without the Language Service Provider's involvement.

The duration of the confidentiality requirement is to be agreed between the parties, but generally it is restricted to two years from the last relevant assignment.

6.5 Copyright

Any copyright created though the Language Professional's work (e.g. the translation of literary, academic tests) shall be treated in accordance with the effective laws. In particular, special attention shall be given to the fact that the utilisation and property rights created will only transfer to the Language Service Provider/the Client once the service fee is settled.

Budapest, 16 June 2026

Márta Balázs Association of Professional Translation Service Providers (Proford)	András Ottlik Association of Hungarian Translators and Interpreters (AHTI)	Julianna Zsinka Association of Freelance Translators and Interpreters, Hungary (SZOFT)

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