

Staffora Benefits Programme
Terms & Conditions - V3
Effective Date: 29 May 2026

1. Programme Overview and Legal Nature

1.1 Aventa Holdings Limited (“Aventa Holdings”), acting through its authorised programme operator Staffora Horizon Ventures Limited (“Staffora”), administers a tier-based Benefits Programme (“the Programme”). The Programme governs the issuance, management, allocation, and redemption of non-monetary benefit points for eligible members participating under the applicable Staffora tiers.

1.2 The Programme operates through a combination of subscription-based access tiers for external members and employment-based benefit allocations for employees, each subject to the applicable eligibility rules, allocation frameworks, and Programme conditions.

1.3 All points issued under the Programme carry no monetary value, are not legal tender, are non-refundable, non-transferable, revocable, and do not constitute compensation, deferred pay, property, or any form of financial instrument or stored value.

1.4 Staffora centrally manages all operational aspects of the Programme, including tier administration, subscription processing, allocation, verification, redemption, compliance monitoring, and enforcement, in accordance with corporate governance requirements, applicable United Kingdom and Ireland legislation, and relevant jurisdictional regulations.

2. Corporate Scope and Participating Entities

2.1 These Terms & Conditions apply to all eligible members participating in the Programme.

2.2 The corporate entities covered by the Programme for internal members are:

Parent Company

- Aventa Holdings Limited (England & Wales)

Subsidiaries

- Veyra Global Innovations Limited (Malta)
- Lumora Capital Development Pte Ltd. (Singapore), Lumora Development Limited (England & Wales)
- Aerolynn Advanced Technologies Limited (England & Wales)
- Staffora Horizon Ventures Limited (Ireland), Staffora Ventures LLC (California, US)

2.3 While subsidiaries may manage their day-to-day commercial and operational activities independently, all matters relating to Programme administration, including staff benefits, member participation, tier access, point allocations, redemptions, and compliance, are governed exclusively by this central Programme and may not be varied at subsidiary level.

3. Eligibility and Tier Information

The Programme operates under a structured tier system which determines participation privileges, allocation eligibility, and nomination rights. Programme tiers are organised broadly in ascending order of participation privileges as follows: Staffora Blue, Staffora Silver, Staffora Select, Staffora Platinum, Staffora Signature, Staffora Signature+, and Staffora Internal. Each tier carries different privileges, eligibility requirements, and operational controls as described below.

Tier designations and associated nominations are reviewed and renewed on a monthly cycle. Any modification to a participant's tier status or any nomination added or removed by Staffora Signature, Staffora Signature+, or Staffora Internal members will take effect from the next applicable allocation or payment date, and will not apply retroactively to allocations already issued or scheduled under the current cycle.

3.1 Staffora Blue

Staffora Blue is the entry-level tier within the Programme, providing limited participation access for individuals authorised to receive benefit point allocations under Section 6. All participants must comply with Programme rules, verification procedures, and applicable regulatory requirements.

3.2 Staffora Silver

Staffora Silver provides access to Programme allocations and redemption privileges, subject to Programme rules and operational controls. Entry may occur through nomination or selection by Programme administration. Participation does not constitute employment or any contractual relationship with Aventa Holdings.

3.3 Staffora Select

Staffora Select is an enhanced tier providing increased allocation eligibility and expanded redemption access compared to Staffora Silver, subject to Programme rules and operational controls. Access may be obtained through upgrade or designation, and remains subject to availability, verification, and compliance review.

3.4 Staffora Platinum

Staffora Platinum is an elevated tier granted at the discretion of Programme administration, offering enhanced participation privileges, allocations, and redemption access. Status is subject to compliance review, and may be modified or withdrawn at any time.

3.5 Staffora Signature

Staffora Signature is a senior tier replacing the former Accredited Beneficiary framework, providing elevated privileges, allocations, and redemption access. Status is granted by Programme administration and remains discretionary, revocable, and subject to compliance review.

3.6 Staffora Signature+

Staffora Signature+ is a special tier for former employees of Aventa Holdings or its subsidiaries who have retired under recognised frameworks. It permits continued allocation eligibility under Section 6 and does not constitute ongoing employment or service.

3.7 Staffora Internal

Staffora Internal applies exclusively to individuals who currently maintain an active employment relationship with Aventa Holdings or one of its subsidiaries, whether on a full-time or part-time basis. Internal staff participate in the Programme as part of the company's staff and retirement benefits framework and receive allocations in accordance with their employment role, and internal benefits policies. Participation within this tier forms part of the internal staff benefits structure but does not alter or replace the terms of any employment agreement.

3.8 Verification and Ongoing Compliance

All Programme participants must complete identity verification, eligibility confirmation, and ongoing compliance checks through the Staffora portal where required. Programme administration may request supporting documentation, conduct periodic verification reviews, or apply additional compliance controls where necessary to maintain Programme integrity and ensure regulatory compliance. Failure to complete verification, provide accurate information, or comply with Programme rules may result in suspension or termination of Programme participation without prior notice.

3.9 Nomination Policy

Certain Programme tiers may nominate individuals for participation under specific Staffora tiers, subject to approval and compliance review by Programme administration.

Staffora Signature members may nominate:

- Up to two (2) individuals under the Staffora Blue tier
- Up to one (1) individual under the Staffora Silver tier

Staffora Signature+ members may nominate:

- Up to five (5) individuals under the Staffora Blue tier
- Up to three (3) individuals under the Staffora Silver tier

Staffora Internal members may nominate:

- Up to ten (10) individuals under the Staffora Blue tier
- Up to seven (7) individuals under the Staffora Silver tier
- Up to five (5) individuals under the Staffora Select tier

4. Tier Subscription and Billing

The Staffora Programme operates on a tier-based access structure for external members. Participation within the Programme requires an initial qualifying status of Staffora Blue, which may only be obtained through verified affiliation with Aventa Holdings Limited or its recognised alliances. Individuals without such affiliation are not eligible to participate in the Programme.

Access to higher tiers, including Staffora Silver, Staffora Select, Staffora Platinum, Staffora Signature, and Staffora Signature+, may be obtained through upgrade or designation in accordance with Programme rules. Where a participant is designated into a tier by a member holding Staffora Signature, Staffora Signature+, or Staffora Internal status, such access is granted without charge for the designated tier level at the time of nomination. Participation obtained through designation does not restrict a participant from independently upgrading to a higher tier at any time, subject to eligibility.

4.1 Tier Pricing and Access Model

Tier access within the Programme is not sold as a standalone entry subscription and does not constitute the purchase of points, monetary value, or financial return. All participants must first hold Staffora Blue status through qualifying affiliation with Aventa Holdings Limited or its recognised alliances.

Pricing applies solely to tier upgrades beyond Staffora Blue, and represents the cost of accessing enhanced participation privileges, allocation eligibility, and redemption rights associated with higher tiers. All pricing is determined and managed by Programme administration and is published through the official Staffora platform, and may be updated periodically for operational, market, or regulatory reasons.

Where a participant is designated into a tier through nomination by Staffora Signature, Staffora Signature+, or Staffora Internal members, no payment is required for that designated tier level.

4.2 Tier Upgrades and Changes

Participants may upgrade their tier at any time through the Staffora platform by paying the applicable upgrade price. Upon upgrade, access to the new tier is activated immediately and the participant becomes eligible for the privileges, allocation levels, and redemption rights associated with the upgraded tier. Where an upgrade occurs during an active monthly cycle, allocations may be prorated or adjusted in accordance with Programme rules.

Downgrades, where permitted, will take effect from the next monthly cycle and will not apply retroactively to allocations already issued. Programme administration reserves the right to approve, restrict, or modify tier changes where required for compliance, operational, or Programme integrity purposes.

4.3 Billing, Renewal, and Payment Conditions

Billing applies exclusively to tier upgrades beyond Staffora Blue. No payment is required to obtain or maintain Staffora Blue status where granted through qualifying affiliation.

Where a participant has upgraded their tier, the upgraded tier remains active for the duration of the current monthly cycle and renews on the first (1st) calendar day of each month upon successful payment of the applicable upgrade fee. Payments must be completed in full through the Staffora platform prior to renewal. Failure to maintain eligibility or complete renewal may result in suspension of upgraded tier privileges, including allocation eligibility and redemption access.

Participants designated into tiers without payment are not subject to billing unless they independently elect to upgrade. All upgrade payments are non-refundable unless otherwise required by applicable law or expressly approved under Programme exception procedures.

4.4 Tier Pricing and Upgrade Schedule

The pricing applicable to each Staffora tier represents the cost of access to participation privileges, allocation eligibility, and redemption rights associated with that tier. The current monthly pricing structure is as follows:

- Staffora Blue — £0.00
- Staffora Silver — £16.49
- Staffora Select — £49.99
- Staffora Platinum — £99.99

For the avoidance of doubt, Staffora Signature and Staffora Signature+ are not available for purchase and may not be obtained through upgrade, and are granted solely through Programme administration or designation under Programme rules.

Participants may upgrade between Staffora Blue, Silver, Select, and Platinum tiers at any time by paying the applicable upgrade price, which may be calculated as the difference between tiers and adjusted on a prorated basis where the upgrade occurs within an active billing cycle. Access to the upgraded tier is activated immediately upon successful payment.

All pricing may be updated periodically at the discretion of Programme administration, and the price displayed at the time of purchase or upgrade is final and binding. Prices set out above are indicative and may be updated on the Staffora platform without prior notice.

All prices are exclusive of applicable taxes, including but not limited to VAT, GST, sales tax, or any equivalent indirect levy, which may be applied at checkout where required by law. All payments are processed by Aventa Holdings Payment International Limited.

5. Point Allocation Framework

5.1 Staffora Blue

Members designated under the Staffora Blue tier receive limited benefit point allocations, subject to eligibility, verification, and programme compliance.

Allocation Frequency

Points are credited immediately upon activation of the Staffora Blue tier subscription. The initial allocation issued at activation will be prorated based on the remaining days within the current monthly cycle. Following the initial allocation, the tier renews on the first (1st) calendar day of each month, at which time the full monthly allocation is credited, subject to continued eligibility and compliance.

Staffora Blue Allocation Rate: 11,630 Points

5.2 Staffora Silver

Members designated under the Staffora Silver tier receive regular benefit point allocations under the standard programme allocation schedule, subject to eligibility verification and programme rules.

Allocation Frequency

Points are credited immediately upon activation of the Staffora Silver tier subscription. The initial allocation issued at activation will be prorated based on the remaining days within the current monthly cycle. Following the initial allocation, the tier renews on the first (1st) calendar day of each month, at which time the full monthly allocation is credited, subject to continued eligibility and compliance.

Staffora Silver Allocation Rate: 28,830 Points

5.3 Staffora Select

Members designated under the Staffora Select tier may receive benefit point allocations reflecting elevated participation privileges within the Programme framework, subject to availability and compliance verification.

Allocation Frequency

Points are credited immediately upon activation of the Staffora Select tier subscription. The initial allocation issued at activation will be prorated based on the remaining days within the current monthly cycle. Following the initial allocation, the tier renews on the first (1st) calendar day of each month, at which time the full monthly allocation is credited, subject to continued eligibility and compliance.

Staffora Select Allocation Rate: 127,400 Points

5.4 Staffora Platinum

Members designated under the Staffora Platinum tier may receive enhanced benefit point allocations reflecting elevated participation privileges within the Programme framework, subject to availability and compliance verification.

Allocation Frequency

Points are credited immediately upon activation of the Staffora Platinum tier subscription. The initial allocation issued at activation will be prorated based on the remaining days within the current monthly cycle. Following the initial allocation, the tier renews on the first (1st) calendar day of each month, at which time the full monthly allocation is credited, subject to continued eligibility and compliance.

Staffora Platinum Allocation Rate: 317,000 Points

5.5 Staffora Signature

Members designated under the Staffora Signature tier may receive elevated benefit point allocations in recognition of their higher-tier participation status within the Programme.

Allocation Frequency

Points are credited immediately upon activation of the Staffora Signature tier subscription. The initial allocation issued at activation will be prorated based on the remaining days within the current monthly cycle. Following the initial allocation, the tier renews on the first (1st) calendar day of each month, at which time the full monthly allocation is credited, subject to continued eligibility and compliance.

Staffora Signature Rate: 829,000 Points

5.6 Staffora Signature+

Participants designated under the Staffora Signature+ tier may receive benefit point allocations under the retirement allocation framework established for eligible retired internal staff.

Allocation Frequency

Points are credited immediately upon activation of the Staffora Signature+ tier subscription. The initial allocation issued at activation will be prorated based on the remaining days within the current monthly cycle. Following the initial allocation, the tier renews on the first (1st) calendar day of each month, at which time the full monthly allocation is credited, subject to continued eligibility and compliance.

Staffora Signature+ Allocation Rate: 1,990,000 Points

5.7 Staffora Internal

Participants designated under the Staffora Internal tier receive benefit point allocations in accordance with their employment role, and applicable internal benefits policies. Allocation amounts may vary depending on role classification, employment status, and internal programme eligibility.

Allocation Frequency

Points are credited immediately upon activation of the Staffora Internal tier subscription. The initial allocation issued at activation will be prorated based on the remaining days within the current monthly cycle. Following the initial allocation, the tier renews on the first (1st) calendar day of each month, at which time the full monthly allocation is credited, subject to continued eligibility and compliance.

Staffora Internal Allocation Rate: 3,125,700 Points

6. Redemption, Pricing, and Permitted Items

6.1 Redemption Method

Redemption methods are determined strictly by member tier and must be followed in accordance with the applicable Programme rules.

Staffora Internal members must redeem all benefits exclusively through the internal Staff Dashboard, which serves as the sole authorised platform for internal staff redemptions and benefit management.

Members participating under the Staffora Blue, Staffora Silver, Staffora Select, Staffora Platinum, Staffora Signature, and Staffora Signature+ tiers must hold a valid and verified Customer ID prior to submitting any redemption request. Eligible members may redeem benefits, services, and gift cards through the online shop available on the Programme redemption website, subject to availability.

6.2 Manual Redemption

All manual redemption requests submitted through Customer Support, whether via email or telephone, shall be processed under a distinct pricing framework separate from the standard redemption portal, whereby a rack rate of 32,500 points per USD 5 (6,500 points per USD) equivalent shall apply to the denomination value of the requested benefit, service, or gift card. Manual redemption services are only available for products currently listed on the official redemption platform; however, this restriction shall not apply to denomination values, and alternative denominations may be offered subject to availability with the denomination and increment requirements set out below.

Manual redemption requests shall only be accepted in the following supported currencies:

- GBP | USD | EUR | AUD | CAD | CHF | CZK | JPY | PLN | TRY | KRW | SAR | ILS | AED

The following minimum denomination values and increment requirements shall apply:

- GBP / USD / EUR / AUD / CAD / CHF : minimum denomination of 10, thereafter only in increments of 5
- PLN / SAR / ILS / AED : minimum denomination of 50, thereafter only in increments of 50
- CZK / JPY / TRY : minimum denomination of 500, thereafter only in increments of 500
- KRW: minimum denomination of 5,000, thereafter only in increments of 5,000

Where denominations are issued in currencies other than USD, the equivalent USD value shall be determined using the prevailing exchange rates published by Wise at the time of processing. In addition, a Service Charge (SVC) of 5% shall apply to all redemptions.

6.3 Redemption Pricing Framework

All Programme redemptions operate under a dynamic pricing model.

Certain items may be offered under multiple redemption fare options, each reflecting different levels of flexibility, processing priority, and applicable conditions. These options form part of the Redemption Pricing Framework. The selected option determines the final redemption price, as well as the applicable cancellation, modification, and processing conditions associated with the request.

6.4 Redemption Spending Limits

The Programme applies a structured redemption spending limit framework to ensure fair usage, prevent misuse, and maintain operational integrity. These limits are determined based on the Member's original assigned tier at the time of account creation, irrespective of any subsequent upgrades, promotional adjustments, or temporary tier changes.

Each Member is subject to both monthly and annual limits, which operate concurrently. The monthly limit resets on the first (1st) day of each calendar month, while the annual limit applies over a rolling 365-day period.

All redemption values are calculated based on the final denomination value at the time of processing. Where a redemption is denominated in a currency other than USD, the value shall be converted into USD using prevailing Wise exchange rates at the time of processing for the purpose of limit calculation. Members acknowledge that remaining limits are not displayed in real time. Upon reaching the applicable limit, any further redemption requests shall be automatically placed into a pending or restricted state until the relevant monthly or annual cycle resets.

The Programme reserves the right to monitor account activity, including device identification, IP address tracking, and behavioural analysis, to enforce these limits and prevent circumvention. Any attempt to bypass the Limit Cap, including through the creation of multiple accounts or similar methods, may result in restriction, suspension, or termination of the account. The Programme may also amend or impose additional limits at any time where necessary for compliance, security, or operational purposes.

Applicable Limits by Tier:

- Staffora Blue: USD 25/mo | USD 50/yr
- Staffora Silver: USD 55/mo | USD 125/yr
- Staffora Select: USD 320/mo | USD 600/yr
- Staffora Platinum: USD 550/mo | USD 1300/yr
- Staffora Signature: **NO LIMIT**
- Staffora Signature+: **NO LIMIT**
- Staffora Internal: **NO LIMIT**

6.5 Redemption Pricing Policy

All prices displayed are exclusive of applicable taxes, fees, or ancillary charges. Taxes on certain benefits, services, and gift cards may be applied at checkout where required. For clarity, “tax” includes VAT, GST, sales tax, or equivalent indirect levies, determined by the nature of the item and the user’s registered country in accordance with applicable laws.

In addition, a service fee, partner fulfilment fee, and transaction fee may be applied per order. The partner fulfilment fee reflects costs associated with the procurement, processing, and distribution of gift cards through authorised third-party issuers and supply partners and will be applied at checkout alongside any applicable taxes, service-related charges, and transaction fee.

6.6 Order Delay and Cancellation Compensation Framework

6.6.1 In order to promote operational transparency and establish a structured recovery framework for delayed or involuntarily cancelled redemption orders, Aventa Holdings Limited and Staffora Horizon Ventures Limited hereby implement the following Order Delay and Cancellation Compensation Framework effective from 29 May 2026. This framework is established in accordance with applicable consumer protection and contractual compliance obligations under applicable laws, including the UK Consumer Rights Act 2015. The provisions of this Section apply solely to eligible redemption orders processed through official Staffora redemption channels.

6.6.2 For the purposes of this Section, an “involuntary delay” refers exclusively to delays caused by supplier processing failure, inventory allocation failure, technical disruption, fulfilment interruption, operational backlog, or other non-user initiated causes. Voluntary modifications, denomination changes, product substitutions, account amendments, or any member-requested changes shall immediately reset the applicable processing timeframe from the time the modification is processed. Accordingly, compensation eligibility shall apply only to involuntary operational delays and shall not apply to delays caused by member action, verification reviews, compliance reviews, payment disputes, force majeure events, sanctions restrictions, fraud investigations, or circumstances outside reasonable operational control.

6.6.2(a) For the avoidance of doubt, all delay calculations under this Section shall be measured only after the original estimated processing timeframe associated with the selected fare has elapsed. Accordingly, the delay threshold does not begin from the moment the order is placed, but rather from the point at which the applicable fare processing window has expired. By way of example only, where a Standard fare carries an estimated fulfilment timeframe of thirty-six (36) hours, an order would become eligible for the forty-eight (48) hour delay threshold only after an additional forty-eight (48) hours have passed beyond the original thirty-six (36) hour processing window, resulting in a total elapsed time of eighty-four (84) hours from the original order submission timestamp. Similarly, where a Flex fare carries an estimated fulfilment timeframe of twelve (12) hours, the applicable delay thresholds under this Section shall begin only after the original twelve-hour processing duration has concluded. Any voluntary order modification, denomination adjustment, product substitution, account amendment, or member-requested change shall immediately reset the applicable fulfilment timeframe and delay calculation from the moment such modification is processed within the system.

6.6.3(a) Where an eligible redemption order experiences an involuntary delay exceeding forty-eight (48) hours beyond the original applicable fare processing duration, the affected member shall become eligible for: (i) a full refund of the original redemption amount paid; and (ii) compensation equal to fifteen percent (15%) of the original base redemption price. "Base redemption price" excludes taxes, service charges, partner fees, transaction fees, foreign exchange adjustments, promotional bonuses, or ancillary charges. Compensation may be issued in points, account credit, operational credit, or another operationally determined method at Staffora's discretion.

6.6.3(b) Where an eligible redemption order experiences an involuntary delay exceeding seventy-two (72) hours beyond the original applicable fare processing duration, the affected member shall become eligible for: (i) a full refund of the original redemption amount paid; and (ii) compensation equal to twenty-five percent (25%) of the original base redemption price.

6.6.3(c) Where an eligible redemption order experiences an involuntary delay exceeding ninety-six (96) hours or more beyond the original applicable fare processing duration, the affected member shall become eligible for: (i) a full refund of the original redemption amount paid; and (ii) compensation equal to forty-five percent (45%) of the original base redemption price. Only the highest applicable compensation threshold shall apply to a single order.

6.6.4 Where an eligible redemption order is involuntarily cancelled by administration, supplier operations, fulfilment systems, authorised Staffora personnel, or internal operational controls after partial processing time under the selected fare framework has elapsed, separate cancellation compensation provisions shall apply. For the purposes of this Section, "involuntary cancellation" refers exclusively to cancellations not initiated, requested, approved, modified, or caused by the member. Orders impacted by voluntary modifications, denomination changes, account amendments, verification delays caused by the member, payment-related issues attributable to the member, or user-requested updates shall not qualify for compensation eligibility under this Section.

6.6.4(a) Where an eligible order is involuntarily cancelled after twenty-five percent (25%) or more of the applicable fare processing duration has elapsed, the affected member shall become eligible for: (i) a full refund of the original redemption amount paid; and (ii) compensation equal to fifteen percent (15%) of the original base redemption price. By way of example only, where a Flex fare carries an estimated processing timeframe of twelve (12) hours and the order is involuntarily cancelled after three (3) hours or more, the member shall become eligible for the above compensation framework.

6.6.4(b) Where an eligible order is involuntarily cancelled after fifty percent (50%) or more of the applicable fare processing duration has elapsed, the affected member shall become eligible for: (i) a full refund of the original redemption amount paid; and (ii) compensation equal to thirty-five percent (35%) of the original base redemption price. By way of example only, where a Flex fare carries an estimated processing timeframe of twelve (12) hours and the order is involuntarily cancelled after six (6) hours or more, the member shall become eligible for the above compensation framework.

6.6.4(c) Where an eligible order is involuntarily cancelled after seventy-five percent (75%) or more of the applicable fare processing duration has elapsed, the affected member shall become eligible for: (i) a full refund of the original redemption amount paid; and (ii) compensation equal to fifty-five percent (55%) of the original base redemption price. By way of example only, where a Flex fare carries an estimated processing timeframe of twelve (12) hours and the order is involuntarily cancelled after nine (9) hours or more, the member shall become eligible for the above compensation framework.

6.6.5 Staffora additionally reserves the absolute right to deny, suspend, reverse, reduce, withhold, or permanently revoke compensation eligibility where abusive, excessive, manipulative, coordinated, deceptive, fraudulent, exploitative, or suspicious activity is identified, including but not limited to repeated compensation claims, multiple-account behaviour, device-linking irregularities, IP inconsistencies, artificial order manipulation, exploitation of supplier failures, intentional triggering of operational disruptions, resale-related activity, or attempts to circumvent Programme restrictions.

6.6 Redemption Pricing Policy

All prices displayed are exclusive of applicable taxes, fees, or ancillary charges. Taxes on certain benefits, services, and gift cards may be applied at checkout where required. For clarity, "tax" includes VAT, GST, sales tax, or equivalent indirect levies, determined by the nature of the item and the user's registered country in accordance with applicable laws.

In addition, a service fee, partner fulfilment fee, and transaction fee may be applied per order. The partner fulfilment fee reflects costs associated with the procurement, processing, and distribution of gift cards through authorised third-party issuers and supply partners and will be applied at checkout alongside any applicable taxes, service-related charges, and transaction fee.

7. Rules, Point Validity, and Compliance

7.1 Effective 1 March 2026, all points credited to members shall no longer be subject to any expiry period. This applies equally to newly issued allocations and to all existing point balances held at the time the revised policy takes effect. Accordingly, points will remain valid indefinitely and will not lapse, expire, or be forfeited on the basis of time elapsed.

7.2 Points are strictly personal, non-transferable, and carry no monetary or stored value.

7.3 Staffora, acting on behalf of Aventa Holdings, may monitor usage and enforce compliance. Where misuse, fraud risk, or regulatory exposure is identified, participation, allocations, or redemptions may be suspended, adjusted, or terminated without prior notice.

7.4 All compliance and enforcement determinations are final and binding.

8. Administration, Governance, and Amendments

8.1 The Programme is centrally administered by Staffora as authorised operator for Aventa Holdings.

8.2 Aventa Holdings retains ultimate ownership, governance authority, and policy control. Subsidiaries must adhere to all Programme rules and may not create parallel or conflicting benefit structures without written authorisation.

8.3 Aventa Holdings reserves the right to amend, suspend, replace, or terminate any aspect of the Programme at its sole discretion, with immediate effect where required.

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