

**Staffora Benefits Programme**  
**Terms & Conditions - V2**  
**Effective Date:** 29 March 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

### **Subsidiaries**

- Veyra Global Innovations Limited
- Lumora Capital Development Limited
- Aerolynn Advanced Technologies Limited
- Staffora Horizon Ventures Limited

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 Lite, Staffora Standard, Staffora Premium, Staffora Elite, Staffora Elite Plus, 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 Elite, Staffora Elite Plus, 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 Lite

Staffora Lite is an entry-level tier within the Programme providing limited participation access for individuals authorised to receive benefit point allocations in accordance with the allocation framework described in Section 6. Individuals may be designated under this tier through nomination by approved legacy organisations or through selection by Programme administration. Participation in the Staffora Lite tier does not create any employment, contractual, fiduciary, or service relationship with Aventa Holdings or its subsidiaries and remains entirely discretionary. All individuals under this tier must comply with Programme rules, verification procedures, and applicable regulatory requirements.

#### 3.2 Staffora Standard

Staffora Standard is a tier that provide individuals with access to Programme allocations and redemption privileges subject to Programme rules and operational controls. Individuals may enter this tier through nomination under the Programme or through direct selection by Programme administration. Participation under the Staffora Standard tier does not constitute employment, consultancy, or contractual engagement with Aventa Holdings unless such a relationship exists independently of the Programme.

#### 3.3 Staffora Premium

Staffora Premium is an elevated tier granted to individuals selected by Programme administration in recognition of enhanced participation privileges within the Programme framework. Individuals designated under this tier may receive allocations and access redemption privileges subject to Programme availability, operational controls, and compliance review. Premium tier status is discretionary and may be modified, suspended, or withdrawn where operational, regulatory, or Programme integrity considerations require.

#### 3.4 Staffora Elite

Staffora Elite represents a senior tier within the Programme and replaces the former Accredited Beneficiary framework. Individuals designated under the Elite tier are granted elevated participation privileges and may receive allocations and redemption access in accordance with Programme rules. Elite tier status is granted through Programme administration and remains discretionary, revocable, and subject to verification and compliance review.

#### 3.5 Staffora Elite Plus

Staffora Elite Plus is a special tier reserved exclusively for individuals who previously held employment with Aventa Holdings or one of its subsidiaries and who have formally retired under recognised internal retirement or separation frameworks. This tier recognises prior service and permits retired internal staff to continue receiving benefit point allocations in accordance with the retirement allocation framework described in Section 6. Participation in the Elite Plus tier does not constitute continued employment or service engagement and remains subject to ongoing verification and Programme compliance requirements.

### **3.6 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.

### **3.7 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.

### **3.8 Nomination Policy**

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

Staffora Elite members may nominate:

- Up to four (4) individuals under the Staffora Lite tier
- Up to one (1) individual under the Staffora Standard tier

Staffora Elite Plus members may nominate:

- Up to eight (8) individuals under the Staffora Lite tier
- Up to two (2) individuals under the Staffora Standard tier
- Up to one (1) individual under the Staffora Premium tier

Staffora Internal members may nominate:

- Up to ten (10) individuals under the Staffora Lite tier
- Up to five (5) individuals under the Staffora Standard tier
- Up to three (3) individuals under the Staffora Premium tier

## **4. Staff and Programme Benefits**

### **4.1 Internal Staff Benefits**

Participants designated under the Staffora Internal tier may be eligible for additional benefits associated with employment or post-employment participation within Aventa Holdings or its subsidiaries. These benefits may include rank-based point allocations, professional development opportunities, wellness programmes, recognition initiatives, and approved travel or hospitality privileges, subject to internal policy, role eligibility, and programme availability.

### **4.2 Programme Tier Benefits**

Participants designated under Staffora Lite, Standard, Premium, Elite, or Elite Plus tiers participate in the Programme as external members and are eligible primarily for benefit point allocations and programme participation privileges associated with their tier. These tiers do not constitute employment, consultancy, or contractual service relationships with Aventa Holdings unless explicitly stated in a separate written agreement.

### **4.3 Benefit Availability**

All benefits remain subject to programme rules, operational availability, eligibility requirements, and compliance review. Aventa Holdings reserves the right to modify, suspend, or discontinue specific benefits or benefit categories where required for operational, regulatory, or programme administration purposes.

## 5. Tier Subscription and Billing

The Staffora Programme operates on a tier-based access structure for external participants. Participation in the Staffora Lite, Staffora Standard, Staffora Premium, Staffora Elite, and Staffora Elite Plus tiers may be obtained through direct purchase, upgrade, or designation under Programme rules. Where a participant is designated into a tier by a member holding Staffora Elite, Staffora Elite Plus, 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 prevent a participant from independently purchasing or upgrading to a higher tier at any time.

Where a participant elects to purchase or upgrade a tier, activation occurs immediately upon successful payment confirmation. Where activation or upgrade occurs partway through a billing cycle, any initial allocation may be prorated in accordance with the remaining portion of the current monthly cycle. Purchased tiers renew on the first (1st) calendar day of each month where an active tier is maintained. Failure to maintain an active purchased tier where required may result in restriction or suspension of tier privileges, allocations, or redemption access until access is restored through purchase, upgrade, or valid designation.

### 5.1 Tier Pricing and Access Model

Tier access may be obtained through purchase, upgrade, or designation depending on eligibility and Programme rules. Pricing represents the cost of access to participation privileges, allocation eligibility, and redemption rights associated with each tier and does not constitute the purchase of points, monetary value, or any financial return. 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 Elite, Staffora Elite Plus, or Staffora Internal members, no payment is required for that designated tier level; however, such designation remains subject to Programme rules, nomination limits, and administrative approval.

### 5.2 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.

### 5.3 Billing, Renewal, and Payment Conditions

Where a tier is obtained through purchase, it 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 tier fee. Payments must be completed in full through the Staffora platform prior to renewal. Failure to complete payment may result in suspension of tier privileges, including allocation eligibility and redemption access.

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

## 5.4 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 Lite — £14.99
- Staffora Standard — £29.99
- Staffora Premium — £44.99

For the avoidance of doubt, Staffora Elite and Staffora Elite Plus 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 Lite, Standard, and Premium 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.

## 6. Point Allocation Framework

This section sets out the point allocation framework applicable from 25 March 2026 under the Staffora Benefits Programme. Point allocations are issued in accordance with tier classification and allocation frequency as defined below. All allocations remain subject to continued eligibility, verification, and compliance with Programme rules, internal controls, and applicable regulatory requirements. Allocations issued under this section replace all prior allocation frameworks, and no historical rates, bonuses, accruals, or legacy calculations apply unless expressly stated.

### 6.1 Staffora Lite

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

#### Allocation Frequency

Points are credited immediately upon activation of the Staffora Lite 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 Lite Allocation Rate: 4,500 Points**

### 6.2 Staffora Standard

Members designated under the Staffora Standard 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 Standard 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 Standard Allocation Rate: 9,900 Points**

### **6.3 Staffora Premium**

Members designated under the Staffora Premium 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 Premium 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 Premium Allocation Rate: 15,500 Points**

### **6.4 Staffora Elite**

Members designated under the Staffora Elite 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 Elite 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 Elite Allocation Rate: 175,250 Points**

### **6.5 Staffora Elite Plus**

Participants designated under the Staffora Elite Plus 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 Elite Plus 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 Elite Plus Allocation Rate: 325,000 Points**

### **6.6 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: 625,700 Points**

## 7. Redemption, Pricing, and Permitted Items

### 7.1 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 Lite, Staffora Standard, Staffora Premium, Staffora Elite, and Staffora Elite Plus 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.

Manual redemption submissions are available for members participating under the Staffora Lite, Staffora Standard, Staffora Premium, Staffora Elite, and Staffora Elite Plus but subject to restricted use.

All standard manual requests incur a service charge of 14,250 points plus any applicable tax, levied in addition to the prevailing service fee, partner fee, and any other standard charges ordinarily applicable to the transaction, and applied at the time of processing. This service charge shall apply to all manual submissions unless the request arises from exceptional, unforeseen, or otherwise operationally necessary circumstances, in which case the charge may be reduced or waived in accordance with documented Programme exception procedures.

### 7.2 Dynamic Pricing Policy + Redemption Fare Options

Effective 29 March 2026, all Programme redemptions operate under a dynamic pricing model. Staffora maintains an official pricing table which sets out the minimum and maximum price ranges applicable to benefits, services, and gift cards available for redemption. The pricing table is published at: <https://stf-pt.aventaholdings.com>

Prices displayed in the pricing table represent the permitted price range only. The final redemption price for any item may fluctuate within this range depending on operational conditions, including but not limited to demand levels, supplier availability, fulfilment costs, currency fluctuations, and partner pricing adjustments. The price applied at the time a redemption request is submitted is the binding redemption price for that transaction.

In addition, 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 pricing framework and are presented within the pricing table. The selected option determines the final redemption price, as well as the applicable cancellation, modification, and processing conditions associated with the request.

All members must review and understand the pricing table prior to submitting a redemption request. Submitting a redemption request confirms acceptance of all applicable price ranges, pricing options, conversion rules, redemption conditions, exclusions, denomination limits, availability restrictions, and regulatory requirements contained within the pricing table.

Failure to review the pricing table does not exempt members from compliance. Redemption requests that do not follow the applicable pricing framework or Programme rules may be delayed, rejected, or cancelled without prior notice or right of appeal.

The pricing table is reviewed and may be updated every thirty (30) days or more frequently where required for operational, compliance, market, or regulatory reasons. The most recently published version of the pricing table is the authoritative version in force at the time a redemption request is submitted.

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.

This pricing policy applies to members participating under the Staffora Lite, Staffora Standard, Staffora Premium, Staffora Elite, and Staffora Elite Plus tiers. Staffora Internal members must redeem benefits exclusively through the internal Staff Dashboard, where internal pricing and redemption rules apply.

### 7.3 Unavailable or Withdrawn Items

Requests for items marked as unavailable, suspended, restricted, or withdrawn will always be declined and cannot be substituted or manually approved. Submitting such a request does not create any right, entitlement, or obligation for Aventa Holdings or Staffora.

## 8. Rules, Point Validity, and Compliance

8.1 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.

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

8.3 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.

8.5 All compliance and enforcement determinations are final and binding.

## 9. Administration, Governance, and Amendments

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

9.2 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.

9.3 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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Issued by: Staffora Horizon Ventures Limited, Aventa Holdings Limited

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