

REFER-A-FRIEND PROGRAM TERMS AND CONDITIONS

"It Pays to Have Friends"

These Terms and Conditions govern your participation in the Mindspace Refer-a-Friend Program ("Program"). By participating in the Program, you agree to these Terms and Conditions.

1. **Eligibility** To participate in the Program, you must be a current Member of Mindspace ("**Referrer**") and refer a new customer who has not previously purchased any services from Mindspace (excluding conference rooms, event spaces and hybrid services for which the customer would not be considered as Mindspace Member), was not considered a Mindspace Member (not as an individual nor a company or any other form of legal entity), at any point in time and was not referred to Mindspace by himself or by any other means of referral within the preceding 6 months ("**Referred Customer**"). The Referred Customer must use the unique referral link provided by the Referrer. For the removal of any doubt, a Referrer may reside in any country in which the Program applies. For the removal of any doubt, Mindspace employees shall not be considered as Mindspace Members and may not participate in this program.

2. Mindspace shall offer Referrers a cash bonus or cash incentive in the amount mentioned in **Annex 1** herein for each Referred Customer who successfully made a transaction with Mindspace using the Referrer's unique referral link or code and meets any eligibility requirements set by Mindspace. Mindspace shall grant the Referrer with said bonus or incentive within 90 days from signing the transaction with the Referred Customer and subject to the Referred Customer having made a first payment to Mindspace with accordance to its specific transaction. The specific bonus amount and eligibility requirements may vary depending on the program and promotional period. For the removal of any doubt, said cash incentive shall be paid in US Dollars or the equivalent currency with accordance to the relevant geographic area.

3. Qualifying Purchase. A qualifying purchase for the purposes of this Program is any purchase made by the Referred Customer which was directed using the unique referral link provided by the Referrer, with a minimum number of workstations as mentioned in **Annex 1**.

4. **Restrictions.** Referral bonuses are non-transferable. Referrers may not refer themselves, create multiple accounts, or use any fraudulent or misleading methods to refer potential Members. Mindspace reserves the right to cancel or modify the referral program at any time and may revoke referral bonuses or close accounts that violate these terms and conditions.

5. **Termination.** Mindspace reserves the right to terminate or modify the Program or these Terms and Conditions at any time without notice. In the event of termination, any outstanding referral bonuses will be forfeited.

6. **Data Protection.** Mindspace will process personal data of the Referrer and Referred Customer in accordance with its privacy policy. By participating in the Program, you consent to the processing of your personal data in accordance with the privacy policy.

7. **Disclaimer.** Mindspace makes no guarantees or warranties regarding the referral program, and is not responsible for any errors, omissions, or damages resulting from participation in the program. Referrers and Referred Customers participate in the program at their own risk.

8. **Governing Law and Jurisdiction** These Terms and Conditions shall be governed by and construed in accordance with the laws of the state of Israel. Any dispute arising from or relating to these Terms and Conditions shall be subject to the exclusive jurisdiction of the courts of Tel Aviv, Israel.

By participating in the “Refer a Friend” program, you acknowledge that you have read and agree to these terms and conditions.

Annex 1

US

Deal size	Offered reward
2-8 ppl	\$750
9-15 ppl	\$1,500
16-20 ppl	\$2,000
21-40 ppl	\$2,500
40+ ppl	\$5,000

UK

Deal size	Offered reward
2-8 ppl	£500
9-15 ppl	£1,000
16-20 ppl	£1,500
21-40 ppl	£2,000
40+ ppl	£4,000

Europe

Deal size	Offered reward
2-8 ppl	€700
9-15 ppl	€1,300
16-20 ppl	€1,800
21-40 ppl	€2,200
40+ ppl	€4,400

Israel

Deal size	Offered reward
1-10 ppl	2,000 NIS
11-120 ppl	5,000 NIS
21+ ppl	7,500 NIS