

# Terms & Conditions

This Southern Africa Workforce Solutions Incentive scheme (“Incentive” or “Incentive Scheme”) is open to all HP Authorized Partners with an active HP Partner Agreement with (Buying) Reseller Authorization Addendum on BPS & Print Hardware status in the HP Amplify Partner Program (HP Resellers), that are active in the sales of the HP Printing Portfolio and who agreed to participate in the Incentive Scheme subject to these terms and conditions.

Participants must register and accept these T&Cs on the dedicated partner portal to be communicated by email. Participation constitutes full and unconditional acceptance of these terms and conditions.

## **TIMING**

The Incentive Scheme runs from 15 August 2025 to 09<sup>th</sup> October 2025 included (the “Incentive Period”)

## **PERSONAL DATA**

Any personal data which you may provide when you participate in this Incentive Scheme will be used by HP and its subcontractors for the purposes of this Incentive Scheme only.

Unless expressly agreed otherwise, any personal data disclosed to HP may be used by HP in accordance with the HP Partner Agreement.

## **COMPLIANCE WITH LOCAL TAX AND LAWS**

This Incentive Scheme is a non-tax-paid program.

Prizes may be considered a taxable benefit to the winners. Winners (or their employee to whom the benefit is given as the case may be) will be directly responsible for accounting for and paying to their local tax offices any tax liability and NI contributions arising on their prize. Corporate Rewards and HP will not have any National Insurance or tax liability arising from this Incentive Scheme.

This Incentive Scheme shall not be construed to define participant’s buying or selling prices, which participant is entirely free to determine.

## **HOW TO WIN**

In order to win and subject to the remainder of these terms and conditions, participants must be ranked one of the top resellers in the country/sub region under this Incentive Scheme according to the formula defined above.

In the event that a participant returns participating products to HP or HP Distributor, as applicable, after the Incentive Period, their value shall be deducted from the calculation of the participant’s achievement.

The winners will be announced by HP in writing by the 10<sup>th</sup> of October 2025. Winners must then notify their HP Account Manager of the names and contact information of an employee representative to go on the top achiever’s trip and confirm the identity of that employee to HP, no later than 1 week after the winners have been announced.

In the event of unavailability of a nominated employee to attend the trip for any reason, HP reserves the right, at its discretion, (i) to allow the participation of another employee of the same winner, or (ii) to pass the prize to the next eligible participant, or (iii) to cancel the applicable seat on the trip.

Any employee leaving a participating Reseller partner or giving their termination notice before the end of the Incentive Period will be disqualified from attendance on the top achiever’s trip.

HP has the right to change the trip destination, timeline or to cancel the trip in the event that there are not enough achievers, or in the event of the prizes not being available due to circumstances beyond HP’s control.

No cash alternative is available.

### **TOP ACHIEVERS TRIP**

The prize is a two-night stay in Madrid, a ticket to the Real Madrid vs Barcelona Game, economy class flights from Johannesburg, VISA fees, accommodation and organized events, meals, and activities for one partner representative of each of the winners.

Spouses/family members/other relevant ones are not allowed to join the trip.

The trip excludes: all other costs, health and luggage insurance and spending money, which will be the winner's responsibility.

### **GENERAL**

HP reserves the right to amend, modify, cancel, or withdraw this Incentive Scheme at any time without prior notice.

HP reserves the right to audit all participating organizations to ensure that the terms and conditions of the Incentive Scheme have been met and to request additional relevant information.

HP reserves the right to confirm the identification of attendees.

HP will request participant resellers and distributors feedback on the success of the initiative. By agreeing to participation in the Incentive Scheme, resellers and distributors agree to supply the feedback if requested.

The decisions of HP or its subcontractors in respect of any and all aspects of the initiative described herein, including in the unlikely event of any dispute, will be final and binding.

HP cannot guarantee the performance of any third party and to the extent permitted by law shall not be liable for any act or default by a third party. Participants in this Incentive Scheme agree that HP will have no liability whatsoever for any injuries, losses, costs, damage or disappointment of any kind resulting in whole or in part, directly or indirectly from acceptance, misuse or use of a prize, or from participation in this Incentive Scheme except that nothing in this clause shall limit HP's liability in respect of death or personal injury arising out of its own negligence or arising out of fraud.

These Terms and Conditions are governed by the laws of Switzerland.

All other terms of the HP Partner agreement remain applicable. This incentive is limited to your Territory, as defined in you HP Partner agreement.

Promoter is HP Europe B.V., Amsterdam, Meyrin Branch, with offices at 150, Route du Nant d'Avril, 1217 Meyrin, Geneva, Switzerland ("HP").