

Ben Promotional Offer – Terms & Conditions

Effective Date: 1 October 2025

Offer Period: From 1 October 2025 until 11.59pm (GMT) 31 December 2025

Provider: Thanks Ben Limited (“Ben”)

1. Eligibility

1.1 This promotional offer (“Offer”) is open exclusively to legal entities (each an “Eligible Company”) that:

- a. are new customers of Ben; and
- b. sign a binding order form for Ben’s **core benefits management & enrolment platform or flexible spending allowances** during the Offer Period.

1.2 The Offer is not available to existing Ben customers or to companies with signed Ben order forms dated prior to 30 September 2025.

2. Offer Details

Upon qualifying and signing for Ben’s core platform, an Eligible Company will receive:

1. Free Rewards & Recognition Module (1 year)

No cost for enablement of Rewards and Recognition, AI-crafted messages and manager nudges, Slack/Teams integrations, and analytics dashboards.

2. £10,000 Off Benefits Design Services (first year)

Expert benefits design guidance to implement a future-proof benefits strategy tailored to workforce needs carried out and conducted by Ben’s in-house Benefit Design team.

3. Key Terms

3.1 Order Form & Contract: To activate the Offer, the Eligible Company must execute Ben's standard order form and agree to Ben's Master Service Agreement or equivalent contract within the Offer Period.

3.2 Activation & Expiration:

- Rewards & Recognition module must be activated within 90 days of contract signature unless otherwise agreed upon by both parties.
- Benefits Design Services £10,000 discount applies only to services initiated in the Offer Period and will be valid throughout the year 2026 until 11.59pm 31 December 2026 ('next year').

3.3 Eligibility - Enterprise Offer

- This offer is available for UK headquartered enterprise companies over 1000 full time employees and above only.

4. General Conditions

4.1 This Offer cannot be combined with any other Ben promotional offers, discounts, or incentives unless expressly approved in writing by Ben.

4.2 No cash alternative is available for any component of the Offer.

4.3 Ben reserves the right to modify or terminate the Offer at any time for legal, regulatory, or operational reasons, provided that commitments made to already-signed Eligible Companies will be honoured.

4.4 The Offer and these Terms & Conditions are governed by and construed in accordance with the laws of England and Wales.

5. Acceptance

Participation in the Offer constitutes full acceptance of these Terms & Conditions.

Ben is the trading name of Thanks Ben Ltd, a company registered in England and Wales (No. 12335851) with registered office at 9th Floor 107 Cheapside, London, United Kingdom, EC2V 6DN. Thanks Ben Ltd. is an appointed representative of Stubben Edge (Risk) Limited (FRN: 943286) which is authorised and regulated by the Financial Conduct Authority ("FCA"). Stubben Edge (Risk) Limited (No 09073942) is registered in England and Wales. For customers based in the European Union, the Payment Account and/or Mastercard cards as applicable are issued by Paynetics AD with company address 76A James Bourchier Blvd, 1407 Sofia, Bulgaria, company registration number 131574695. Paynetics AD is an electronic money institution authorised and regulated by the Bulgarian National Bank for the issuance of e-money and provision of payment services in the EU. Weavr (Europe) Ltd is acting on behalf of Paynetics AD, as a registered agent on the territory of the EU member states, and is entered into the public register of e-money institutions' agents kept by the Bulgarian National Bank. For customers based in the United Kingdom, the Payment Account and/or Mastercard cards as applicable are issued by Paynetics UK, Company number 1248133. Paynetics UK is a wholly owned subsidiary of Paynetics AD with its registered address at 1st Floor, 18 Devonshire Row, London, England, EC2M 4RH. Paynetics UK is an electronic money institution authorised and regulated by the Financial Conduct Authority (firm reference number 942777) for the issuance of e-money and provision of payment services in the UK. Weavr Ltd is a distributor of Paynetics UK on the territory of the UK. Paystratus Group Limited provides software and support services to Weavr Ltd and Weavr Europe Ltd. To ensure your funds are safe, Paynetics AD and Paynetics UK follow a process known as 'safeguarding' which is a regulatory requirement for all EMLs. In this process Paynetics AD, respectively

Paynetics UK, keeps your money separate from its own (firm) money and places it in a safeguarding account with a Bank. Electronic Money issued is not covered by any Deposit Guarantee Scheme which is a government backed scheme offering protection to customers' funds of up to €100,000 in the EU (£85,000 in the UK under the FSCS) per customer. However, in the event of an insolvency, your funds would remain in the safeguarded account at the designated Bank and separated from Paynetics' accounts and funds. For further details on the safeguarding, visit <https://www.paynetics.digital/safeguarding-of-clients-funds/>