

## APPLYBOARD TRW26

### TERMS AND CONDITIONS

ApplyBoard Inc. (“**ApplyBoard**” or “we”, “us” or “our”) is excited to host our Top Recruiters Workshop event (the “**Event**”) located at the Andaz Delhi, Aerocity, New Delhi, India, on March 14-15, 2026 (the “**Event Date**”). By purchasing ticket(s) to attend the Event (the “**Tickets**”) and/or by attending the Event, the purchaser, anyone whose Ticket you purchased on their behalf, or the attendee of the event (“collectively, “**you**”), are hereby entering into an Agreement with ApplyBoard under which you will be bound by the terms and conditions herein (the “**Terms and Conditions**”).

1. Eligibility. Ticket purchases to attend the Event are available to Eligible Recruitment Partners, who have reached the age of majority in their province/territory/state of residence at the time of entry. In these Terms and Conditions, “**Eligible Recruitment Partner**” means a registered ApplyBoard recruitment partner who is, at the time of purchase through to the Event Date, providing recruitment services to ApplyBoard pursuant to a valid and current contractual agreement. For the avoidance of doubt, there are no regional restrictions to purchase Tickets.

2. Payment Method and Ticket Details. Tickets may be purchased: (i) through the Eventbrite platform (“**Eventbrite**”) by completing a registration form accessible through a private link delivered to you by Applyboard and by using a payment method accepted by Eventbrite; or (ii) using your “ApplyCredits” (as displayed on your ApplyBoard Portal dashboard), through the process detailed in Section 4. Your completed registration form and submission of payment constitutes your offer to purchase the Tickets and your order will be deemed to be accepted by us only if and when we send a confirmation/receipt email to the email address you provide. Such email constitutes our acceptance of your order and forms a legally binding contract with us. To the extent permitted by law, we reserve the right at any time to reject, correct, cancel or terminate any Ticket for any reason whatsoever. If the price of any Tickets were incorrectly displayed, for any reason whatsoever, we will provide you with an opportunity to purchase a Ticket at the correct price. We rely on the information you provide to us, including registration information (e.g. name and email address), payment information (e.g. credit card numbers and expiration dates), and transaction-related information, which must be true, accurate, current and complete. You will be solely responsible and liable for any and all loss, damage, and additional costs that you, we or any other person may incur as a result of your submission of any false, incorrect or incomplete information or your failure to update your registration information and payment information in a timely manner. Refunds will only be provided in accordance with Section 5 hereof. We reserve the right, in our sole discretion, to limit Ticket quantities available for sale. Tickets shall provide entrance to the Event and do not include any and all costs or expenses associated with attending the Event including, but not limited to, visa, travel, meals or accommodation. Said costs and expenses shall be borne by the Eligible Recruitment Partner.

3. Payment Terms. All Ticket prices will be presented and sold on Eventbrite in Canadian Dollars (“**CAD**”). ApplyBoard reserves the right to modify the purchase price of the Ticket at any

time in our sole discretion. Payment must be received and processed by the Event Date or your Tickets will not be issued and your registration will be canceled.

4. Purchases from ApplyBoard e-Wallet. Tickets can be purchased through the following process: (i) Completing and submitting the Google Form accessible through the Eventbrite link distributed to you, including providing your Owner ID, and requesting to pay using your ApplyBoard eWallet; (ii) ApplyBoard will review your Google Form and will withdraw the funds from your ApplyBoard eWallet to cover the purchase of the Ticket(s). The purchase will be deducted starting with CAD ApplyCredits. If you do not have enough CAD ApplyCredits available to cover the entire transaction, we will first use any CAD ApplyCredits, followed by USD ApplyCredits, then GBP ApplyCredits then AUD ApplyCredits and then EUR ApplyCredits, then CAD commission, followed by USD commission, GBP commission, AUD commission and finally EUR commission until the CAD cost of the ticket(s) has been paid; and (iii) within five (5) business days of receiving your Google Form, ApplyBoard will provide you with an Eventbrite promotional code to acquire your Ticket(s). The ability to purchase Tickets using your ApplyBoard eWallet will only be available until March 10, 2026. After such time, all purchases must be made through Eventbrite including on site purchases.

5. Refunds. In the event that you cancel sixty (60) days prior to the Event Date, ApplyBoard shall provide you with a refund equal to the price of the Ticket (exclusive of any taxes or other fees) in the form of ApplyCredits. In the event that you cancel thirty (30) days prior to the Event Date, ApplyBoard shall provide you with a refund equal to fifty percent (50%) of the price of the Ticket (exclusive of any taxes or other fees) in the form of ApplyCredits. In the event that you cancel twenty-nine (29) days prior to the Event Date, you will not receive any refund or credit.

In the event that your visa is denied, and you have applied for a refund on or prior to February 10, 2026, and you have provided ApplyBoard with sufficient proof that your visa has been denied, ApplyBoard shall provide you with a refund of the price of the ticket (exclusive of any taxes or other fees) via the original method of payment.

In order to apply for a refund, you must fill out the [Refund Request Form](#).

6. Transfer or Sale. You may not sell your Tickets to the Event. You may transfer your Ticket to the Event to an individual listed in your Recruitment Partner account on ApplyBoard’s Platform. Any transferring of Tickets may occur one (1) time prior to the Event and must be done by you through Eventbrite.

7. Postponement. You acknowledge that should we, in our sole discretion, elect to postpone the Event to a new date or change the format of the Event, including, but not limited to, a change from an in-person event to a virtual event, your Tickets and corresponding registration will roll over to the new date and/or platform.

8. Event Cancellation. Should we be required to cancel the Event, you will be issued a credit to attend another Top Recruiters Workshop event of your choice. The credit will be eligible for twelve (12) months following the date of the Event cancellation notice.

9. Changes to the Event. You acknowledge that we may, in our sole discretion, elect to change any aspect of the Event, including, but not limited to, the format of the event (including, without limitation, from an in-person Event to a virtual Event and vice versa), speakers, participants, content, venue location, program or any other aspect of the Event at any time and for any reason, whether or not due to a Force Majeure Event (as defined below), in each case without liability.

10. Use of Registration Details. By submitting your registration details through the registration form, you agree to allow ApplyBoard to provide your details to the Event management personnel for admission purposes.

11. Conduct. You agree to abide by any and all rules, terms, and conditions imposed by the venue of the Event. We reserve the right, in our sole discretion, to refuse your admittance to, or expel you from, the Event if we determine you are behaving in a manner that could be disruptive to the Event or other attendees. You consent and agree that in such an event, you will not be entitled to a refund in any amount.

12. Compliance with Public Health Requirements. While at the Event, you agree to comply with all health and safety screenings, laws and regulations with regard to current public health guidelines.

13. Event Credentials. ApplyBoard-issued credentials are our sole property and must be surrendered upon demand to our representatives. ApplyBoard-issued credentials must be prominently displayed while at the Event. False certification of an individual as an attendee, misuse of your credentials, or any other method or device used to assist unauthorized personnel to gain admittance to the Event will be just cause for expelling you and your representative(s) from the Event and/or banning you from future ApplyBoard events. You and your respective employees and agents, and anyone claiming to be at the Event through you, waives any rights or claims for damages arising out of the enforcement of this rule.

14. Website and Links. The Event and associated ApplyBoard websites may link to other websites and networking tools provided for your convenience. The contents of these websites are maintained by their owners, for which we take no responsibility. We shall have no responsibility or liability for the contents of or use of information contained in any such website or link.

15. Permission to Use Photos and Videos for Promotional Purposes. Please be aware that we will be taking photographs, video and audio recordings in public areas of the Event. Your image and the sound of your voice may be recorded. If you are identified during the recording, or identify yourself by name, that information may be included in our materials. As such, you: (a) hereby grant us, and our successors and assigns, including, but not limited to, our and their respective employees, agents and contractors the right and permission to take photographs, audio and video of you (the “**Content**”) and publish, post, broadcast, reproduce and otherwise use such Content, without restriction as to changes or alterations that may be made by

us, worldwide in any medium (including print and electronic media) and through any channel or platform, including but not limited to our website and social channels (including, without limitation, Instagram, TikTok and Facebook) for publicity, promotional and advertising purposes. You understand that we may edit, alter or annotate the Content without restriction and undertake the activities described in this paragraph with respect to edited, altered or annotated Content. You waive any right to review or approve any edited, altered or annotated Content. You understand that we have no obligation to use the photographs or videos taken of you; (b) understand that the Content may be used with or without identifying You by name, affiliation or social media handle. You consent to our collection and use of the Content (i.e., a photograph, audio and/or video of you), your name and your job title for the purposes described in these Terms and Conditions; (c) acknowledge that we are the exclusive owner of all right, title and interest in and to the Content and derivative works therefrom, including all intellectual property rights therein; and (d) understand and acknowledge that You will not receive any royalty, payment or compensation in connection with the Content and our use thereof.

16. Release. To the fullest extent permitted by law, you irrevocably waive all rights relating to any and all claims and actions arising in connection with the Event, these Terms and Conditions, or our use of the Content, including, for certainty, claims relating to invasion of privacy or use of altered or edited Content. You covenant not to bring any such claim or action against us, our affiliates, or our or their respective directors, officers, employees, agents and contractors (the “**ApplyBoard Releasees**”) and forever release and discharge the ApplyBoard Releasees from liability for any such claim or action.

17. Limitation of Liability. TO THE MAXIMUM EXTENT PERMITTED BY APPLICABLE LAW, IN NO EVENT WILL WE BE LIABLE, WHETHER BASED ON WARRANTY, CONTRACT, TORT, NEGLIGENCE, STRICT LIABILITY OR ANY OTHER LEGAL THEORY, FOR ANY DIRECT, INDIRECT, INCIDENTAL, CONSEQUENTIAL, SPECIAL, EXEMPLARY OR PUNITIVE DAMAGES; OR LOST PROFITS, LOSS OF USE, LOSS OF DATA, PERSONAL INJURY, FINES, FEES, PENALTIES OR OTHER LIABILITIES, IN EACH CASE, WHETHER OR NOT WE WERE ADVISED OF THE POSSIBILITY OF SUCH DAMAGES, RESULTING FROM OR RELATED TO THE EVENT, THE TICKETS OR THESE TERMS AND CONDITIONS. TO THE EXTENT THAT THE FOREGOING LIMITATION IS NOT PERMITTED BY APPLICABLE LAW, IN NO EVENT WILL OUR TOTAL AGGREGATE LIABILITY IN CONNECTION WITH OR UNDER THESE TERMS AND CONDITIONS, OR YOUR USE OF THE TICKETS OR YOUR ATTENDANCE AT THE EVENT, EXCEED CAD\$100. FOR GREATER CERTAINTY, THE EXISTENCE OF ONE OR MORE CLAIMS UNDER THESE TERMS AND CONDITIONS WILL NOT INCREASE THIS MAXIMUM LIABILITY AMOUNT.

18. Force Majeure. We will not be liable for anything caused by any event beyond our reasonable control, including, for example, an act of government, pandemic, epidemic, flood, fire, earthquake, pandemic, epidemic, civil unrest, act of terror, strike or other labor problem, Internet service provider failure or delay or denial of service attack. In any such event, we may postpone, reschedule or cancel the Event without liability. If the Event cannot be held or is postponed pursuant to this section, we shall not be liable to you for any

damages, costs, or losses incurred, such as transportation costs, accommodations costs, or financial losses.

19. Applicable Laws. These Terms and Conditions will be governed by the laws of the Province of Ontario and the federal laws of Canada applicable therein.

20. Contact. If you have any questions regarding these Terms and Conditions, please direct them to us at [trw@applyboard.com](mailto:trw@applyboard.com); or ApplyBoard Inc., 101 Frederick Street, Suite 600; Kitchener, ON, Canada, N2H 6R3, P: +1 519 900 6001.