

Nashua 2025 Sales Incentive Terms and Conditions

- Prizes will be paid in accordance the incentive activations to be published on a quarterly basis and will be best on franchise sellout. Highest points accumulated over the entire incentive period will win the set prizes per category. Nashua Limited reserves the right to amend or update the prizes within the duration of the incentive period subject to written notice.
- Quarterly prizes will be awarded to the salesperson with the highest points accumulated within that quarter (provided minimum quarterly points/ gatekeeper are met).

FY 2025 QUARTELY PERIOD TABLE

	<u>Start</u>	<u>End</u>
<u>Q1</u>	2024/10/01	2024/12/31
<u>Q2</u>	2025/01/01	2025/03/31
<u>Q3</u>	2025/04/01	2025/06/30
<u>Q4</u>	2025/07/01	2025/09/30

- Participants must be in the employment of a Nashua Franchise and in a sales role to be eligible for any prizes.
- Inter-Franchise Sales and In-House Sales will not count towards any points.
- Claw back on points will apply on stock returns. If actioned after a prize is awarded and it affects the standing a prize may also be clawed back and redistributed.
- Customer installation must happen within Two (2) months of purchase from Nashua (Pty) Ltd. Proof of installation must be provided.
- Prizes are non-transferable.
- Prizes cannot be redeemed for cash, in cases where the reward is not a cash prize.
- Where applicable for Cross selling, upselling, and Solution selling an invoice or contract with the solution's bundle to the customer will be required to gain the eligible points.
- Prizes for the winning Sales Manager or Sales Director (note that Sales Manager will henceforth refer to both) in each Franchise category will be awarded to the Sales Manager whose team has accumulated the highest points throughout the Campaign.

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- The final prize will be awarded in the course of October 2025 after all results have been checked and verified.
- All participants must have a valid and unique rep code on Athena that is active. These will be requested via a Docuware opt-in form. If these are not timeously supplied participation in this event may be vetoed. Relevant dates will be communicated separately, as well as a cutoff date for registration.
- Sales Managers with rep codes may only be registered either as a Sales Manager or as a sales rep, not both and will only qualify for prizes in the registered category.
- Registration of new salespersons must be requested by sending an email to salesincentive@nashua.co.za no later than 30 (thirty) working days after joining a franchise.
- In the event that a salesperson moves from one franchise to another Franchise points are transferable under the following conditions:
 - a. Nashua (Pty) Ltd is alerted by means of sending an email request to salesincentive@nashua.co.za no later than 30 (thirty) working days after joining a new franchise.
 - b. An absence of longer than 30 days as an active rep at a franchise will veto the transfer of points eligible. IE: if a rep moves from one franchise to another and there is a period of absence as an active salesperson within a Nashua Franchise for longer than 30 (thirty) days the points cannot be transferred.
 - c. Be advised that the onus lies with the Salesperson and Sales Manager to advise Nashua (Pty) Ltd of such transfers, Failure to do so will result in points not being transferred.
 - d. While a salesperson may apply for the transfer of points, they will need the validation of the sales manager at the franchise they are joining to successfully do so. This validation will only require confirmation of employment.
- This incentive runs from 01 October 2024 to 30 September 2025 and split according to FY 2025 financial quarters. Sellout data recorded in the first quarter will be back-dated accordingly. Please do note the specifics of prize pay-outs in the quarterly communications.
- At the end of every quarter all accumulated points will automatically be banked. Points will be banked as they stand at COB last day of each quarter. At the end of the incentive all banked points will be added to determine standings.
- Quarterly prizes or cash vouchers will be awarded within 30 days of announcement.

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- Note that **banked points** are at risk of expiry under the following conditions:
 - a. There has been no sales 8 weeks into the new quarter
 - b. There is no reasonable participation in any of the promotions run for that quarter
 - c. Additional conditions may be added. These will be communicated in writing.
 - d. Points at risk of expiry will be communicated in writing to salesperson and Sales Managers as they are identified.
- Points will be allocated as indicated in the Product catalogue that is accompanying this communication.
- Points may be adjusted during this competition to cater for new or discontinued products or in conjunction with focus areas. Any such changes will be communicated in writing.
- Bonus points (where applicable) will be communicated in writing and will contain information on applicable dates. These dates will define both sell-in and sell-out periods.
- Only products listed in this catalogue or communicated per above for bonus points will be eligible in this incentive and must be purchased through Nashua Limited. No other products sold by a franchise will be recognised.
- Only those selected product codes that correlate with the Athena Master File product codes that form part of the campaign will be eligible; no other sales will be recognised.
- While Nashua (Pty) Ltd will endeavour to ensure that all sales are captured correctly, and points allocated accordingly it is the responsibility of each registered sales rep to check the information and lodge any queries to salesincentive@nashua.co.za by no later than 30 days after the sale occurred.
- Any sales rep who leaves the employment of Nashua during a quarter will forfeit all points and not qualify for any prizes. Their sales managers will retain points earned by these individuals.
- Items on backorder or committed stock will not count towards the incentive.
- Nashua reserves the right to amend, cancel, terminate or withdraw the campaign or make required changes to products eligible at any time, in its sole discretion, subject to written notice.
- Published pricelists will be updated in line with any price increases or decreases.
- All results will be subject to audit, review and claw-back.

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- Fraudulent and/ or unethical behaviour will not be tolerated. Nashua (Pty)Ltd reserves the right to claw back from the Franchisee/ the salesperson/service person the full value of the prize monies awarded should it transpire that any procedures/behaviour were fraudulently/ dishonestly concluded/ submitted, subject to its legal rights. Any legal costs incurred in recovering any monies will be recovered from the applicable franchisee and/ or sales/service person. Nashua (Pty) Ltd reserves the right to exclude participants from future incentives /competitions /campaigns.
- Any disputes will be at the sole discretion of Nashua (Pty) Ltd.'s Chief Sales Officer and must be made in writing no later than 14 (fourteen) days after the announcement for quarterly prizes; and no later than 14 (fourteen) days after the announcement of the overall prize. THE CSO's decision is final, and no dispute will be entered into.

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