TICKETING TERMS & CONDITIONS

1. AGREEMENT TO TERMS, CONDITIONS AND RULES

The Ticket Holder, in submitting a registration form to Australasian Talent Conference Pty Ltd ("ATC") also known as ATC Events & Media ("ATC Events & Media") for attendance at the conference, agrees to observe and abide by all of the Terms and Conditions set forth below and by such additional Terms, Conditions and Rules made by ATC on notice to the Ticket Holder from time to time for the efficient or safe operation of the Conference.

2. ONLINE REGISTRATION AND BINDING AGREEMENT

(A) By submitting a registration, the person making the booking confirms that they are authorised to accept these Terms and Conditions on behalf of the organisation named in the registration. Submission constitutes acceptance and creates a binding agreement between ATC and that organisation. This includes electronic acceptance through ATC's online registration system.

(B) Submitting an expression of interest or joining a waitlist does not constitute a confirmed registration or create an obligation to pay.

3. FEE AND PAYMENT OBLIGATIONS

(A) Once a registration has been submitted, the organisation or individual is liable for the applicable registration fee regardless of whether the registration fee has been paid, an invoice has been issued, or the organisation subsequently elects not to have the nominated Ticket Holder attend.

(B) The applicable registration fee is the amount stated on the registration form, subject to any adjustment under Section 4(C).

(C) If a tax invoice is requested, payment terms are within 14 days of the invoice date and before attendance, whichever occurs first, unless otherwise agreed in writing by ATC.

4. TICKETING CATEGORIES

(A) **Internal tickets** are reserved for eligible internal HR, Talent Acquisition and Procurement professionals. Expressions of interest are reviewed before a ticket is confirmed. Tickets are priced per person at $150 + GST for Super Early Bird, $450 + GST for Early Bird, and $750 + GST for Full Price.

(B) **Supplier tickets** are for professionals working in Agency, RPO, MSP, Talent Technology or Consultancy organisations and are priced at $1,000 + GST per person. Supplier tickets are currently available via a waitlist, with ticket sales opening soon.

(i) No Unauthorised Solicitation or Promotional Material

Attendees purchasing Supplier tickets are permitted to attend for professional development and networking purposes only. Solicitation, product demonstrations, suitcasing, and the distribution of marketing materials, flyers, or promotional items by unauthorised suppliers, delegates, or non-sponsoring organisations are strictly prohibited. Only officially recognised Event sponsors and

partners are permitted to promote, display, or distribute goods, services, or branded materials at the Event. ATC reserves the right to immediately remove any individual found violating this rule without refund.

(C) **Incorrect ticket category:** If a registration is made under an incorrect ticket category, ATC will adjust the registration fee to the applicable ticket price, account for any existing invoices and payments, and issue an invoice for any additional amount payable. Payment is due within 14 days of the invoice date or before attendance, whichever occurs first.

(D) **Attendance limit:** Event capacity is limited to 100 attendees. A strict maximum of two attendees per organisation applies.

(E) All prices in AUD.

5. PAID REGISTRATION CANCELLATION POLICY

(A) All event tickets purchased are non-refundable.

(B) If the Ticket Holder notifies ATC that they no longer wish to attend the Event, the Ticket Holder may choose one of the following:-

(i) Name transfer: substitute the Ticket Holder's registration with another colleague who meets the eligibility criteria of the purchased ticket category; or

(ii) Event transfer: have the registration funds already paid, less an AU$200 administration fee, credited towards a future ATC event scheduled within 12 months of the existing event. This applies to both pre-paid registrations as well as invoiced registrations that are not yet paid in full.

(C) ATC must be advised of any name change or event transfer by Friday, 26th February 2027.

(D) A Ticket Holder who fails to notify ATC of a name or event transfer by Friday, 26 February 2027, or does not attend the Event, forfeits all fees paid and remains liable for any unpaid ticket fees.

(E) All name and event transfer requests must be made in writing to registrations@atcevents.com.au by the above-mentioned deadline.

(F) ATC has the right to cancel a Ticket Holder's registration if the Ticket Holder is not an industry-eligible attendee such as a member of the HR or Talent Profession or related roles and professions that have explicit permission to attend.

6. COMPLIMENTARY AND GIVEAWAY TICKETS

From time-to-time ATC may issue complimentary, invitation-only, or promotional tickets ("Complimentary Tickets"). Complimentary Tickets:

- Are issued at ATC's discretion and have no monetary value.
- Are not eligible for refunds, credits, event transfers, or future event credits under any circumstances.
- Are valid only for the specific event and date for which they were issued and may be withdrawn or reallocated by ATC at any time.
- Do not entitle the holder to a credit, transfer, or compensation if the holder is unable to attend for any reason.
- If the event is rescheduled or relocated, ATC may, at its sole discretion, honour the Complimentary Ticket for the new event date, but is not obligated to provide any credit, transfer, or alternative event access.

7. INABILITY TO HOLD AND CHANGES TO THE EVENT

(A) If, because of public health concern, pandemic, epidemic, war, fire, strike, construction or renovation of the Event Building and/or Exhibit Facility, logistical problems, border closures, government regulation, public catastrophe, terrorist attack, act of God or the public enemy or other cause beyond the control of ATC, the Event or any part thereof is prevented from being held or the Event Building or Exhibit Space or any part thereof becomes unavailable (in the reasonable opinion of ATC), ATC reserves the right to cancel the event and offer a credit transfer to the next event within 12 months for paid tickets.

(B) If the event is relocated or rescheduled to a date other than the advertised date, at which the Paid Ticket Holder is unable to attend, the Ticket Holder shall be entitled to transfer their registration to an alternative delegate or shall receive a credit in the sum of the registration fee for use at another event run by ATC within 12 months from the date of the existing event.

(C) If ATC fails to run an event within the next 12 months from the date of the cancelled event, the Ticket Holder shall be entitled to a refund of the fee paid, less a proportionate deduction for any unrecoverable costs and expenses incurred by ATC. ATC will hold no liability to the Ticket Holder for any cancellation or amendment of their hotel, car, or travel arrangements.

(D) ATC aims to ensure all event details, agenda and speaker line-up are correct at the time of publishing and reserve the right to make changes to the event agenda and speaker line-up without prior notice.

(E) Travel & Accommodation Costs: Under no circumstances will ATC be liable for any travel, accommodation, or incidental expenses incurred by attendees or their organisations as a result of an event cancellation, postponement, relocation, or agenda modification. Attendees are advised to obtain independent travel insurance.

8. LIMITATION OF LIABILITY AND INDEMNITY

(A) Neither ATC nor any of its officers, agents, employees, or other representatives shall be held liable for and are hereby released from, liability for any damage, loss, illness, harm or injury to the person or property of the Ticket Holder, resulting from any cause whatsoever.

(B) The Ticket Holder shall indemnify, defend, and protect ATC and hold and save ATC harmless from, any and all claims, demands, suits, liability, damages, loss, costs, attorney's fees and expenses of whatever kind or nature, which result from, arise out of or are connected with any acts, or omissions of the Ticket Holder.

(C) In no event shall ATC be liable for any consequential, indirect or special damages, whether foreseeable or unforeseeable, whether based upon lost goodwill, lost profits, or otherwise, and whether arising out of breach of any express or implied warranty, breach of contract, negligence, misrepresentation, strict liability in term, or otherwise, and whether based on this Agreement, any transaction performed or undertaken under or in connection with the Agreement, or otherwise. In any event, and in no way limiting the operation of this clause, the Ticket Holder agrees that the liability of ATC for damages, regardless of the form of action, shall be limited to the registration fee paid under by the Ticket Holder pursuant to this Agreement.

9. JURISDICTION

Each of ATC and the Ticket Holder hereby consents to the jurisdiction of Victoria having jurisdiction over this event for all purposes in connection with this Agreement and further consents that any process or notice of motion in connection therewith may be served by certified or registered mail or personal service, provided a reasonable time for appearance is allowed.

10. GOVERNING LAW; AMENDMENTS

This Agreement shall be governed by, construed, and enforced in accordance with the laws of Victoria. This Agreement may not be amended or modified except by a written communication by ATC.

11. SEVERABILITY; WAIVER

If any part of this Agreement is found invalid, the remaining provisions shall remain unaffected and enforceable. Any ATC decision, selection of any course of action, or exercise of any right or remedy is at its sole option and discretion and does not waive or prejudice ATC as to any other choice. ATC's failure at any time to require the Ticket Holder's strict compliance with any part of this Agreement shall not thereafter waive or reduce ATC's right to require strict compliance with the same or any other provision of the Agreement.

12. INTELLECTUAL PROPERTY & ATTENDEE RECORDING

All intellectual property rights in presentations, documentation, and materials distributed or presented at the Event belong to ATC or its speakers/partners. Audio, video, or photography recording of entire presentations or workshop sessions by attendees for commercial or broadcasting purposes is strictly prohibited without prior written consent from ATC.

13. PRIVACY POLICY

(A) The personal information which you provide to ATC during the registration process will be held by us on a database. Upon submitting your registration, you agree to receive communications from ATC, including marketing information, e-newsletters, event updates, and the latest offerings from third parties and partners via email and SMS. You can customise which emails you receive by opting out of specific categories subsequently. ATC's full privacy policy can be viewed here.

(B) All ATC events are delivered in partnership with our trusted partners. If you register to attend an event, some of your registration information may be shared with our event partners who may then send you communications of their own.

(C) The Ticket Holder also consents to ATC, our event venues, and partners to use film and audiovisual recordings taken of the Ticket Holder during the event for advertising and promotional purposes in any medium ATC, the event venues, and partners choose. The Ticket Holder grants ATC a perpetual, royalty-free, worldwide, irrevocable license to use such images, film, and audio-visual for publicity and promotional purposes. Please contact ATC if you have any concerns.