



Terms & Conditions for Free UC Until 2026 Offer

These Spiff terms and conditions ("Spiff Addendum") govern your participation in the Partner Spiff Promotion ("Promotion"). By participating in the Promotion, you ("Partner") agree to be bound by this Spiff Addendum, including any amendments or updates. This Spiff Addendum is an addendum to the applicable Partner contract, hereby incorporated by reference.

1. **Promotion Overview.** This Promotion is a limited-time incentive program designed to accelerate the migration of certain customer's service to Sangoma and accelerate the business of its Partners.
2. **Eligibility.** To be eligible for this Promotion, Partner shall be: i) an active partner of Sangoma Technology Inc., or an affiliate thereof, with an executed partner contract (collectively the "Company"); 2) in good standing with the Company; iii) bound the terms and conditions of this Spiff Addendum; iv) in compliance with all applicable laws and regulations; and v) have a valid direct debit on file with the Company.
3. **Promotion Period.** The Promotion will commence on April 1, 2025, and end December 31, 2025, unless terminated earlier by the Company in its sole discretion. Company may terminate or modify the Promotion at any time without prior notice.
4. **Spiff Promotion.** The Spiff Promotion includes free Switchvox Cloud or Switchvox aaS per seat service ("Promotional Service") from the time of the order until December 31, 2025, with the execution of a Sangoma Quote and a minimum Promotion Service Term of thirty-six (36) months. The Promotional Service may be cancelled at any time, without penalty, during the Promotion Period by providing thirty (30) days of advance written notice to Sangoma.. Bundled minutes and a free P310 phone are included in the Promotional Service on a (1) per seat basis. Upon expiration of the Promotional Period, the Quote terms and conditions, including without limitation, the associated subscription Term shall apply. Number porting fees for the Promotional Service shall be waived during the Promotional Period.
5. **Exclusions.** The following exclusions apply: i) the Spiff Promotion may not be combined with any other promotion, discount, or similar offer by Sangoma; ii) additional phones and upgraded equipment shall have an additional charge; iii) third-party phones are not supported; iv) add-on features, including but not limited to out of bundle calls, third-party integrations, international calling, non-standard support, and other non-standard features and calling plans, are not included in the Promotional Service. All Promotional Services are subject to applicable taxes, fees, and surcharges.
6. **Limitation of Liability.** Company shall not be liable for any indirect, incidental, consequential, or punitive damages, including lost profits or lost business opportunities, arising out of or related to the Promotion. Direct damages related to the Promotion shall be limited to the amount paid to Company for the Promotional Service, unless otherwise required by law.
7. **Entire Agreement.** This Spiff Addendum constitutes the entire understanding between the Partner and the Company with respect to the Promotion, superseding all prior or contemporaneous agreements, representations, or discussions. By participating in the Partner Spiff Promotion, the Partner acknowledges that they have read, understood, and agrees to the terms and conditions of this Spiff Addendum. This Spiff Addendum does not replace or terminate any other agreement between Partner and the Company.