(A Unit of Tusker Workspace Pvt. Ltd.)

BHIVE Membership Referral Policy

Effective from 27th June 2025 ("**Referral Policy**")

1. Definitions

BHIVE	
Referrer	An existing BHIVE member or Champion Referrer who refers a new customer to enter into a Membership Service Agreement.
Referrer - BHIVE Member	A Member or Member Personnel of BHIVE availing services for either dedicated desks, co-working cabins or Honeykomb managed office under an active Membership Services Agreement. Exclusions: Day Pass/ Bulk Day Pass holders.
Champion Referrer	Any individual or legal entity, past or current day pass or bulk day pass holder, Exclusions: 1. any past or existing Directors or employees of BHIVE or any affiliate entity; past or existing channel partner agents of BHIVE its affiliates, real estate agents; any individual or entity as may deem fit by BHIVE.
Membership Service Agreement	Agreement entered between BHIVE and New Customer to provide the BHIVE Member the facilities and services available at Member Unit upon certain terms and conditions.
New Customer	Shall be an individual or legal entity who shall be introduced or onboarded by BHIVE as a result of Referral from the Referrer basis this Referral Policy
Referee	A new customer (individual or entity) who executes a Membership Services Agreement with BHIVE as a direct result of the Referral under this Referral Policy.

2. Referral Reward Structure: Reward value and timeline:

a)	When Referrer is a BHIVE Member	Subject to execution of the Membership Service Agreement, Referrer may be eligible for a reward equivalent to 50% of the Referee's full-month membership fee as per the Membership Service Agreement, issued as a credit note or cashback, subject to TDS and other applicable taxes. This credit note shall be provided in the same month in which the Referee is provided the equivalent discount by BHIVE. This is subject to all clearance of past/pending dues of the Referrer (BHIVE Member) with BHIVE in order to avail the credit note or cashback reward under this Clause. In case the Referrer is Member Personnel (employee/ consultant of BHIVE Member), the reward will be issued as cashback at end of the month in which the Referee is provided the equivalent discount by BHIVE.

	When Referee is referred by BHIVE Member	Subject to execution of the Membership Service Agreement, Referee is eligible for a reward of 50% discount on the full-month membership fee, and this will be applied to: 2nd month's invoice, if first month's membership fee ≤ ₹1,00,000); 3rd month's invoice, if first month's membership fee > ₹1,00,000); This is subject to clearance of all past/pending dues of the Referee towards BHIVE prior to the discounted invoice.
b)	When Referrer is Champion Referrer	Subject to execution of the Membership Service Agreement, Referrer is eligible for a reward of 25% of the Referee's full-month membership fee as per the Membership Service Agreement issued as cash reward, subject to TDS and other applicable taxes. The cash voucher/reward shall be provided at the end of the month in which the Referee is provided the equivalent discount.
	When Referee is referred by Champion Referrer	Subject to execution of the Membership Service Agreement, Referee is eligible for a reward of 25% discount on the full-month invoice, and this will be applied to: 2nd month's invoice, first month's membership fee ≤ ₹1,00,000); 3rd month's invoice, if first month's membership fee > ₹1,00,000); This is subject to clearance of all past/ pending dues of the Referee towards BHIVE prior to the discounted invoice.

3. Eligibility & Conditions

a) Referee must be a new customer (not an existing or returning BHIVE Member). Subject to discretion of BHIVE, all referrals are valid only once received on the referral form available at https://bhiveworkspace.com/refer-and-win/ ("Referral")

b) Rewards are applicable only upon successful execution of the Membership Service Agreement between Referee and BHIVE with a minimum 12-month lock-in period as illustrated in Annexure A-1. In case of execution of the Membership Service Agreement with a lock-in period less than 12 months, Referrer may be eligible for pro-rata rewards as per the illustration in the table in Annexure A-2.

c) In case the Referrer is a BHIVE Member, then the Referrer must be an active BHIVE Member at the time of the reward applicability to be eligible for the reward as per Clause 2(a) of this Policy.

d) In case of multiple referrals by more than one Referrer for one New Customer received to BHIVE, the first valid submission of the referral form will be considered by BHIVE. In case of simultaneous referrals, the Referee's inputs may be taken by BHIVE to decide the eligible Referrer, and in any case, the decision will be at the sole discretion of BHIVE and shall be final and binding.

e) For the Referee, Rewards are processed subject to execution and adherence to the Membership Service Agreement, their first full-month invoice is generated and cleared, and all invoices prior to the reward are cleared. For the Referrer, the Reward shall be processed subject to execution and adherence to the agreement with BHIVE, if any, in the same month in which the reward is provided to the Referee, subject to clearance of all past invoices by the Referrer, if any.

4. General Terms

a) Discounts and rewards apply only to the membership fee, excluding security deposits, applicable taxes and ancillary charges.
b) BHIVE reserves the right to modify or terminate any part or whole of the Referral Policy at any time without prior notice. Any and all decisions shall be at the sole discretion of BHIVE and shall be binding on all parties.
c) All payments/rewards are subject to applicable taxes, including TDS as per Indian law.
d) BHIVE reserves the absolute right at its sole discretion to vary, delete, add or amend any of the terms and conditions and further withdraw the entire scheme without any prior notice.

ANNEXURE A
(Reward Calculation)

Annexure A-1
Illustration of Reward calculation when referred by BHIVE Member

Referral Reward Examples (-BHIVE Member-)			
No. of seats	**Monthly Per Seat Rent (As Applicable)**	**Tenure (Months)**	**Referee & Referrer Discount/Cashback**
500	8200	18 (>12)	20,50,000
300	8000	12 (=12)	12,00,000
210	7800	24 (>12)	8,19,000
130	8500	9 (<12)	4,14,375
35	9000	6 (<12)	78,750

Annexure A-2
Illustration of Reward calculation when referred by Champion Referrer

Referral Reward Examples Champion Referrer (BHIVE Non-Member)

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No. of seats	Monthly Per Seat Rent (Dynamic Centerwise)	Tenure (Months)	Referee & Referrer Discount/Cashback
500	8200	18 (>12)	10,25,000
300	8000	12 (=12)	6,00,000
210	7800	24 (>12)	4,09,500
130	8500	9 (<12)	2,07,188
35	9000	6 (<12)	39,375