

# Terms and Conditions for Creator Residency Programme

Last updated on 9 February 2026

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By participating in this Residency Programme (as defined below), you agree to the terms and conditions of this Residency Programme. WORQ (as defined below) has the final decision on participant eligibility. Any adjustments or decisions made by WORQ in connection with this Residency Programme shall be binding on all participants.

## 1. Residency Program Eligibility

- 1.1 The Creator Residency Programme (hereinafter referred to as “the *Residency Programme*”) is a 3-month content collaboration arrangement between Incompleteness Theorem Sdn Bhd (trading under “WORQ”) (including its subsidiaries) (hereinafter referred to as “WORQ”) and an approved and qualified Key Opinion Leader, new media practitioner, or content creator (hereinafter referred to as the “**Creator**”).
- 1.2 Participation in the Residency Programme is subject to eligibility requirements determined by WORQ from time to time. At a minimum, the Creator must maintain an active social media account with not less than 10,000 followers on at least one primary social media platform, unless otherwise expressly approved by WORQ in writing.
- 1.3 The Residency Programme is offered in limited slots and is offered on a first-come, first-served basis, subject always to WORQ’s review and approval. WORQ reserves sole and absolute discretion to select, reject or remove any applicant or participant of the Residency Programme to ensure brand alignment and suitability.
- 1.4 Upon acceptance into the Residency Programme by WORQ, the Creator will be issued an All Access Pass, granting access to all WORQ outlets during standard operating hours, subject to capacity limitations, terms of these T&C, and house rules applicable at each outlet for a period of three (3) months from the date of acceptance (“**Term**”).
- 1.5 All Access Pass is strictly limited to the non-exclusive use of Hot Desk seating only during the Term and does not include the use of dedicated desks, private offices, event space usage and/or any other services offered by WORQ.

## 2. Content Deliverables and Usage Rights

- 2.1 As a condition of maintaining Residency Programme status, the Creator shall produce and publish the following minimum content deliverables each calendar month during the Term, on such dates and times as may be specified by WORQ, if required by WORQ:

**Feed Posts:** Two (2) feed posts that directly promote, feature, display WORQ and/or WORQ WELL on the Creator's primary social media channel (Facebook Feed, Instagram Grid, TikTok, XHS, or LinkedIn).

**Stories/Shorts:** Two (2) short-form content sets on the Creator's primary social media channel (e.g. stories, reels, shorts), featuring photos or videos at any WORQ outlet visited by the Creator, tagging WORQ.

**Outlet Rotation:** To feature at least three (3) different WORQ outlets during the Term to highlight the diversity of the WORQ network.

- 2.2 The Creator must tag WORQ's official social media in all contents created by the Creator in connection with the Residency Programme.
- 2.3 The Creator shall not delete, remove, hide, alter or edit any content created by the Creator in connection with the Residency Programme at any time, including after expiry or termination of the Term, without the prior written approval of WORQ.
- 2.4 The Creator hereby grants WORQ a non-exclusive, perpetual, worldwide, royalty-free license to use, reproduce, publish, display, distribute repurpose, reshare, or otherwise deal the all contents created by the Creator in connection with the Residency Programme for WORQ's marketing, promotional, commercial and other lawful purposes (including without limitation across social media platforms, websites, and digital advertisements) without payment or compensation.
- 2.4 If requested by WORQ, the Creator agrees to allow WORQ to "boost" or run ads through the Creator's for promoting specific high-performing posts.

### **3. Content Creation Guidelines**

- 3.1 All contents created by the Creator in connection with the Residency Programme must portray the WORQ's workspace as a professional, vibrant, and productive environment.
- 3.2 The Creator shall ensure that all contents created by the Creator in connection with the Residency Programme does not and will not include (a) political or religion materials; (b) software viruses; (c) links to external websites; (d) materials that infringe third-party patent, copyright, trademark, tradename, trade secret, right of publicity or privacy, intellectual property rights, or other proprietary rights; or € illegal, offensive, obscene, threatening, defamatory or libelous, or otherwise objectionable or inappropriate materials or nudity, as determined by WORQ in its sole discretion..
- 3.3 The Creator is solely responsible for ensuring that all contents produced by it in connection with the Residency Programme are in accordance with applicable laws and regulations (if any).
- 3.4 The Creator shall refrain from discussing or providing any pricing or promotion details to their subscribers unless such details have been approved in writing by WORQ, and shall direct their subscribers to contact WORQ directly regarding such matters.

- 3.5 Where requested by WORQ, the Creator shall submit all proposed content intended for publication in connection with the Residency Programme to WORQ for prior review and approval. WORQ may provide feedback, and the Creator shall use commercially reasonable efforts to incorporate such feedback (if provided by WORQ). The Creator shall resubmit the content as required, and WORQ shall have the right to provide additional rounds of feedback until the content is approved by WORQ for posting.
- 3.6 All costs and expenses incurred in connection with the creation, production, and publication of any content in connection with the Residency Programme shall be borne solely by the Creator.

#### **4. Access to WORQ Outlets**

- 4.1 When the Creator uses or accesses any WORQ outlet, the Creator shall (a) keep and maintain the outlet in a clean condition (fair wear and tear excepted); (b) keep and maintain WORQ's furniture, fittings, and equipment in good repair and condition (fair wear and tear excepted) and indemnify WORQ for any damage caused by the Creator; (c) not cause any nuisance, disturbance, or obstruction at the outlet; (d) refrain from engaging in any illegal, immoral, offensive, harassing, or otherwise inappropriate conduct or activities; and (e) comply with WORQ's house rules and any additional conditions, requirements or policies that WORQ may impose from time to time.

#### **5. Exclusion of Liability and Indemnity**

- 5.1 WORQ shall not be liable to the Creator for any accidents, incidents, personal injury, or death, or for any loss of or damage to property, occurring within or in connection with any WORQ outlet accessed by the Creator.
- 5.2 WORQ shall not be responsible for any injury, loss or damage suffered as a result of, or in connection with the Residency Programme howsoever arising. For the avoidance of doubt, any cancellation, suspension or termination by WORQ of this Residency Programme shall not entitle any party to any claim or compensation against WORQ for any and all losses or damage suffered or incurred directly or indirectly resulting therefrom.
- 5.3 The Creator shall defend, hold harmless and indemnify WORQ from and against any and all claims, demands, actions, proceedings, fines, penalties, costs, expenses, liabilities, damages and losses arising out of or in connection with: (a) any content created by the Creator in connection with the Residency Programme; (b) any breach of these T&C by the Creator; or (c) any damage to WORQ outlets accessed by the Creator attributable to the acts, omissions, or negligence of the Creator.

#### **6. Extension and Termination**

- 6.1 Continued participation in the Residency Programme by the Creator after the expiry of the Term is not guaranteed and is subject to a case-to-case basis and performance review conducted by WORQ at such time or times as WORQ may determine in its sole and absolute discretion. Any extension by WORQ (if applicable) shall be granted for a period not exceeding three (3) months, or such other period as WORQ may determine in its sole and absolute discretion. WORQ may, in its sole and absolute discretion, refuse to grant any extension, terminate the Residency Programme, or impose such additional conditions as it deems necessary for continued participation.
- 6.2 WORQ reserves the right to terminate the Creator's participation in the Residency Programme immediately, without prior notice, if the Creator breaches any of the terms of these T&C, engages in misconduct or unlawful behavior, or acts in a manner that WORQ reasonably considers harmful, detrimental, or inconsistent with the branding, reputation, or interests of WORQ, and the Creator.
- 6.3 WORQ reserves the right to amend, vary, suspend, replace or terminate the Residency Programme (in whole or in part) at its sole and absolute discretion at any time, with or without prior notice.

## **7. General**

- 7.1 These T&C do not create any agency, partnership, or joint venture among the Creator and WORQ.
- 7.2 WORQ may amend these T&C at any time by providing the Creator with the updated version. The Creator's continued participation in the Residency Programme and/or presence at any WORQ outlet after such update shall constitute the Creator's acceptance of the amended T&C.
- 7.3 WORQ has the final right to interpret these T&C.
- 7.4 By participating in this Residency Programme, the Creator hereby agrees and accepts the privacy notice published on WORQ's official website (<https://worq.space/privacy-policy/>) (as may be updated by WORQ from time to time) and it consented for WORQ and/or its respective holding companies, affiliates, associates, agents, or related corporations to use, process, disclose, transfer and/or to deal with the Creator's personal data (whether in electronic or other form and whether provided orally or in writing to WORQ) for the purposes stated in the aforesaid said privacy notice.
- 7.5 These T&C shall be governed by and construed in accordance with the laws of Malaysia.

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