

MONAT®
ELITE
— 2023 —

TERMS & CONDITIONS

Only Market Partners in good standing with MONAT Global Corp, MONAT Global Canada ULC, MONAT Global UK LTD, MONAT Global Poland sp. z o.o., Spain, Lithuania, Australia, or MONAT Natural Europe Limited trading as MONAT Global Europe (collectively, "MONAT") are eligible to attend MONAT Elite 2023. These Terms and Conditions govern the eligible Market Partner's registration and attendance at Elite 2023 with MONAT ("Elite 2023") taking place May of 2023.

- No alternate compensation or accommodation will be offered in lieu of attendance. There is no cash equivalent value if a Market Partner cannot or does not attend, whether by choice or personal circumstances. No amounts will be paid or refunded if a Market Partner decides not to attend or cannot attend the Elite trip. ABSOLUTELY NO EXCEPTIONS WILL BE MADE.
- MONAT reserves the right to modify trip dates, inclusions, or program specifics at any time, and may even cancel the trip for any reason beyond the reasonable control of MONAT or the destination resort for the trip, including, but not limited to, "Acts of God," civil unrest, war, transportation disruption, weather, national emergency, labor strikes, or any other circumstance that MONAT or the destination resort, in their sole discretion, deem as making Elite impracticable, impossible, or unsafe. Should such circumstances necessitate cancellation of the trip, MONAT shall not be liable for any damages, loss, liability, cost, or expense a Market Partner or Market Partner's spouse, guest, or children may incur, even if MONAT is advised of the possibility of such damages. Nor will MONAT be obligated to reschedule Elite 2023 or provide separate or additional compensation of any kind.
- Each Market Partner who attends Elite 2023 understands there is some danger in attending Elite 2023 and acknowledges there is the possibility of physical injury up to and including death. MONAT strongly encourages all Market Partners and their guests to remain on the event properties during Elite 2023. MONAT will not be liable for any physical injury or monetary loss that a Market Partner or a Market Partner's spouse, guest, or children may experience during attendance at Elite 2023. In consideration of MONAT allowing the Market Partner and any Market Partner spouse, guest, or children to attend Elite 2023, each Market Partner, for herself or himself and on behalf of any Director or Market Partner spouse, guest, or children, releases MONAT, its officers, directors, employees, and agents from all liability arising out of or in connection with Elite 2023 and any activities in connection with Elite 2023. In addition, as a condition of attending Elite 2023, the Market Partner agrees to indemnify, defend, and hold harmless MONAT, its parent company, and its subsidiaries and affiliates from any and all liability arising out of the attendance of Elite 2023 by the Market Partner and the Market Partner's spouse, guest, or children, or any misuse of any facilities by the Market Partner or such spouse, guest, or children, except to the extent that such damages arise directly from MONAT's willful misconduct.
- Without Market Partner's release and indemnity of MONAT set forth in the paragraph above, MONAT would not allow the Market Partner or the Market Partner's spouse, guest, or children to attend Elite 2023. If the Market Partner does not agree to the terms of such release and indemnity, the Market Partner should not and cannot attend Elite 2023. By attending Elite 2023, each Market Partner confirms her or his agreement to the release and indemnity language in the paragraph above. All attendees will be required to sign a waiver of liability for badge pick up.
- By attending the event, the Market Partner—on the Market Partner's behalf and on behalf of each Market Partner's spouse, guest, or children—consents to interviews, photography, audio recording, video recording and its/ their release, publication, exhibition, or reproduction to be used for news, webcasts, promotional purposes, telecasts, advertising, inclusion on websites, or any other purpose by MONAT and its affiliates and representatives without any further payment to the Director or Market Partner or the Market Partner's spouse, guest, or children. Each Market Partner, on the Market Partner's behalf, and on behalf of each Market Partner spouse, guest, or children, releases MONAT, its partners, and each and all persons involved from any liability connected with the taking, recording, digitizing, or publication of interviews, photographs, computer images, video, and sound recordings.

- By attending the event, the Director or Market Partner—on the Market Partner's behalf and on behalf of each Market Partner's spouse, guest, or children—waive all rights that they may have to any claims for payment or royalties in connection with any exhibition, streaming, webcasting, television, or other publication irrespective of whether a fee for admission or sponsorship is charged, and they also waive any right to inspect or approve any photo, video, or audio recording taken by MONAT or the person or entity designated to do so by MONAT.

- **Directors or Market Partners attending Elite 2023 will be solely responsible for income taxes attributable to incentive trips and other awards.**

- Prior to official notification of achievement to qualifying Director or Market Partners, all information regarding status and qualification is unofficial and subject to change and verification by MONAT. There are several factors that may contribute to a variance in status and qualifications.

- A written invitation delivered by electronic mail or postal mail sent from the Events Department of MONAT Global Corp. is the only form of official notification recognized. Phone calls, person-to-person conversations, text messages, social media posts, and e-mail or postal mail from departments other than the Events Department at MONAT Global Corp. are examples of communications that do not constitute official notification of qualification.

- Market Partners qualifying for Elite 2023 may not sell, substitute, transfer, or reassign their Elite 2023 reservation.

CONDITIONS OF ACCEPTING AIRFARE PAID BY MONAT

- Round-trip air travel to Leonardo da Vinci International Airport (ADR) will be provided by MONAT for one (primary) Market Partner per qualifying Market Partner Identification Number (MPID) and one adult, non-Market Partner spouse or guest at least 21 years of age at the time of travel.

- Air travel must be ticketed by a date to be determined. Not confirming by deadline will result in forfeiture of flight benefits.

- Air travel must be booked in Premium Economy class of service at the lowest available fare and for travel on the scheduled program arrival and departure dates.

- Travelers may be asked to make up to one connection in each direction of flight should doing so result in a savings to MONAT of \$200.00 USD or greater and should the connection time be less than two hours between flights.

- If non-stop flights are available in your market and the difference in fare is less than \$200.00 USD over the lowest available connecting flight fare, non-stop flights will be permitted.

- Any request to travel on days other than the scheduled program arrival and departure dates are subject to written approval by MONAT. MONAT is not obligated to cover airfare for travel on dates outside of the specified program travel dates.

- All Market Partners must book their airline tickets through our partner agency. Tickets booked directly with airlines or through any other means are **NOT REIMBURSABLE**.

- Checked baggage, preferred seat assignments, and other ancillary airline fees are the responsibility of the traveler.

- Once ticketed, airline change fees are the traveler's responsibility, if applicable.

- Market Partner and spouse/adult guest must depart and return to the same commercial airport nearest your MPID address on file.

- Stopovers are not permitted.

- A valid passport is required. Costs associated with international travel guidelines, including visas, medical requirements, testing, or travel insurance are the responsibility of the Market Partner and/or their spouse/guest.

- Although travel insurance is highly recommended, MONAT does not supply coverage to qualifiers or their traveling spouse/adult guests.

- Requests to fly on specific/preferred airlines must not impact the total airfare to be paid by MONAT.

- While we understand that some Market Partners must travel a longer distance from your MPID address, MONAT will not make special accommodations for you (e.g., overnight hotel accommodations because "flight to the destination resort is too long"). However, MONAT will not require travelers to make more than one stop in either direction, unless their city of origin necessitates a double connection due to standard airline routes. Furthermore, overnight flights will not be required as a condition of covered travel.