



MONAT®

LEADERSHIP SUMMIT 2023

TERMS & CONDITIONS



- Only Qualifiers in good standing with MONAT Global Corp, MONAT Global Canada ULC, MONAT Global UK LTD, MONAT Global Poland Sp. z o.o., or MONAT Natural Europe Limited trading as MONAT Global Europe (collectively, "MONAT"), MONAT Global Spain S.L., MONAT Australia, MONAT Global Lithuania, and MONAT New Zealand are eligible to attend MONAT Leadership Summit 2023, Cancun.
- No alternate compensation or accommodations will be offered in lieu of attendance. There is no cash equivalent value if a Qualifier cannot or does not attend, whether by choice or personal circumstances. No amounts will be paid or refunded if a Qualifier decides not to attend or cannot attend Leadership Summit 2023, Cancun. **ABSOLUTELY NO EXCEPTIONS WILL BE MADE.**
- In no case may a non-Qualifier be registered as an additional occupant in a Qualifier's resort room. Should this be discovered, the Qualifier who registered such occupant will forfeit his or her registration fees, and both the non-Qualifier and that occupant will forfeit their right to attend Leadership Summit 2023, Cancun.
- Government photo identification indicating date of birth is required for badge pickup.
- Guest registration is subject to capacity limits, permitted on a "first come, first served" basis. Should occupancy limits be reached, the event may become "Sold Out."
- MONAT is under no obligation to accommodate additional Guests at Leadership Summit functions once "Sold Out" status is reached.
- Guests under 18 years of age may share qualifying Market Partner's hotel accommodations in accordance with hotel policies; however, guests under 18 may not attend official events requiring registered guest credentials. **VERY IMPORTANT:** Foreign minors (under 18 years of age) travelling to Mexico alone or with a third party of legal age (not their parents) as tourists or with a short stay for study purposes (up to 180 days), **DO REQUIRE authorization or a letter of consent from their parents or guardians.**
- All Guests, whether credentialed or not, are responsible for their own travel expenses, except where expressly stated as "Reward" for respective qualification Tier.
- Excursions, some dining, and other items not expressly mentioned in the trip inclusions will be the traveler's financial responsibility, if applicable.
- The Qualifier assumes all responsibility for her or his spouse, guest, or any accompanying children and releases MONAT from any liability for such spouse, guest, and children in consideration for MONAT.
- MONAT's ability to accommodate additional guest(s) is not guaranteed and should not be considered confirmed until official notice is provided approximately 14 days after registration closes.
- In the event a guest cannot be accommodated, a full refund will be made to the method of payment provided at registration.
- 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 Leadership Summit 2023, Cancun impracticable, impossible or unsafe. Should such circumstances necessitate cancellation of the trip, MONAT shall not be liable for any damage, loss, liability, cost or expense a Qualifier or a Qualifier'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 Leadership Summit 2023, Cancun or provide separate or additional compensation of any kind.

- Each Qualifier who attends Leadership Summit 2023, Cancun understands that there is some danger in attending Leadership Summit 2023, Cancun and that there is the possibility of physical injury up to and including death. MONAT strongly encourages all Qualifiers and their guests to remain on the resort property during Leadership Summit 2023, Cancun. MONAT will not be liable for any physical injury or monetary loss that a Qualifier or a Qualifier's spouse, guest, or children may experience during attendance of Leadership Summit 2023, Cancun. In consideration of MONAT allowing the Qualifier and any Qualifier's spouse, guest, or children to attend the Leadership Summit 2023, Cancun, each Qualifier, for herself or himself, and on behalf of any Qualifier's spouse, guest, or children, releases MONAT, its officers, directors, employees, and agents from all liability arising out of or in connection with Leadership Summit 2023, Cancun and any activities in connection with Leadership Summit 2023, Cancun. In addition, as a condition of attending Leadership Summit 2023, Cancun, the Qualifier 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 Leadership Summit 2023, Cancun by the Qualifier and the Qualifier's spouse, guest, or children, or any misuse of any facilities by the Qualifier or such spouse, guest or children, except to the extent such damages arise directly from MONAT's willful misconduct.
- Without the Qualifier's release and indemnity of MONAT set forth in the paragraph above, MONAT would not allow the Qualifier or the Qualifier's spouse, guest, or children to attend Leadership Summit 2023, Cancun. If the Qualifier does not agree to the terms of such release and indemnity, the Qualifier should not and cannot attend Leadership Summit 2023, Cancun. By attending Leadership Summit 2023, Cancun, each Qualifier 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 pickup.
- By attending the event, the Qualifier on the Qualifier's behalf, and on behalf of each Qualifier's attending 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 Qualifier or the Qualifier's spouse, guest, or children. Each Qualifier on the Qualifier's behalf, and on behalf of each Qualifier's 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 Qualifier on the Qualifier's behalf, and on behalf of each Qualifier's attending 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.
- Qualifiers attending Leadership Summit 2023 will be solely responsible for income taxes attributable to the noncash compensation as a result of Monat paying for incentive trips and other noncash awards. In certain instances, the value of this incentive trip may be reported to the tax authorities in your jurisdiction in accordance with the country's applicable tax law. In case you RSVP for this trip and MONAT books your flights and hotel stay, but you do not attend or cancel within one week prior to the event start date, a 1-night hotel charge and full air will be attributed to you and may appear on your local tax form for your respective country (if applicable). No substitutions will be offered. If you do not book flights before the flight deadline, your hotel will be cancelled. You will not be responsible for this on your local tax form. No substitutions will be offered. If you use the air ticket for personal purposes, its value will be shown in full in your local tax form. Once we have confirmation for all countries, then we can add those tax form names.
- Prior to official notification of achievement to Qualifiers, 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 would not constitute official notification of qualification.
- Leadership Summit 2023, Cancun Qualifiers may not sell, substitute, transfer, or reassign their Leadership Summit 2023, Cancun reservation.

CONDITIONS OF ACCEPTING AIRFARE PAID BY MONAT

- Round-trip air travel to Cancun International Airport (CUN) will be provided by MONAT for one (primary) Qualifier per qualifying Market Partner Identification Number (MPID), except where expressly stated as "Reward" for respective qualification Level. If Double Your December is used to achieve qualification, the qualifier would not be eligible for paid airfare.
- Air travel must be booked at the lowest available fare, and for travel on the scheduled program dates, February 9, 2023, to February 12, 2023.
- 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 connection time is less than 2 hours between flights.
- If nonstop 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 dates: February 9, 2023, to February 12, 2023 will be subject to written approval by MONAT. MONAT is not obligated to cover airfare for travel on dates outside of the specified program travel dates.

- Qualifiers must book their airline tickets through MONAT's 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. If any ancillary charges cannot be processed on the Qualifier's credit card, payment may be made via that Qualifier's commission run.
- Once ticketed, airline change fees are the traveler's responsibility, if applicable.
- Qualifiers must depart and return to the commercial airport nearest your MPID address on file.
- Stopovers are not permitted.
- Requests to fly on specific/preferred airlines must not impact the total airfare to be paid by MONAT.
- While we understand that some Qualifiers must travel a longer distance from your MPID address, MONAT will not make special accommodations for you (e.g., overnight hotel accommodations because "my 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.
- Costs associated with travel delays, missed connections, weather events, or other disruptions in travel, including but not limited to overnight lodging in the case of missed connections, canceled flights, early departures, negligence, and/or personal circumstances are the responsibility of the traveler.
- Trip Insurance, visas and/or other travel permits, vaccinations needed for layovers to enter or re-enter the US or any other country are the responsibility of the traveler.