



These Terms and Conditions govern Market Partners' registration and attendance at Passport 2022 in Nassau, Bahamas, scheduled to take place on October 24–27, 2022.

## 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 Passport 2022 Bahamas (hereinafter "Passport 2022").
- In no case may a non-qualifying Market Partner be registered as an additional occupant in a qualified Market Partner's resort room. Should this be discovered, the qualifying Market Partner who registered such occupant will forfeit his or her registration fees, and both the non-qualifying Market Partner and that occupant will forfeit their right to attend Passport 2022.
- Government photo identification indicating date of birth is required for badge pickup.
- Guest registration is subject to capacity limits, and is permitted on a "first come, first served" basis.
- MONAT is under no obligation to accommodate additional guests at Market Partner functions
- Guests under 18 years of age may share hotel accommodations in accordance with hotel policies. However, they may not attend official events requiring registered guest credentials.
- All guests are responsible for their own travel expenses, except where expressly stated as "Reward" for the 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.
- 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 Passport 2022. **ABSOLUTELY NO EXCEPTIONS WILL BE MADE.**
- The Market Partner 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 allowing the Market Partner and any Market Partner spouse or guest to attend Passport 2022. Each Market Partner, for herself or himself, and on behalf of any Market Partner spouse or guest, releases MONAT, its officers, directors, employees, and agents from all liability arising out of or in connection with Passport 2022, and any activities in connection with Passport 2022.
- Market Partners who qualify for Tier 1 may choose to bring up to one complimentary non-Market Partner adult. If the qualifier chooses to bring a guest, their guest **cannot be an active Market Partner**, must be 18 years of age on or before the date of travel, and is responsible for their own transportation costs, compliance with health & travel guidelines, and costs related to pre/post testing and/or quarantine requirements in the event of positive COVID-19 results. All incidental travel expenses of guests are their own, including airfare and ground transportation.
- 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, pandemics, government action, labor strikes, or any other circumstance that MONAT or the destination resort, in their sole discretion, deem as making Passport 2022 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 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 Passport 2022 or provide separate or additional compensation of any kind.
- Each Market Partner who attends Passport 2022 understands that there is some danger in attending Passport 2022, and that 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 resort property during Passport 2022.** 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 the attendance of Passport 2022, in consideration of MONAT allowing the Market Partner and any Market Partner spouse, guest, or children to attend the Passport 2022. Each Market Partner, for herself or himself, and on behalf of any Market Partner spouse, guest, or children, releases MONAT, its officers, directors, employees, and agents from all liability arising out of or in connection with Passport 2022 and any activities in connection with Passport 2022. In addition, as a condition of attending Passport 2022, the Market Partner agrees to indemnify, defend and hold harmless MONAT, its parent company, its subsidiaries, and its affiliates from any and all liability arising out of

the attendance of Passport 2022 by the Market Partner and the Market Partner's spouse, guest, or children, or out of any misuse of any facilities by the Market Partner or such spouse, guest or children, except to the extent such damages arise directly from MONAT's willful misconduct.

- Without the 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 Passport 2022. If the Market Partner does not agree to the terms of such release and indemnity, the Market Partner should not and may not attend Passport 2022. By attending Passport 2022, each Market Partner confirms his or her 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 Passport 2022, 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 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 Passport 2022, the 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.
- Market Partners attending Passport 2022 will be solely responsible for income taxes attributable to incentive trips and other awards.
- Prior to **official notification** of achievement to qualifying 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 **would not constitute official notification** of qualification.
- Market Partners qualifying for Passport 2022 may not sell, substitute, transfer, or reassign their Passport 2022 reservation.

#### CONDITIONS OF ACCEPTING AIRFARE PAID BY MONAT

- Round-trip Air travel to Nassau, Bahamas will be provided by MONAT for one (primary) Market Partner per qualifying Market Partner Identification Number (MPID), except where expressly stated as "Reward" for the respective qualification Tier.
- Air travel must be ticketed in Economy/Coach class no later than 21 days from official notice of qualification or by Tuesday, September 15, 2022, whichever comes first, or this benefit will be forfeited.
- Air travel must be booked at the lowest available fare, and for travel on the scheduled program dates: October 24–27, 2022.
- 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, nonstop flights will be permitted.
- Any request to travel on days other than the scheduled program dates, October 24–27, 2022, 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.
- The Market Partner must book the 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.
- Once ticketed, airline change fees are the traveler's responsibility, if applicable.
- The Market Partner 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 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 "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.