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## TERMS & CONDITIONS

Only Market Partners in UK, Ireland, Poland, Spain, Lithuania, France, Belgium and Germany in good standing and active with MONAT Global UK Ltd, MONAT NATURAL IRELAND LIMITED Trading as MONAT Global Ireland Corp., MONAT Global Poland Sp. z o.o., MONAT Global Spain, S.L., MONAT Natural Europe Limited filialas MONAT Global Lithuania or Monat Global France SAS (collectively "MONAT") are eligible to attend MONAT Europe Ignite 2025. These Terms and Conditions govern the eligible Market Partner's registration and attendance at the MONAT Europe Ignite 2025 incentive trip in Marrakech ("Europe Ignite 2025") taking place 26<sup>th</sup> - 29<sup>th</sup> September 2025.

- The deadline to register shall be determined by MONAT at a future date.
- 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 circumstance. No amounts will be paid or refunded if a Market Partner decides not to attend or cannot attend Europe Ignite 2025. ABSOLUTELY NO EXCEPTIONS WILL BE MADE.
- MONAT reserves the right to modify trip dates, inclusions or programme specifics at any time, and may even cancel the trip for any reason beyond the reasonable control of MONAT or the destination for the trip, including but not limited to "Acts of God" civil unrest, war, transportation disruption, weather, pandemic outbreaks recognised by the World Health Organisation or Local Governments, or national emergency, labour strikes or any other circumstance that MONAT or the destination resort, in their sole discretion, deem as making Europe Ignite 2025 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 Europe Ignite 2025 or provide separate or additional compensation of any kind.
- Each Market Partner who attends Europe Ignite 2025 understands there is some danger in attending Europe Ignite 2025 and acknowledges there is the possibility of physical injury up to and including death. 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 of Europe Ignite 2025. In consideration of MONAT allowing the Market Partner and any Market Partner spouse, guest, or children to attend Europe Ignite 2025, 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 Europe Ignite 2025 and any activities in connection with Europe Ignite 2025. In addition, as a condition of attending Europe Ignite 2025, 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 Europe Ignite 2025 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 such damages arise directly from MONAT's wilful misconduct.
- Without the Director or 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 Europe Ignite 2025. If the Market Partner does not agree to the terms of such release and indemnity, the Market Partner should not and cannot attend Europe Ignite 2025. By attending Europe Ignite 2025, each Market Partner confirms her or his agreement to the release and indemnity language in the paragraph above.
- 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, digitising, 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 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 Europe Ignite 2025 will be solely responsible for their own travel insurance and any 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 MONAT Global, is the only form of official notification recognised. Phone calls, person to person conversations, text messages, social media posts, and e-mail or postal mail from departments other than from MONAT Global are examples of communications that would not constitute official notification of qualification.
- Directors or Market Partners qualifying for Europe Ignite 2025 may not sell, substitute, transfer, or reassign their Europe Ignite 2025 reservation.

#### **CONDITIONS OF ACCEPTING AIRFARE PAID BY MONAT (Tier 2 Qualifiers ONLY)**

- Round-trip air travel to Marrakech from a selected airport in the UK, Ireland, Poland, Spain, Lithuania and France will be provided by MONAT for one (primary) Market Partner per qualifying Market Partner Identification Number (MPID).
- Air travel will be booked on scheduled programme 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 to the equivalent of £200.00 or greater, and connection time is less than 2 hours between flights.
- Any request to travel on days other than the scheduled programme arrival and departure dates is subject to written approval by MONAT. MONAT is not obligated to cover airfare for travel on dates outside of the specified programme travel dates.
- Additional checked baggage, preferred seat assignments, and other ancillary airline fees are the responsibility of the traveller.
- Market Partner must depart and return to the scheduled programme arrival and departure airports.
- Stopovers are not permitted.
- 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 "I have a distance to travel to the selected airport."). However, MONAT will not require travellers to make more than one stop in either direction, unless their city of origin necessitates a double connection due to standard airline routes.