



## TERMS & CONDITIONS

- Only Directors in good standing with MONAT Global Corp, MONAT Global Canada, 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 Global Lithuania, and are eligible to attend the New Leadership Experience.
- No alternate compensation or accommodations will be offered in lieu of attendance. There is no cash equivalent value if a Director cannot or does not attend, whether by choice or personal circumstance. No amounts will be paid or refunded if a Director decides not to attend or cannot attend the New Leadership Experience. **ABSOLUTELY NO EXCEPTIONS WILL BE MADE.**
- The deadline to register is January 17, 2022.
- In no case can a non-qualifying Director be registered as an additional occupant in a qualified Director's resort room. Should this action be discovered, the qualifying Director who admitted the non-qualifying occupant will forfeit his/her registration fees, and both the parties will forfeit their right to attend the New Leadership Experience.
- 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 Directors' functions once "Sold Out" status is reached.
- 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.
- Meals and other items not expressly mentioned in the trip inclusions will be the traveler's financial responsibility, if applicable.
- The Director assumes all responsibility for his or her spouse, guest, or any accompanying children and releases MONAT from any liability for such spouse, guest, and children in consideration of MONAT.
- MONAT reserves the right to modify event dates, inclusions or program specifics at any time, and may even cancel the event for any reason beyond the reasonable control of MONAT or the venue for the event, 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 venue, in their sole discretion, deem as making the New Leadership Experience impracticable, impossible, or unsafe. Should such circumstances necessitate cancellation of the event, MONAT shall not be liable for any damage, loss, liability, cost, or expense a Director or Director'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 the New Leadership Experience or provide separate or additional compensation of any kind.
- Each Director who attends the New Leadership Experience understands there is some degree of danger in attending the New Leadership Experience and that there is the possibility of physical injury up to and including death. **MONAT strongly encourages all Directors and their guests to remain on the event property during the New Leadership Experience.** MONAT will not be liable for any physical injury or monetary loss that a Director or a Director's spouse, guest, or children may experience during attendance of the New Leadership Experience. In consideration of MONAT allowing the Director and any Director spouse, guest, or children to attend the New Leadership Experience, each Director, for her or himself, and on behalf of any Director spouse, guest, or children, releases MONAT, its officers, directors, employees, and agents from all liability arising out of or in connection with the New Leadership Experience and any activities in connection with the New Leadership Experience. In addition, as a condition of attending the New Leadership Experience, the Director 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 the New Leadership Experience by the Director and the Director's spouse, guest, or children, or any misuse of any facilities by the Director or such spouse, guest, or children, except to the extent such damages arise directly from MONAT's willful misconduct.
- Without the Director's release and indemnity of MONAT set forth in the paragraph above, MONAT would not allow the Director or the Director's spouse, guest, or children to attend the New Leadership Experience. If the Director does not agree to the terms of such release and indemnity, the Director should not and cannot attend the New Leadership Experience. By attending the New Leadership Experience, each Director 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 Director, on the Director's behalf, and on behalf of each Director'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 the Director's spouse, guest, or children. Each Director, on the Director's behalf and on behalf of said Director'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 Director on the Director's behalf and on behalf of said Director'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 attending the New Leadership Experience will be solely responsible for income taxes attributable to incentive trips and other awards.
- Prior to **official notification** of achievement to qualifying Directors, 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.
- Directors qualifying for the New Leadership Experience may not sell, substitute, transfer, or reassign their the New Leadership Experience reservation.

### CONDITIONS OF ACCEPTING AIRFARE PAID BY MONAT

- Round-trip air travel to Miami International Airport (MIA) or Fort Lauderdale-Hollywood International Airport (FLL) will be provided by MONAT for one (primary) Market Partner and one guest (if Market Partner ranks up to AED) per qualifying Market Partner Identification Number (MPID).
- Air travel must be booked at the lowest available fare, and for travel on the scheduled program dates; February 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 or greater and connection time be less than 2 hours between flights.
- If non-stop flights are available in your market, and the difference in fare is less than \$200.00 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 24-2, 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.
- Travelers 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.
- Once ticketed, airline change fees are the traveler's responsibility if applicable.
- Travelers must depart and return to the commercial airport nearest the MPID address they have 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 travelers must travel a longer distance from their MPID address, MONAT will not make special accommodations for these travelers (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.