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## TERMS AND CONDITIONS

### NOVEMBER 1, 2024

- 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., or MONAT Natural Europe Limited, MONAT Global Spain S.L., MONAT Global Australia PTY LTD, MONAT Global France, MONAT Natural Europe Limited filialas MONAT Global Lithuania, and MONAT Global Australia PTY LTD trade as MONAT Global New Zealand are eligible to attend MONAT Leadership Circle 2025, Miami.
- 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 MONAT Leadership Circle 2025, Miami. 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, pandemics, or national emergency, labor strikes or any other circumstance that MONAT or the destination resort, in their sole discretion, deem as making Leadership Circle 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 Leadership Circle 2025 or provide separate or additional compensation of any kind.
  - Each Market Partner who attends Leadership Circle 2025 understands there is some danger in attending Leadership Circle 2025 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 resort property during Leadership Circle 2025. 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 Leadership Circle 2025. In consideration of MONAT allowing the Market Partner and any Market Partner spouse, guest, or children to attend Leadership Circle 2025, each Market Partner, for herself or himself, and on behalf of any Market Partner 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 Leadership Circle 2025 and any activities in connection with Leadership Circle 2025. In addition, as a condition of attending Leadership Circle 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 Leadership Circle 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 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 Leadership Circle 2025. If the Market Partner does not agree to the terms of such release and indemnity, the Market Partner should not and cannot attend Leadership Circle 2025. By attending Leadership Circle 2025, 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 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 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.
- Market Partners attending Leadership Circle 2025 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 Leadership Circle 2025 may not sell, substitute, transfer, or reassign their Leadership Circle 2025 reservation.

#### **LEVEL 2 QUALIFIERS ONLY:**

##### **CONDITIONS OF ACCEPTING AIRFARE PAID BY MONAT**

- Round-trip air travel to Miami International Airport (MIA), Miami will be provided by MONAT for one (primary) Market Partner per qualifying Level 2 Market Partner Identification Number (MPID). Airfare for spouses/guests is not included and must be purchased by the qualifying Market Partner. All guests must be 18 years of age or older at the time of travel and cannot be current Market Partners.
- Air travel must be booked 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 connection time is 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 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 is subject to written approval by MONAT. MONAT is not obligated to cover airfare for travel on dates outside of the specified program travel dates.
- Market Partners must book 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 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.

- 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 and permits or vaccinations needed for any layover flights in the US, or any other country are the responsibility of the traveler.