

BUDDY UP FOR LEADERS RETREAT 2023

Official Rules

1. Eligibility

The Buddy Up for Leaders Retreat Contest (the "Contest") is open only to Brand Ambassadors who are legal residents of Australia, Canada, New Zealand, Mexico, and the United States (including District of Columbia and Puerto Rico) who have reached the legal age of majority in their jurisdiction of residence at the time of entry. Void where prohibited by law. Employees of sponsor and their immediate families and household members are not eligible and may not participate in this Contest. The Contest is subject to all applicable federal, state, provincial, and local laws and regulations. Participation constitutes each entrant's full and unconditional agreement to be legally bound by these Official Rules and sponsor's decisions, which are final and binding (without right of appeal) in all matters related to the Contest to the extent permitted by law. Winning a prize is contingent upon fulfilling all requirements set forth herein.

2. Sponsor

United States: Plexus Worldwide, LLC, 9145 E. Pima Center Parkway, Scottsdale, AZ 85258.

Australia: Plexus Australia Pty Ltd, Level 4 / 157 Walker Street, North Sydney, NSW, 2060 Australia; ABN 35 627 543 837.

Canada: Plexus Canada, LP, 6500 Trans-Canadian Highway, Suite 400, Pointe-Claire, Quebec H9R 0A5, Canada.

New Zealand: Plexus Worldwide New Zealand Limited, 80 Queen St., Auckland Central, Auckland, 1140 New Zealand; NZBN 9429048529419.

Plexus Worldwide México, S. de R.L. de C.V., Ave. Jorge Alvarez del Castillo 1082-1, Mezquitán Country, Guadalajara, Jalisco, C.P. 44620, MEXICO

3. Timing

The Contest begins July 6, 2023, at 12:00 a.m. USA ET and ends August 31, 2023, at 11:59 p.m. USA ET. (the "**Contest Period**"). Sponsor is the official timekeeper for this Contest.

4. How to Qualify

In order to qualify for this contest, Brand Ambassadors must:

- i) Be currently commission-qualified during the months in which they accrue credits;
- ii) Sign up a minimum of 3 new qualifying VIP Customers with a welcome pack or initial 100 USD/131.55 CAD/140 AUD/2044.50 MXN order during the contest period;
- iii) Have a valid passport to travel to the Caribbean. Passport must not expire within 6 months of cruise dates. Six months from cruise dates is May 6, 2024.
- iv) Each Brand Ambassador must accrue a minimum of 800 credits by the end of the qualification period
- v) Each Brand Ambassador must not have officially earned a Cruise Invitation to Leaders Retreat 2023
- vi) Complete the Buddy Up Request Form

5. How to earn credits

There are 4 ways to earn credits for Leaders Retreat prizes:

1. **Enrollment Credits** Every new Level 1 VIP Customer that Brand Ambassadors sign up between April 22, 2023 – August 31, 2023 with a welcome pack or an initial 100 USD/131.55 CAD/140 AUD/2044.50 MXN order before discount, tax, and shipping will earn the Brand Ambassadors 15 Enrollment Credits. In addition, every new Level 2 VIP Customer who signs up during this same timeframe with a welcome pack or an initial 100 USD/131.55 CAD/140 AUD/2044.50 MXN order before discount, tax, and shipping will earn Brand Ambassadors 5 Enrollment Credits.

Enrollment Credits

Level 1 (Personal)	15
Level 2	5

2. **Retention Credits**: Starting May 1, 2023, Brand Ambassadors will earn 15 Retention Credits for every second or subsequent monthly subscription or discretionary order from each new Level 1 VIP Customer they sign up on or after March 1, 2023. They will also earn 5 Retention Credits for every second or subsequent monthly subscription or discretionary order from each new Level 2 VIP Customer they sign up on or after March 1, 2023. The qualifying

discretionary or subscription monthly orders must be single orders of 100 USD/131.55 CAD/140 AUD/2044.50 MXN or more before discount, tax, and shipping.

Retention Credits	Month 2+
Level 1 (Personal)	15
Level 2	5

3. **Rank Up Credits:** Brand Ambassadors will earn Rank Up Credits when they and their Level 1 Brand Ambassadors who have enrolled at any point in the history of Plexus advance beyond their “benchmark rank,” which is their highest paid rank, between January 1, 2023 and April 30, 2023. Each person can only earn Rank Up Credits by ranking up to any given rank once during the Contest. They cannot rank up to the same rank twice in the Contest.

Rank Up Credits	You	L1
Silver	50	25
Senior Silver	60	30
Gold	70	35
Sr Gold	80	40
Ruby	90	45
Sr Ruby & Above	100	50

4. **Consistency Credits:** Brand Ambassadors will earn Consistency Credits based on their “benchmark rank” (highest paid rank between January 1, 2023 and April 30, 2023) and in months that they do not rank up. They can earn either Consistency Credits or Rank Up Credits, not both in the same month.

Consistency Credits	You
Silver	15
Senior Silver	20
Gold	25
Sr Gold	30
Ruby	35
Sr Ruby & Above	40

6.Prize Tiers:

1. **1,250 credits:** Cruise Invitation ¹
2. **1,500 credits:** 150 USD Cruise Cash ²
3. **2,000 credits:** 250 USD Travel Cash ³
4. **2,500 credits:** Cabin Upgrade and Exclusive Entertainment ⁴
5. **3,000 credits:** 2,500 USD Shopping Spree ⁵

The 2023 Leaders Retreat will take place from November 2–6, 2023 on a cruise ship sailing to the Caribbean. Winning Brand Ambassadors and their guests will be required to make their own travel and transportation arrangements.

¹ This invitation includes a cabin accommodation for the Brand Ambassador and one guest. The Brand Ambassador and their guest will board the cruise ship in Fort Lauderdale, FL on November 2, 2023 and sail to Labadee, a private island owned and operated by the cruise line. The ship will return to Fort Lauderdale, FL on November 6, 2023. (ARV 1,200 USD per person)

² 150 USD Cruise Cash will be added to the Brand Ambassador’s Plexus Commission accounts to be used while on the cruise ship. (ARV 150 USD)

³ 250 USD Travel Cash will be deposited in the Brand Ambassador’s Plexus Commission accounts on a weekly basis starting in June and will be noted as “other income.” Final payout will be deposited on or before September 22, 2023. (ARV 250 USD)

⁴ Cabin Upgrades will be awarded on a first achieved, first served basis to those who achieve the 2,500 credit threshold. Brand Ambassadors must officially register for the cruise and confirm their travel information to reserve their cabin. At the conclusion of the Leaders Retreat Contest, cabin upgrade levels will be assigned based on the date on which they earned the 2,500 credits and total number of credits they have earned. The top 10 overall credit earners will receive a Celebrity Suite upgrade with Veranda, and the top 11-40 will receive a Sky Suite upgrade with Veranda. (Cabin Upgrade ARV 1,000 USD)

⁵ Brand Ambassadors who reach 3,000 credits will receive a 2,500 USD Shopping Spree. This experience includes a 500 USD airfare stipend, ground transportation from the airport for the winning Brand Ambassador and their guest (unless their guest is arriving at a different time), 1 hotel night prior to the cruise (November 1, 2023), ground transportation to the cruise ship, 1 hotel night post-cruise (November 6, 2023), ground transportation from the ship after the cruise to the shopping spree destination and hotel, 2,500 USD Bloomingdale’s gift card, and a private reception at a TBD hotel. (Shopping Spree ARV 2,500, hotel and private reception ARV 400 USD per person)

All Travel Cash will be deposited in the form of cash in the Brand Ambassadors' Plexus Commission account and will be paid on a weekly basis to those who achieve the 2,000 credit threshold beginning in June 2023, after May commissions close.

The first 1,333 qualifying Brand Ambassadors who reach 1,250 credits will receive a 2023 Leaders Retreat Cruise Invitation. If Brand Ambassadors confirm their attendance but choose not to attend, all Contest prizes they would have received while on the cruise will be automatically forfeited. No cash alternatives will be issued, and the prizes are non-transferable.

Brand Ambassadors who cannot attend due to extenuating circumstances may submit an exceptions request, which will be reviewed on a case-by-case basis. Extenuating circumstances include military deployment, pregnancy, death in the family, or severe illness.

If Brand Ambassadors have achieved the 1,250 credits for the Cruise Invitation but all cabins have already been filled, they will be placed on a waitlist for an official Cruise Invitation and cabin assignment if it becomes available. At the end of the contest, if those on the waitlist who earned the 1,250 credits do not receive an official Cruise Invitation due to full capacity on the ship, they will receive 500 USD, which will be deposited in their Plexus Commission account on or before October 27, 2023.

Buddy Up for Leaders Retreat 2023:

Those who have not selected another Brand Ambassador to pair up with can request to be randomly assigned to a cabin with another Brand Ambassador by submitting the Buddy Up Request Form. However, once randomly assigned to a cabin, the Brand Ambassador will not be permitted to change buddy assignments, as the cruise ship will be at full capacity. At the end of the qualification period, those with the highest number of combined Leaders Retreat credits will be invited to Leaders Retreat 2023.

There will be approximately 300 shared cabins (600 Brand Ambassadors total). The number of cabins and Brand Ambassadors eligible for the Buddy Up Contest is subject to change due to the total number of Brand Ambassadors who earn the cruise by achieving 1,250 credits.

Plexus reserves the right to add a single Buddy Up applicant to a room if a Brand Ambassador becomes ill and cannot attend Leaders Retreat 2023.

Transferring credits between Brand Ambassadors to achieve a minimum of 800 credits for the Contest is prohibited. If a Brand Ambassador achieves 1,250 credits, they will no longer be a participant in the Buddy Up Contest; it is only for those who have earned 1,249 credits or less. Your buddy is not eligible to be your guest unless they are an immediate family member (spouse, significant other, child, parent, in-law, grandparent, or sibling). Your buddy must find another Brand Ambassador to pair up with for this contest.

Those with the highest number of combined credits will be given top priority for the Buddy Up cabins.

All credit card payments must be in the name of the purchasing Brand Ambassador and VIP Customer and not that of the sponsor or upline. Any welcome pack purchases subject to returns, refunds and declined eCheck payments will not generate any credits. Brand Ambassadors not in good standing under the Plexus policies and procedures are not eligible to participate in this Contest.

The Released Parties (defined below) take no responsibility and accept no liability for any lost, stolen, delayed, illegible, damaged, misdirected, late or destroyed entry requests. All Entries are subject to verification at any time. Winner may be required to show proof (in a form acceptable to the Brand Ambassador—including, without limitation, government issued photo identification) of being the Plexus Ambassador associated with the selected Entry.

Winner notification and acceptance

The winners will be notified by email on a weekly basis starting the first week of June 2023. Inability to reach winner by email or phone after reasonable efforts (as determined solely by sponsor) may result in disqualification of prize. The winner may waive his or her right to receive a prize. No cash equivalent for noncash prizes will be available. The prizes are non-transferable and non-assignable, and no substitutions will be made, except as provided herein at the sponsor's sole discretion. The sponsor reserves the right to substitute the prize or a component thereof for any reason with a prize or a prize component of equal or greater value. Winner is responsible for all taxes and fees in any jurisdiction associated with the prize. The winner may be required to complete an affidavit of eligibility, which must be returned within 14 days of the date it is received by the winner. Failure to sign and return the affidavit or release within 14 days, or to comply with any term or condition of these Official Rules, may, at the sole discretion of sponsor, result in a winner's disqualification and the forfeiture of his or her interest in the prize. Except where prohibited, participation in this Contest constitutes

participant's consent to the publication of his or her name and image in any media for any commercial or promotional purpose, without limitation or further compensation.

For U.S.: For the purposes of reporting your annual income to the IRS, the value of any prize, award, or offer, whether it be cash or noncash is considered taxable income and will be included in the Form 1099-NEC if your total income from Plexus exceeds 600 USD.

For Australia: For purposes of taxable income, the value of any prize, award, or offer, whether it be cash or non-cash, is considered taxable income and will be treated as described here: <https://helpcenter.plexusworldwide.com.au/hc/en-au/articles/360040486292-Australia-Recipient-Created-Tax-Invoice-RCTI->.

For Canada: Each earner is solely responsible for reporting and paying any income tax that may be payable in connection with receipt of a prize.

For Mexico: For purposes of taxable income the value of any prize, award or offer, whether it be cash or non-cash is considered taxable income and will be treated as described <https://www.sat.gob.mx/home>.

7. POTENTIAL CONTEST WINNERS ARE SUBJECT TO VERIFICATION BY THE SPONSOR, WHOSE DECISIONS ARE FINAL AND BINDING (WITHOUT RIGHT OF APPEAL) IN ALL MATTERS RELATED TO THE CONTEST PROVIDED THE DECISION IS REASONABLE.

8. Entry conditions and release

Each entrant agrees to: (a) comply with and be bound by these Official Rules and the decisions of the sponsor, which are binding and final (without right of appeal) in all matters relating to this Contest; (b) release and hold harmless the sponsor and each of its respective partners, subsidiary and affiliated companies, the prize suppliers, and any other organizations responsible for sponsoring, fulfilling, administering, advertising, or promoting the Contest and all of their respective past and present officers, directors, employees, agents, and representatives (collectively, the **"Released Parties"**) from and against any and all claims, expenses, and liability, including (except where prohibited) but not limited to, negligence and damages of any kind to persons and property, invasion of privacy (under appropriation, intrusion, public disclosure of private facts, false light in the public eye, or other legal theory), defamation, slander, libel, violation of right of publicity, infringement of trademark, copyright, or other intellectual property rights, property damage, or death or personal injury arising out of or relating to a participant's entry, creation of an entry, or submission of an entry, participation in the Contest, acceptance or use or misuse of prize and/or the broadcast, exploitation or use of entry; and (c) indemnify, defend, and hold harmless the Released Parties from and against any and all claims, expenses, and liabilities (including reasonable attorneys' fees) arising out of or relating to an entrant's participation in the Contest and/or entrant's acceptance, use, or misuse of prize.

9. Participant conditions and release

Each participant agrees to: (a) comply with and be bound by these Official Rules and the decisions of the sponsor, which are binding and final (without right of appeal) in all matters relating to this Incentive; (b) release and hold harmless the sponsor and each of its respective parents, subsidiary and affiliated companies, the prize suppliers, and any other organizations responsible for sponsoring, fulfilling, administering, advertising, or promoting the Incentive and all of their respective past and present officers, directors, employees, agents, and representatives (collectively, the **"Released Parties"**) from and against any and all claims, expenses, and liability, including (except where prohibited) but not limited to, negligence and damages of any kind to persons and property, invasion of privacy (under appropriation, intrusion, public disclosure of private facts, false light in the public eye, or other legal theory), defamation, slander, libel, violation of right of publicity, infringement of trademark, copyright, or other intellectual property rights, property damage, or death or personal injury arising out of or relating to a participant's earning, creation, or submission of an earning, participation in the Incentive, acceptance or use or misuse of prize and/or the broadcast, exploitation or use of entry; and (c) indemnify, defend, and hold harmless the Released Parties from and against any and all claims, expenses, and liabilities (including reasonable attorneys' fees) arising out of or relating to a participant's participation in the Incentive and/or participant's acceptance, use, or misuse of prize.

10. Publicity

Except where prohibited by local laws, participation in the Contest constitutes winner's consent to the sponsor's and its agents' use of winner's name, likeness, photograph, voice, opinions, and/or hometown, state, or province and country for promotional purposes in any media, worldwide, without further notice, payment, or consideration, and where required the entrant hereby grants to the sponsor an unlimited, worldwide, royalty-free, non-exhaustive, perpetual, and irrevocable license to use winner's name, likeness, photograph, voice, opinions, and/or hometown, state, or province and country for promotional purposes in any media, worldwide, without further notice, payment, or consideration. Where prohibited, the sponsor will request winner's permission to use winner's name, likeness, and/or photograph for promotional purposes.

11. General conditions

To the extent permitted by law, the sponsor reserves the right, in its sole and absolute discretion and in consideration of the entrant's interests, to cancel, suspend, and/or modify the Contest, or any part of it (including, without limitation, these Official Rules), if any fraud, technical failures, or any other factor beyond the sponsor's reasonable control impairs the integrity or proper functioning of the Contest, as determined by the sponsor in its sole discretion. The sponsor's failure to enforce any term of these Official Rules shall not constitute a waiver of that provision. In the event of any discrepancy or inconsistency between the terms and conditions of these Official Rules and disclosures or other statements contained in any Contest-related materials, the terms and conditions of these Official Rules shall prevail, govern, and control.

12. Limitations of liability

The Released Parties are not responsible for: (a) any incorrect or inaccurate information, whether caused by entrants, printing errors, or by any of the equipment or Contesting associated with or used in the Contest; (b) technical failures of any kind (including, but not limited to, malfunctions, interruptions, or disconnections in phone lines or network hardware or software); (c) unauthorized human intervention in any part of the entry process or the Contest; (d) technical or human error, which may occur in the administration of the Contest or the processing of Entries; or (e) any injury or damage to persons or property, which may be caused, directly or indirectly, in whole or in part, from entrant's participation in the Contest or receipt or use or misuse of any prize except for residents of Australia where (i) the act has resulted from negligence on the part of the sponsor and (ii) the act has resulted in death or personal injury.

13. Disputes

Each entrant agrees that any and all disputes, claims, and causes of action arising out of or connected with this Contest, or any prizes awarded, shall be resolved individually, without resort to any form of class action any and all disputes, claims, and causes of action arising out of or connected with this Contest, or any prizes awarded, shall be resolved exclusively by:

In the United States/New Zealand: The laws of the State of Arizona, USA without giving effect to any choice of law or conflict of law rules (whether of the State of Arizona, USA or any other jurisdiction), which would cause the application of the laws of any jurisdiction other than the State of Arizona, USA.

In Australia: The laws governed by and shall be construed in accordance with the substantive laws of the State of New South Wales without regard to principles of conflicts of law.

In Canada: The applicable laws, statutes, and ordinances, rules and regulations governed by and shall be construed in accordance with the substantive laws of the province of Ontario and the federal laws of Canada applicable therein without regarding to principles of conflicts of law. The parties specifically agree to the venue and jurisdiction being exclusively in the federal and provincial courts situated in Toronto, Ontario, Canada. FOR RESIDENTS OF QUEBÉC ONLY: Any litigation respecting the conduct or organization of a publicity Contest may be submitted to the Régie des alcools, des courses et des jeux for a ruling. Any litigation respecting the awarding of a prize may be submitted to the board only for the purpose of helping the parties reach a settlement.

All issues and questions concerning the construction, validity, interpretation, and enforceability of these Official Rules, or the rights and obligations of the entrant and the sponsor in connection with the Contest, shall be governed by, and construed in accordance with, the laws of the State of Arizona, USA without giving effect to any choice of law or conflict of law rules (whether of the state of Arizona, USA, or any other jurisdiction), which would cause the application of the laws of any jurisdiction other than the state of Arizona, USA.

14. Participant's personal information

Information collected from participant is subject to the sponsor's Privacy Policy, which is available at <https://shop.plexusworldwide.com/privacy-policy> or subdomains of that website.

15. Contest results

Alternatively, for Contest results, send a hand-printed, self-addressed, stamped envelope to Winners List — Buddy Up for Leaders Retreat 2023, Plexus Worldwide, LLC, 9145 E. Pima Center Parkway, Scottsdale, AZ 85258. Requests for the winner list must be received by September 22, 2023. Canadian and Australian residents may omit return postage.