

2026 ICON 1k CLUB

Official Rules

1. Eligibility

The 2026 Icon 1k Club Incentive (the “Incentive”) is open only to Brand Ambassadors who are legal residents of the United States (including the District of Columbia), Canada, Mexico, Australia, New Zealand 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 Incentive. The Incentive is subject to all applicable federal, state, provincial, and local laws and regulations. By taking part in this Incentive constitutes each participant’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.

Canada: Plexus Canada, 4605 Lapinière Boulevard, Suite #350, Brossard, QC, J4Z 3T5 Canada.

Australia: Plexus Australia Pty Ltd, Level 10, 2 Park Street, Sydney NSW 2000, Australia; ABN 35 627 543 837.

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

Mexico: 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 incentive begins January 1, 2026, at 12am US ET and ends April 30, 2026, at 11:59pm US ET (the “**Incentive Period**”). Sponsor is the official timekeeper for this Incentive.

4. How to Qualify

To qualify for the Icon 1k Club, Brand Ambassadors must:

- i) Be commission-qualified¹ during the Incentive Period;
- ii) Have a current Plexus Annual Membership
- iii) Meet the qualifications for the 2026 Plexus Icon Club between January 1, 2026, and April 30, 2026, at 11:59pm US ET. Full 2026 Plexus Icon Club Rules are available here.

5. Icon 1k Club Prizes:

- i) Cash Bonuses when you achieve Icon during the incentive period²
 - a. **January 1 – February 28:** 2000 USD/2631 CAD/2800 AUD/40,883 MXN
 - b. **March 1–31:** 1500 USD/1973.25 CAD/2100 AUD/30,662.25 MXN
 - c. **April 1–30:** 1000 USD/1315.50 CAD/1400 AUD/20,441.50 MXN
- ii) 2 Tickets to 2026 Elevate Convention
- iii) Recognition at Convention in front of our One Plexus Community
- iv) Reserved Seating for two in General Session for 2026 Elevate Convention
- v) Icon only Registration and Checkout lines at 2026 Elevate Convention
- vi) Invitation to the Icon Lounge at the 2026 Elevate Convention Closing Party

No cash alternatives will be issued for any of the prizes. Prizes are non-transferable.

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 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 Incentive.

¹ Commission qualified is defined as: i) having your Plexus Annual Membership paid and current; ii) having at least 100 Personal Volume (PV) through the monthly cycle end date.

² Brand Ambassadors who achieve Icon during the incentive period will receive up to 2000 USD/2631 CAD/2800 AUD/40,883 MXN. Cash bonuses will be deposited in your commission account with your commissions for the month you meet the qualifications and will be noted as “other income”. (ARV up to 2000 USD/2631 CAD/2800 AUD/40,883 MXN).

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 Sponsor—including, without limitation, government-issued photo identification) of being the Plexus Ambassador associated with the selected entry.

6. Winner notification and acceptance

The winners will be notified by email on file with Sponsor once commissions close for the month the minimum qualifications are met. Inability to reach winner by email or phone after reasonable efforts (as determined solely by Sponsor) may result in disqualification of prizes. 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 Incentive 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 non-cash is considered taxable income and will be included in the Form 1099-NEC if your total income from Plexus exceeds 600 USD.

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 at <https://www.sat.gob.mx/home>.

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->

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 POGRAM PROVIDED THE DECISION IS REASONABLE.

8. Entry 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 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 Incentive 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 participant's interests, to cancel, suspend, and/or modify the Incentive, 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 Incentive, as determined by the Sponsor in its sole discretion. The Sponsor's failure to enforce any terms 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 Incentive-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 programming associated with or used in the Incentive; (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 Incentive 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.

13. Disputes

Each participant 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: 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 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 QUÉBEC 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.

In Mexico: 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 Incentive, shall be governed by, and construed in accordance with, the laws of the legislation of the Mexican United States, and particularly to the applicable legislation of Guadalajara, Jalisco, and to the jurisdiction of the courts of Guadalajara, Jalisco, renouncing to any other jurisdiction that could correspond to them in virtue of their legal domicile, either present or future.

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.

All issues and questions concerning the construction, validity, interpretation, and enforceability of these Official Rules, or the rights and obligations of the participant and the sponsor in connection with the Incentive, 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 Incentive results, send a hand-printed, self-addressed, stamped envelope to 2026 Icon 1k Club Member's List, Plexus Worldwide, LLC, 9145 E. Pima Center Parkway, Scottsdale, AZ 85258. Requests for the qualifier list must be received by May 31, 2026. Canadian residents may omit return postage.