

# 2026 Q2 Development Bonus

## Official Rules

### 1. Eligibility

The 2026 Q2 Development Bonus (the "Incentive") is open only to Brand Ambassadors who are legal residents of Canada, Mexico, Australia, New Zealand, 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.

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

Australia: Plexus Australia Pty Ltd, 246 Pacific Highway, Crows Nest, 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 April 1, 2026, at 12:00 a.m. US ET and ends June 30, 2026, at 11:59 p.m. US ET (the "Incentive Period"). Sponsor is the official timekeeper for this Incentive.

### 4. How to Qualify

To qualify for Incentive prizes, Brand Ambassadors must:

- i) Be commission-qualified during the qualification period;
- ii) Have a paid-as rank of Gold or above two out of three months during the qualification period;
- iii) Enroll a minimum of 6 new qualifying Level 1 VIP Customers with an initial 100PV+ order during the qualification period.

### 5. How to earn

#### 1. QUALIFICATION PERIOD

The qualification period will be based on a calendar quarter.

April 1, 2026 - June 30, 2026

#### 2. PERSONAL RANK MAINTENANCE BONUS

**Gold & Sr. Gold:** You will earn **50 USD** for each month you maintain a paid-as rank of Gold or Sr. Gold for at least two out of three months in the qualification period. Each month, they will receive 300 USD for every 100 points of growth over the previous benchmark.

**Ruby & Sr. Ruby:** You will earn **75 USD** for each month you maintain a paid-as rank of Ruby or Sr. Ruby for at least two out of three months in the qualification period.

As well as enroll a minimum of 6 new Level 1 VIP Customers with an initial order of 100PV or more during the qualification period.

In order to earn the Personal Rank Maintenance Bonus, you must have a paid-as rank of Gold/Senior Gold or Ruby/Senior Ruby in the month prior to the start of the qualification period.

#### 3. TEAM DEVELOPMENT BONUS

**Level 1:** You will earn **100 USD** for each new first-time Silver or Sr. Silver Brand Ambassador you develop during the qualification period.

**Level 2:** You will earn **75 USD** for each new first-time Silver or Sr. Silver Brand Ambassador you develop during the qualification period.

**Level 3:** You will earn **50 USD** for each new first-time Silver or Sr. Silver Brand Ambassador you develop during the qualification period.

**Level 4:** You will earn **25 USD** for each new first-time Silver or Sr. Silver Brand Ambassador you develop during the qualification period.

#### **4. DEVELOPMENT BONUS TRACKER**

Every time you earn a Personal Rank Maintenance Bonus and/or Team Development Bonus, a deposit will be made into your Development Bonus Tracker in your Virtual Office. In order to be paid the amount that has been deposited into your Development Bonus Tracker at the end of the qualification period, a Brand Ambassador must achieve the following qualifications:

- Be commission-qualified during the qualification period
- Have a paid-as rank of Gold or above two out of three months during the qualification period
- Enroll a minimum of 6 new qualifying Level 1 VIP Customers with an initial 100PV+ order during the qualification period

#### **6. Winner notification and acceptance**

The winners will be notified by email in the month following the last month of the qualification period. 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 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 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 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 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 programming 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.

### **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: 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 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 — 2026 Q2 Development Bonus, Plexus Worldwide, LLC, 9145 E. Pima Center Parkway, Scottsdale, AZ 85258. Requests for the winner list must be received by January 31, 2027. Canadian residents may omit return postage.