

Plexus-Maxwell Certification Program

Official Terms and Conditions

This is a performance-based professional development and recognition program. Qualification is determined solely by satisfying the rank and participation criteria described below.

1. Sponsor

The Plexus-Maxwell Certification Program ("Program") is sponsored by Plexus Worldwide, LLC ("Sponsor").

2. Program Overview

The Program is a ten-month professional development program designed to provide advanced training, mentorship, and certification opportunities to qualified participants.

The qualification period begins on June 1, 2026 at 12:00 a.m. Eastern Time ("ET") and ends on August 31, 2026 at 11:59 p.m. ET.

Brand Ambassadors who successfully qualify will unlock access to a ten-month mentoring and certification Program led by John Maxwell ("John Maxwell and/or his affiliated organization, employees, representatives, facilitators, contractors, or designated instructors (collectively, the 'Program Instructor)'). The Program is expected to commence in September 2026 and conclude in June 2027. Program call dates, times, participation requirements, and other Program details will be communicated to qualified Brand Ambassadors via email or other designated communication channels. Qualified Brand Ambassadors will receive advance notice of upcoming Program calls and any material changes to the Program schedule.

The Program is offered free of charge. No cash prize, cash equivalent, or other compensation is offered. The Program consists solely of educational, mentoring, professional development, and certification-related opportunities. The value of participation may vary among participants.

3. Eligibility

The Program is open only to Plexus Brand Ambassadors who:

- a) are legal residents of the United States (including the District of Columbia and Puerto Rico), Canada, Australia, or Mexico;
- b) have reached the age of majority in their jurisdiction of residence at the time of qualification;

- c) are Brand Ambassadors in good standing;
- d) are commission-qualified¹ during the Qualification Period as described in Section 4; and
- e) satisfy all qualification requirements described in these Terms and Conditions.

Void where prohibited by law.

4. Qualification Requirements

Each Brand Ambassador's benchmark paid-as rank will be determined based on the Brand Ambassador's paid-as rank as of May 31, 2026 at 11:59 p.m. ET.

To qualify for the Program, a Brand Ambassador must satisfy one of the following requirements during the qualification period of June 1, 2026 12:00 a.m. ET through August 31, 2026, 11:59 p.m. ET (the "Qualification Period"):

- a) Brand Ambassadors with a Benchmark Paid-As Rank of Emerald, Sapphire, or Diamond rank must maintain a paid-as rank of Emerald, Sapphire, or Diamond for at least two (2) of the three (3) Qualification Period months.
- b) Brand Ambassadors with a Benchmark Paid-As rank of Sr. Ruby or below, but holding the Emerald, Sapphire, or Diamond rank in name only, must re-rank to Emerald, Sapphire, or Diamond at least once during the Qualification Period of June, July, or August 2026.
- c) First-Time Jewel Rank Advancements. Brand Ambassadors who achieve the paid-as rank of Emerald, Sapphire, or Diamond for the first time during the Qualification Period of June, July, or August 2026 shall qualify for the Program.

Sponsor's records shall be final, conclusive, and controlling for all purposes relating to qualification, rank determination, participation status, and Program administration, absent manifest error.

5. Program Benefits

Qualified participants will receive access to:

- Ten (10) monthly, one-hour mentoring sessions with John Maxwell that includes, but not limited to:
 - Educational and professional development training;
 - Business-building guidance and mentorship;
 - Interactive question-and-answer opportunities;
 - Program resources and materials as determined by Sponsor; and

¹Commission 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.

- The opportunity to earn designation as a Plexus-Maxwell Certified Brand Ambassador upon successful completion of the Program.

Each mentoring session is anticipated to last approximately sixty (60) minutes.

6. Attendance and Certification Requirements.

To graduate and earn certification as a Plexus Maxwell Certified Brand Ambassador, participants must:

- a. attend at least eight (8) of the ten (10) live mentoring sessions;
- b. remain Brand Ambassadors in good standing throughout the Program;
- c. comply with all Program requirements established by Sponsor; and
- d. satisfy any additional certification requirements communicated by Sponsor.

Participants who successfully complete the Program may receive:

- Recognition as a Plexus-Maxwell Certified Brand Ambassador;
- A certificate of completion;
- A digital certification badge; and
- Recognition at Plexus' 2027 Global Convention.

Participation in the Program does not guarantee certification.

7. Participant Responsibilities.

Participants agree to:

- Conduct themselves professionally and respectfully;
- Comply with Sponsor's Policies and Procedures and all applicable rules;
- Maintain active account status and good standing;
- Participate in Program activities in good faith; and
- Follow all instructions provided by Sponsor and Program instructors.
- Protect the confidentiality of Plexus' confidential, proprietary, trade secrets and non-public information and refrain from disclosing such information during mentoring sessions or other Program-related communications.

8. Independent Mentoring Relationship

The mentoring sessions, coaching discussions, educational content, question-and-answer sessions, and other interactions provided as part of the Program are conducted by John Maxwell and/or his affiliated organization ("Program Instructor").

Sponsor's role is limited to administering qualification for and access to the Program. Except as expressly stated herein, Sponsor does not participate in, monitor, supervise, record, evaluate, or control the content of mentoring sessions or communications between participants and the Program Instructor.

Participation in mentoring sessions is voluntary. Participants are solely responsible for determining what information they choose to disclose during mentoring sessions or related communications and should avoid sharing confidential, proprietary, sensitive, financial, medical, or other personal information unless they are comfortable doing so.

Any personal information collected directly by the Program Instructor or voluntarily disclosed by participants during mentoring sessions or related communications is collected independently of Sponsor and is subject to the Program Instructor's applicable privacy practices and terms. Sponsor is not responsible for the collection, use, disclosure, storage, security, or processing of information obtained independently by the Program Instructor or the Program Instructor's organization.

9. Removal from Program

Sponsor reserves the right, in its sole discretion, to suspend, disqualify, or remove any participant from the Program for any reason, including but not limited to:

- Violation of Sponsor's policies or procedures;
- Misconduct or disruptive behavior;
- Fraudulent qualification activity;
- Failure to maintain eligibility requirements;
- Failure to participate in Program activities; or
- Failure to satisfy Program or certification requirements.

Removal from the Program may result in loss of eligibility for certification.

10. Intellectual Property

All content, materials, information, resources, training, presentations, recordings, communications, documents, tools, methodologies, and other materials provided, made available, or used in connection with the Program (collectively, the "Program Materials") are protected by applicable intellectual property laws and remain the property of Sponsor, John Maxwell, their respective affiliates, licensors, contractors, or other rights holders, as applicable. Ownership of each component of the Program Materials shall remain with its respective owner, and nothing in these Terms transfers any ownership rights to participants.

Participation in the Program does not grant any ownership rights in or to any Program Materials. Except as expressly authorized by Sponsor in writing, participants may not

reproduce, distribute, modify, create derivative works from, publicly display, publicly perform, publish, transmit, sell, license, or otherwise exploit any Program Materials for any commercial or non-commercial purpose.

Without limiting the foregoing, participants may not upload, input, submit, copy, reproduce, or otherwise use any Program Materials, in whole or in part, to train, develop, test, improve, prompt, or otherwise support any artificial intelligence, machine learning, large language model, generative AI system, automated decision-making system, or similar technology without the prior written consent of Sponsor.

Any trademarks, service marks, logos, trade names, copyrights, proprietary content, and other intellectual property associated with the Program remain the property of their respective owners. Sponsor reserves all rights not expressly granted herein.

11. Publicity and Use of Name and Likeness

Except where prohibited by applicable law, participation in the Program constitutes the participant's consent for Sponsor and its affiliates, agents, licensees, and designees to use the participant's name, image, likeness, voice, biographical information, certification status, testimonials, and photographs solely in connection with the administration, operation, promotion, advertising, educational, training, and marketing activities relating to the Program, the certification, and Sponsor's related products, services, and business activities, in any media now known or later developed, worldwide, without additional compensation, notice, or approval.

Where required by applicable law, participants may withdraw their consent to future uses of their personal information, image, likeness, voice, testimonials, or other personal data by contacting Sponsor in accordance with the applicable Privacy Policy. Any withdrawal of consent will apply prospectively only and will not affect uses, publications, materials, or distributions that occurred or were created prior to Sponsor's receipt and processing of the withdrawal request, nor will it affect any use necessary to administer the Program, maintain certification records, comply with legal obligations, or protect Sponsor's legitimate business interests as permitted by applicable law.

Nothing in this section shall limit, exclude, or modify any rights or protections that participants may have under applicable laws that cannot be waived, excluded, restricted, or limited by contract.

12. No Employment or Business Relationship

Participation in the Program does not create any employment, partnership, agency, franchise, joint venture, fiduciary, or other business relationship between Sponsor and any participant.

13. Taxes

Participants are solely responsible for any federal, state, provincial, territorial, local, or foreign taxes arising from participation in the Program or receipt of any Program-related benefit.

14. Modification, Suspension, or Cancellation

Sponsor reserves the right, in its sole discretion, to modify, suspend, postpone, substitute, or cancel the Program, including but not limited to the training schedule, instructors, curriculum, certification criteria, Program requirements, session format, or any other Program component, at any time and for any reason.

15. No Guarantee of Results

Sponsor makes no representation, warranty, or guarantee regarding earnings, income, business success, professional advancement, certification outcomes, rank advancement, or any other result arising from participation in the Program.

Individual results will vary and depend upon numerous factors beyond Sponsor's control.

16. Limitation of Liability

To the fullest extent permitted by applicable law, Sponsor, its parent companies, subsidiaries, affiliates, partners, officers, directors, employees, agents, licensors, contractors, instructors, and representatives shall not be liable for any indirect, incidental, consequential, special, exemplary, punitive, or similar damages arising out of or relating to participation in the Program.

Sponsor shall not be responsible for interruptions, technical failures, internet connectivity issues, platform outages, scheduling conflicts, participant inability to attend sessions, lost data, lost business opportunities, or any events beyond Sponsor's reasonable control.

Sponsor is not responsible for any coaching, mentoring, educational content, opinions, recommendations, or advice provided by the Program Instructor during the Program. Participants assume all risks associated with participation in the Program.

17. Privacy

Sponsor may collect, use, process, store, transfer, and disclose personal information provided by participants for purposes of:

- Administering the Program;
- Verifying eligibility and qualification;

- Communicating with participants;
- Awarding certifications and recognition; and
- Operating and improving the Program.

Participant information will be collected, used, stored, and disclosed in accordance with Sponsor's Privacy Policy and applicable privacy laws. Because the Program is administered from the United States, participants acknowledge and, where required by applicable law, consent to the transfer, storage, and processing of their personal information in the United States and other jurisdictions, which may have data-protection laws different from those of the participant's country of residence. Sponsor will implement transfer safeguards required by the applicable laws of the participant's jurisdiction, including Canada (including Quebec Law 25), Mexico, and Australia. Sponsor's Privacy Policy is available on the Sponsor's website at www.plexusworldwide.com. Because privacy practices and legal requirements may vary by country or market, participants should select their applicable market or country on the website to review the Privacy Policy that applies to their location. By participating in the Program, participants consent to the collection, use, storage, and disclosure of their personal information to the extent reasonably necessary for the administration, operation, and fulfillment of the Program, and as otherwise described in the applicable Privacy Policy and permitted by law.

18. Consumer Rights and Local Law Protections

Nothing in these Terms and Conditions is intended to exclude, restrict, modify, or waive any rights, remedies, guarantees, warranties, or consumer protections that cannot be excluded, restricted, modified, or waived under applicable law.

To the extent that any provision of these Terms and Conditions conflicts with applicable mandatory laws of a participant's jurisdiction of residence, including consumer protection, privacy, or similar laws, such mandatory laws shall prevail solely to the extent required by law.

Participants residing in Canada, Australia, and Mexico, and any other jurisdiction providing non-waivable statutory rights may be entitled to additional rights and remedies under applicable law. These Terms and Conditions shall be interpreted and enforced in a manner consistent with such rights.

Any limitation of liability, disclaimer, exclusion of warranties, release, or other limitation contained in these Terms and Conditions shall apply only to the maximum extent permitted by applicable law.

19. Governing Law

Except where prohibited by applicable law, these Terms and Conditions and the Program shall be governed by and construed in accordance with the laws of the State of Arizona,

United States, without regard to conflict of law principles. Nothing in these Terms and Conditions shall exclude, restrict, or modify any consumer guarantees, statutory rights, remedies, or protections available to participants under the laws of their jurisdiction of residence, including without limitation applicable laws in Canada, Australia, and Mexico, where such rights cannot be lawfully excluded, restricted, waived, or modified.

20. General Conditions

Sponsor reserves the right to interpret these Terms and Conditions and resolve all questions concerning eligibility, qualification, participation, certification, and Program administration in its sole but reasonable discretion, exercised in good faith.

Sponsor's failure to enforce any provision of these Terms and Conditions shall not constitute a waiver of that provision.

If any provision of these Terms and Conditions is found to be invalid, unlawful, or unenforceable, the remaining provisions shall remain in full force and effect.

These Terms and Conditions constitute the entire agreement relating to the Program and supersede any prior or contemporaneous communications relating to the Program.