

Terms and Conditions

STEPS TO SUCCESS

**NO PURCHASE OR PAYMENT OF ANY KIND IS NECESSARY TO ENTER OR WIN.
A PURCHASE WILL NOT INCREASE YOUR CHANCE OF WINNING.**

Sponsor: Young Living Europe B.V., Peizerweg 97, 9727 AJ Groningen, Netherlands, KvK nr. 73123404

By participating, you (“entrant” or “you”) agree to abide by and be bound by these Official Rules and the decisions of the Sponsor, which are final and binding in all respects and not subject to appeal.

1. Description

The sponsor is conducting promotions (each, a “Promotion”) through the Young Living Virtual Office (ordering platform for YOUNG LIVING Brand Partners) and the Young Living Europe website located at <https://www.youngliving.com>.

2. Eligibility

Promotions are open to active Brand Partners (BP) of Young Living Europe B.V., who are Enrollers to other Young Living Brand Partners and are age 18 or older (or the age of majority in the jurisdiction where they reside) at the time of entry. Void elsewhere and where prohibited by law.

Any active Brand Partner from countries and territories part of Eastern and Western Europe who signed a Brand Partner Agreement (paper or online) with Young Living, can become a participant of this promotion and assist with registration/reactivation to Brand Partners from the countries within Europe.

Countries and territories part of Eastern and Western Europe are as follows (you must have a YOUNG LIVING account registered in that country or territory to qualify for this promotion):

Eastern Europe: Albania, Bosnia & Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, Greece, Hungary, Latvia, Lithuania, Macedonia, Moldova, Montenegro, Poland, Romania, Serbia, Slovak Republic, Slovenia, Ukraine.

Western Europe: Andorra, Austria, Belgium, Denmark, Faroe Islands, Finland, France, Germany, Gibraltar, Guernsey, Iceland, Ireland, Italy, Jersey, Liechtenstein, Luxembourg, Malta, Monaco, Netherlands, Norway, Portugal, San Marino, Spain, Sweden, Switzerland, United Kingdom.

Employees, officers, and directors of the Sponsor, its parent company, subsidiaries, divisions, affiliates, and agencies (collectively, the “Promotion Entities”), and immediate family members of such individuals (defined as parent, child, sibling, spouse), are not eligible to participate in any Promotion or win a gift. The Promotions are subject to all applicable EU, national and regional laws. Brand Partners with residency in Countries where promotional games of skill are prohibited may not participate.

3. Duration of Promotion

Start: Saturday January 1, 2022 00:01 a.m. (GMT), End: Thursday March 31, 2022 11:59 p.m. (BST).

4. How To Enter

Internet access required. Be an active Brand Partner with a YOUNG LIVING account. No purchase required for participation.

5. How to Earn Points

You can receive a monthly reward as part of the promo as follows:

Eastern Europe participant: if you collect at least 5 points for the following actions

Western Europe participant: if you collect at least 8 points for the following actions

Points can be accrued as follows:

- 1 point – **ENROL** a new Brand Partner with a Premium Starter Kit.
- 1 point – **REACTIVATE** a Brand Partner after 12+ months of inactivity* with a minimum 50+ PV order.
- 1 point – **HELP** a new or existing Brand Partner to join the ESSENTIAL REWARDS programme and place a first time Essential Rewards order**.
- 1 point – Assist a Brand Partner to **RE-JOIN** the Essential Rewards programme and place an Essential Rewards order** after 6+ months of inactivity in the programme.

*Inactivity – A Brand Partner who has not placed any order in the last 12+ months, e.g. For the promotional month of January 2022, for an Enroller to earn a point in this month, the reactivated Brand Partner had to have their last order placed in January 2021 or earlier, and so forth for the other months.

- To earn a point in the month of February 2022, reactivated Brand Partner had to have their last order placed in February 2021 or earlier.
- To earn a point in the month of March 2022, reactivated Brand Partner had to have their last order placed in March 2021 or earlier.

**Essential Rewards order – 50+ PV order

Multiple points can be accumulated dependent on the actions you make. For example, you can earn 1 point for personally enrolling a new Brand Partner with a Premium Starter Kit, and 1 point in addition if you help the same new Brand Partner to join Essential Rewards programme and place their first time Essential Rewards order, which would total you 2 points.

Please note, the new or reactivated Brand Partner must be from one of the countries or territories listed above. An Enroller in Eastern Europe can accrue points from a Brand Partner in Western Europe and vice versa.

Further information:

- Gifts can be earned each month during the promotion period.
- Points are not transferable to other Brand Partners.
- Points will not carry over to the next month and must be earned separately for each month.
- Points do not count if a new Brand Partner returns or cancels a qualifying order.
- Sign-ups/placing of orders must be done by the account holder directly. The upline/Enroller may assist but cannot do it for the new Brand Partner/reactivating Brand Partner.
- You will only receive one gift in one given month for the number of points collected.

Points accrued from a duplicate account (YOUNG LIVING Policy 3.3) will not be considered and are invalid.

6. Winner Selection

The names of the winners will be announced in GROW! on the 15th of the month following the month of summing up. For example, the names of the winners for January 2022 will be published on February 15, 2022.

7. Gifts

Gifts will be announced on the 1st day of each month and will be a Young Living product.

General Gift Conditions

Young Living is not responsible for and the winners will not receive the difference, if any, between the actual value of a Gift at the time of award and the Approximate Retail Value (ARV) stated in these Official Rules or in any Promotion-related correspondence or materials.

All forms of taxation whether direct or indirect and whether levied by reference to income, profits, gains, gifts, net wealth or other reference (including income and withholding taxes), as well as all penalties relating thereto, whenever and wherever imposed if any, as well as any other costs and expenses associated with gift acceptance and use not specified herein as being provided are the winner's responsibility, regardless of whether the gift is used in whole or in part.

In no event will Young Living be responsible for awarding more than the Gifts stated herein. In the event that there are not enough eligible Participants to award all Gifts, Young Living reserves the right to award only the number of Gifts as there are eligible Participants. Any Gifts not awarded after the Promotion Period may remain unawarded. Gift restrictions/conditions stated herein are not all-inclusive. Gifts are not transferrable or redeemable for cash, except that Young Living reserves the right, at Young Living's sole discretion, to substitute a Gift (or portion thereof) for a Gift of greater or equal value. Gifts are awarded "AS IS" and **WITHOUT WARRANTY OF ANY KIND**, express or implied, including, without limitation, any implied warranty of merchantability or fitness for a particular purpose.

During the Promotion Period, participants may be audited on a regular basis to monitor compliance with the Young Living Policies and Procedures applicable to the Participant's jurisdiction ("Young Living's Policies and Procedures"), especially, but not limited to, those sections pertaining to advertising and promotions. Any violation of Young Living's Policies and Procedures may result in correction in points or will disqualify the participant from the Promotion in its entirety.

Notification/Gift Acceptance

Participants will have access to the result of their Point total after the close of the competition for each month. Any protests regarding points must be lodged until the end of the following month (e.g. complaint for points accrued in January must be lodged latest at the end of February). A list of Gift winners will be available in the Virtual Office at YoungLiving.com once the winners have been identified and Points have been totalled and verified following the conclusion of the Promotion Period.

Participant's data will not be shared, stored and processed for any other purpose to the ones described under these terms and conditions, and in accordance with GDPR requirements only for as long as absolutely necessary.

Personal information obtained in connection with the Promotion will be used as provided in the Sponsor's privacy policy, located at https://www.youngliving.com/en_EU/company/privacy-policy.

Cancellation and Refunds; Force Majeure

Young Living will not be held responsible if cancellation of the promotion occurs due to any of the following: extreme weather, natural disasters, epidemics, strikes, picket lines, boycott efforts, fires, floods, accidents, war (whether or not declared), revolution, riots, insurrections, acts of God, acts of the public enemy, scarcity or rationing of petrol or other fuel or vital products, inability to obtain materials or labour, or other causes that are reasonably beyond the control of Young Living. In the case of such events, Young Living may provide a cash gift of equivalent value at its sole discretion.

Licence

By accepting a Gift, the respective winner consents to the use of his/her name, address (city and state/province of residence), voice, statements relating to the Promotion and Young Living, and photographs or other likeness, without further compensation, notification or permission in any publicity or advertising carried out by Young Living or any related entities in any media without territorial or time limitation, except where prohibited by law.

Limitations of Liability

Young Living and its affiliates, subsidiaries, parent companies, advertising and promotion agencies, printers, and judges involved in this Promotion are not responsible for any inaccuracies in information that may be used in the Promotion; for any technical or human error that may occur in the processing of entries, including

data entered by Participants; any entry miscommunications such as technical failures related to computer, telephone, cable and unavailable network or server connections; related technical failures; or other failures related to hardware, software, virus or incomplete, late or misdirected entries. Any compromise to the fair and proper conduct of this Promotion related to a computer virus or similar type of technical impairment that may affect the proper fairness, security, and administration of the Promotion may result in the termination, amendment or modification of the Promotion or portion thereof at the sole discretion of Young Living. Young Living reserves the right, in its sole discretion, to void any entries of Participants who Young Living believes have attempted to tamper with or impair the administration, security, fairness, or proper play of this Promotion or who act in a non-sportsman like manner or with the intent to threaten or harass any other person.

By participating in the Promotion, Participants waive all rights to claim punitive, incidental and consequential damages, legal expenses or any damages other than actual out-of-pocket costs or losses that may arise in connection with participation in the Promotion or acceptance, possession, and use of any Gift. All causes of action arising out of or connected with this Promotion or any Gift awarded shall be resolved individually, without resort to any form of class action. Some jurisdictions may not allow certain limitations on damages or the ability to seek damages through a class action, so some of these restrictions may not apply to you.

Young Living Europe B.V. reserves the right to assign its obligations under this promotion to a different entity within the Young Living group namely Young Living CIS, LLC. By participating in the Promotion, Participants consent to the Promotion Sponsor sharing their personal data with other entities of the Young Living Group, other participants and promotional partners for the administration and advertising of the Promotion and furnishing the gifts.

Other Rules and Regulations

If aspects of the Gifts change that are beyond the control of Young Living, neither Young Living, nor any other promotional partners furnishing Gifts, will be liable or responsible for any such changes, and Young Living reserves the right to substitute a Gift of equivalent or greater value, at Young Living's sole and absolute discretion, if for any reason all or any portion of a Gift, as described herein, are or become unavailable. No transfer of a Gift to a third party is permitted. By accepting a Gift, Gift winners agree that Young Living shall not be liable for any injuries, damages, or losses of any kind resulting from or in connection with the awarding, acceptance, possession, or use of the Gift or any aspects or parts thereof.

Young Living will be the final arbiter of all rule interpretations and qualification determinations and such decisions will be final. If necessary, to clarify questions in the rules or interpretations thereof, Young Living may amend these rules by publishing a new version of the rules. Where applicable, Gifts will be reported as income on the winners' annual tax form. Young Living reserves the right to suspend or terminate this Promotion, without notice, for any reason or no reason, in its sole discretion. Employees of Young Living and its associated entities and their spouses and immediate family members are not eligible to participate in this Promotion. This Promotion is void where prohibited by law. All Participants who qualify will be subject to auditing or verification of their Point totals.

By participating in the Promotion, you (i) acknowledge compliance with these Promotion Rules, including all eligibility requirements, (ii) warrant that any information you provide in connection with this Promotion is true and accurate, and (iii) agree to be bound by the decisions of Young Living, which shall be final and binding in all matters relating to this Promotion. Participants who have not complied with these Promotion Rules are subject to disqualification.

The Participants consent to the jurisdiction and venue of the courts of the Netherlands.

In the event of any conflict with any Promotion details contained in these Official Rules and Promotion details contained in other Promotion materials (including, without limitation, any point of sale, online or print advertising), the details of the Promotion as set forth in these Official Rules shall prevail.

Young Living's failure to or decision not to enforce any provision in these Official Rules will not constitute a waiver of that or any other provision. In the event that any provision is determined to be invalid or otherwise unenforceable or illegal, these Official Rules shall otherwise remain in effect and shall be construed in accordance with their terms as if the invalid or illegal provision were not contained herein.