TNT CONNECTS
POLICIES AND PROCEDURES

Effective November 23, 2026

TNT CONNECTS, LLC

1.MISSION STATEMENT

To empower people and businesses to build meaningful relationships, strengthen connections, stay top of mind, and create lasting opportunities for growth through simple, innovative technology and consistent communication.

2.INTRODUCTION

2.1.Purpose of the Affiliate Agreement and the Policies and Procedures

The purposes of the Affiliate Agreement and the Policies and Procedures include the following: ❖ To assist Affiliates in building and protecting their businesses; ❖ To protect TNT Connects and its Affiliates from legal and regulatory risks; ❖ To establish standards of acceptable behavior; ❖ To set forth the rights, privileges, and obligations of TNT Connects and its Affiliates; and ❖ To define the relationship between TNT Connects and its Affiliates. These Policies and Procedures are designed to support lawful, ethical, and transparent direct selling and to ensure compliance with, without limitation, the Federal Trade Commission Act, FTC Endorsement Guides, state consumer protection laws, CAN-SPAM, the Telephone Consumer Protection Act ("TCPA"), state telemarketing laws, privacy and data security laws, and any other applicable law.

2.2.Policies and Procedures Incorporated into Affiliate Agreement

These Policies and Procedures, in their present form and as amended by TNT Connects, LLC, doing business as TNT Connects, (hereafter "TNT Connects" or the "Company"), are incorporated into, and form an integral part of, the TNT Connects Independent Affiliate Application and Agreement ("Affiliate Agreement"). It is the responsibility of each Affiliate to read, understand, adhere to, and ensure that he or she is aware of and operating under the most current version of these Policies and Procedures. Throughout these Policies, when the term "Agreement" is used, it collectively refers to the TNT Connects Affiliate Application and Agreement (including the Terms and Conditions), these Policies and Procedures, and the TNT Connects Business Entity Registration Form (if applicable). These documents are incorporated by reference into the TNT Connects Affiliate Agreement (all in their current form and as amended by TNT Connects). In the event that the Business Entity Registration Form is not submitted by an entity that enrolls as an Affiliate within sixty (60) days of its date of enrollment, TNT Connects is authorized to and may withhold any and all compensation to which the Affiliate is due from TNT Connects until a properly completed Business Entity Registration Form is submitted to it. If there is any conflict between these Policies and Procedures and the Affiliate Application and Agreement Terms and Conditions, the conflict will be resolved under Section 2.7 (Order of Precedence).

2.3.Changes to the Agreement

TNT Connects reserves the right to amend the Agreement, the Compensation Plan, its business model, and its prices in its sole and absolute discretion. By executing the Affiliate Agreement, an Affiliate agrees to abide by all amendments or modifications that TNT Connects elects to make. Amendments shall be effective thirty (30) days after publication of notice that any of the foregoing items has been modified. Amendments shall not apply

retroactively to conduct that occurred prior to the effective date of the amendment. TNT Connects may make changes

immediately (including without a 30-day notice period) where required by law, regulation, payment network rules, risk mitigation, fraud prevention, consumer protection, or to address an urgent compliance or security issue; in those cases TNT Connects will provide notice as soon as reasonably practicable. Notification of amendments shall be published by posting in Affiliates' back offices and by electronic mail (e-mail). The continuation of an Affiliate's TNT Connects business, the acceptance of any benefits under the Agreement, or an Affiliate's acceptance of bonuses or commissions constitutes acceptance of all amendments. If an Affiliate does not accept an amendment, the Affiliate's sole remedy is to terminate the Affiliate Agreement under Section 11.4. TNT Connects reserves the right to terminate all Affiliate Agreements upon 30 days notice if the Company elects to: (1) cease business operations; (2) dissolve as a business entity; or (3) terminate distribution of its products and/or services via direct selling.

2.4.Policies and Provisions Severable

If any provision of the Agreement, in its current form or as may be amended, is found to be invalid, or unenforceable for any reason, only the invalid portion(s) of the provision shall be severed and the remaining terms and provisions shall remain in full force and effect. The severed provision, or portion thereof, shall be reformed to reflect the purpose of the provision as closely as possible. The severed provision, or portion thereof, shall be reformed to reflect the purpose of the provision as closely as possible, and enforced to the maximum extent permitted by applicable law.

2.5.Waiver

The Company never gives up its right to insist on compliance with the Agreement and with the applicable laws governing the conduct of a business. No failure of TNT Connects to exercise any right or power under the Agreement or to insist upon strict compliance by an Affiliate with any obligation or provision of the Agreement, and no custom or practice of the parties at variance with the terms of the Agreement, shall constitute a waiver of TNT Connects' right to demand exact compliance with the Agreement. Any waiver by TNT Connects of any term of the Agreement or any breach of the Agreement must be in writing and signed by an authorized officer of TNT Connects. Any delay or partial exercise of a right will not prevent later exercise of that or any other right. Waiver by TNT Connects of any breach of the Agreement by an Affiliate shall not operate or be construed as a waiver of any subsequent breach. The existence of any claim or cause of action of an Affiliate against TNT Connects shall not constitute a defense to TNT Connects' enforcement of any term or provision of the Agreement.

2.6.Company Use of Information

By submitting an Affiliate Application and Agreement that is accepted by TNT Connects, the Affiliate consents to allow TNT Connects, its affiliates, and any related company to: (a) process and utilize the information submitted in the Affiliate Application and Agreement (as amended from time to time) for business purposes related to the TNT Connects business; and (b) disclose, now or in the future, such Affiliate information to companies which TNT Connects may, from time to time, deal with to deliver information to an Affiliate to improve its marketing, operational, and promotional efforts. An Affiliate has the right to access his or her personal information via his or her respective back office,

and to submit updates thereto. TNT Connects may also use Affiliate information to (i) administer and enforce the Agreement, (ii) prevent fraud and protect security and platform integrity, (iii) comply with legal obligations (including tax reporting), and (iv) communicate operational, compliance, and product information.

2.7.Interpretation, Headings and Order of Precedence

In these Policies and Procedures, "includes" means "includes without limitation". References to "days" mean calendar days unless specified as business days. Headings are for convenience only and do not affect

interpretation. If there is a conflict among the Agreement documents, the order of precedence will be: (a) these Policies and Procedures; (b) the Affiliate Application and Agreement Terms and Conditions; (c) the Compensation Plan; (d) any other TNT Connects materials. If TNT Connects expressly states in a written notice that a specific policy overrides the order of precedence, that written notice controls for that specific issue.

2.8.Electronic Communications, Electronic Signatures and Consent

TNT Connects may provide all notices, disclosures, statements, policies, compensation reports, tax documents (including Forms 1099), and other communications electronically (including by email, posting in back office, SMS, or through other electronic means). By enrolling or continuing as an Affiliate, you consent to electronic contracting and electronic delivery, except where prohibited by law. You are responsible for maintaining a current email address, phone number, and mailing address in your back office. Where TNT Connects sends informational texts, you consent to receive such texts at the number on file. Consent to receive informational texts is not a condition of purchase. Message and data rates may apply. You may opt out as instructed in the message.

2.9.Audit, Monitoring and Cooperation

TNT Connects may audit your records, marketing practices, and customer interactions to verify compliance. You will provide requested records within five (5) business days of request (or sooner if legally required). TNT Connects may monitor publicly available content and may request access to Affiliate-controlled groups/pages used to promote TNT Connects, to the extent permitted by platform rules and law, for compliance review. You will cooperate in compliance investigations, including providing screenshots, URLs, scripts, vendor contracts, lead source details, and consent records.

2.10.Reservation of Rights; No Waiver of Remedies

TNT Connects reserves all rights not expressly granted to Affiliates. TNT Connects' remedies are cumulative and in addition to any other rights and remedies available at law or equity.

2.11.Limitation of Liability and Release

To the fullest extent permitted by law, TNT Connects and its affiliates will not be liable for any indirect, incidental, consequential, special, exemplary, or punitive damages, or for lost profits, lost revenues, lost goodwill, loss of data, business interruption, or procurement of substitute services arising out of or relating to the Agreement, even if advised of the possibility. TNT Connects' aggregate

liability for any claim will not exceed the total commissions paid to you by TNT Connects in the six (6) months preceding the event giving rise to the claim. To the fullest extent permitted by law, you release TNT Connects from claims arising from (i) your independent business decisions, advertising, and communications, (ii) disputes between you and any customer/lead/other Affiliate, and (iii) actions by third-party platforms, payment processors, carriers, or vendors.

2.12.Indemnification

You will defend, indemnify, and hold harmless TNT Connects, its affiliates, and each of their respective officers, directors, employees, contractors, agents, successors, and assigns from and against any claims, demands, actions, investigations, penalties, fines, liabilities, damages, judgments, settlements, costs, and expenses (including reasonable attorneys' fees) arising out of or relating to: (a) your breach of the Agreement; (b) your advertising, marketing, and communications (including product claims, earnings claims, testimonials, and endorsements); (c) your violation of law (including CAN-SPAM, TCPA, privacy/data security); (d) your relationships with customers/leads (including refunds, chargebacks, and disputes); (e) your use of third-party vendors, lead sources, agencies, influencers, or tools; (f) your negligence, willful misconduct, or fraud; or (g) any claim that you are an employee/agent of TNT Connects or had authority to bind TNT Connects.

2.13.Force Majeure

TNT Connects will not be liable for delay or failure to perform caused by events beyond its reasonable control, including acts of God, natural disasters, epidemics/pandemics, labor disputes, governmental actions, supply chain disruptions, carrier outages, platform outages, cyber incidents, or power/telecommunications failures.

2.14.Assignment

You may not assign, delegate, or transfer your rights or obligations under the Agreement except as expressly permitted by Section 4.26 and approved in writing by TNT Connects. TNT Connects may assign the Agreement to an affiliate or in connection with a merger, reorganization, or sale of assets.

2.15.Survival

Sections relating to confidentiality, IP/Marks, non-solicitation/restrictive covenants, dispute resolution, limitations of liability, indemnification, records/audit, tax obligations, and any provisions that by their nature should survive will survive termination.

3. BECOMING AN AFFILIATE

3.1. Requirements to Become an Affiliate

To become an TNT Connects Affiliate, each applicant must: ❖ Be at least 18 years of age; ❖ Reside in the United States or U.S. Territories or country that TNT Connects has officially announced is open for business; ❖ Provide TNT Connects with his/her valid Social Security or Federal Tax ID number before his or her first commission payment; ❖ Pay the $79 Business Center fee (optional for residents of North Dakota); and ❖ Submit a properly completed Affiliate Application and Agreement to TNT Connects online. You represent and warrant that all information you provide to TNT Connects is true, correct, complete, and not misleading, and you will promptly update it if it changes. TNT Connects reserves the right to accept or reject any Affiliate Application and Agreement, or annual renewal, for any reason or for no reason. A person who is recognized as a minor in his or her jurisdiction of residence may not be an Affiliate. An Affiliate shall not enroll or recruit minors or anyone unable to legally form a contract to become an Affiliate.

3.2. Business Center Fee; No Required Purchases

Apart from the $79 Business Center fee, no purchase is required to become an Affiliate, including any subscription.

3.3.Affiliate Benefits

Once an Affiliate Application and Agreement has been accepted by TNT Connects, the benefits of the Compensation Plan and the Affiliate Agreement are available to the new Affiliate. These benefits include the right to: ❖ Sell TNT Connects products and services; ❖ Participate in the TNT Connects Compensation Plan (receive bonuses and commissions, if eligible); ❖ Enroll other individuals as Customers or Affiliates into the TNT Connects business and thereby, build a marketing organization and progress through the TNT Connects Compensation Plan; ❖ Receive periodic TNT Connects literature and other TNT Connects communications; ❖ Participate in TNT Connects-sponsored support, service, training, motivational and recognition functions, upon payment of appropriate charges, if applicable; and ❖ Participate in promotional and incentive contests and programs sponsored by TNT

Connects for its Affiliates.

3.4.Term and Renewal of Your TNT Connects Business

The term of the Affiliate Agreement is one year from the date the Affiliate joins Connect 5 Rewards, and renews each year on that anniversary upon payment of the $79 Business Center fee, which is not prorated. Affiliates may elect automatic renewal. If the renewal fee is not paid when due, the Affiliate is paid for the month in which it was due. Beginning the following month the Affiliate earns no commissions until renewal, and commissions that would have been earned are not paid later. Renewal within 90 days of the due date restores the Affiliate's position, team and customers, with commissions resuming the month of renewal. If the fee is not paid within 90 days, the Affiliate loses Affiliate status as provided in Section 11.5. TNT Connects shall have the right in its sole and absolute discretion not to accept the Agreement or any renewal of it. Renewal does not cure prior noncompliance, and TNT Connects may impose conditions on renewal (including training/certification completion or remediation) as permitted by law.

3.5.Background Screening and Ongoing Eligibility

TNT Connects may require, at enrollment or at any time thereafter, a background check to the extent permitted by law, including identity verification, sanctions screening, and criminal history screening. Any background check will be conducted only after the Affiliate receives a separate disclosure and signs a separate authorization. Any adverse decisions will follow the notice procedures described in the disclosure and authorization. TNT Connects may deny, suspend, or terminate an Affiliate based on results that TNT Connects reasonably determines create legal, reputational, safety, or compliance risk. You authorize TNT Connects and its vendors to conduct such checks and to use the results for eligibility decisions.

3.6.Training and Certification

TNT Connects may require training on compliance, product claims, earnings claims, privacy, and marketing practices. You will complete required training within the times established by TNT Connects, and maintain current certification as a condition of eligibility for commissions, bonuses, or certain ranks. Failure to complete training may result in suspension, withholding of commissions, or other discipline under Section 9.

4.OPERATING A TNT CONNECTS BUSINESS

4.1.Adherence to the TNT Connects Compensation Plan

Affiliates must adhere to the terms of the TNT Connects Compensation Plan as set forth in official TNT Connects literature. Affiliates shall not offer the TNT Connects opportunity through, or in combination with, any other system, program, sales tools, or method of marketing other than that specifically set forth in official TNT Connects literature. Affiliates shall not require or encourage other current or prospective Customers or Affiliates to execute any agreement or contract other than official TNT Connects agreements and contracts in order to become an TNT Connects Affiliate. Similarly, Affiliates shall not require or encourage other current or prospective Customers or Affiliates to make any purchase from, or payment to, any individual or other entity to participate in the TNT Connects Compensation Plan other than those purchases or payments identified as recommended or required in official TNT Connects documents or literature.

4.2.Advertising

4.2.1.General

All Affiliates shall safeguard and promote the good reputation of TNT Connects and its products. The marketing and promotion of TNT Connects, the TNT Connects opportunity, the Compensation Plan, and TNT Connects products must avoid all discourteous, deceptive, misleading, unethical or immoral, or illegal conduct or practices. To promote both the products and services, and the tremendous opportunity TNT Connects offers, Affiliates

should use the sales aids, business tools, and support materials produced by TNT Connects. The Company has carefully designed its products, product labels, Compensation Plan, and promotional materials to ensure that they are promoted in a fair and truthful manner, that they are substantiated, and the materials comply with the legal requirements of federal and state laws. Accordingly, Affiliates may only advertise or promote their TNT Connects business using approved tools, templates or images acquired through TNT Connects. No approval is necessary to use these approved tools. If you wish to design your own online or offline marketing materials of any kind, your designs must be submitted to the TNT Connects Compliance Department (compliance@TNTConnects.com) for consideration and inclusion in the template/image library. Unless you receive specific written approval from TNT Connects to use such tools, the request shall be deemed denied. Go to the Template Library tab in your back office for guidelines and to access the library. Affiliates are prohibited from translating any TNT Connects materials from English into other languages. All advertising and marketing must be truthful, not misleading, and substantiated at the time it is made. Affiliates will not omit material information needed to make a statement not misleading. Affiliates will clearly and conspicuously disclose material terms and conditions of offers and any limitations. Affiliates will comply with the FTC Endorsement Guides and all platform rules. Affiliates will not make deceptive "before-and-after" claims or imply typical results if results are not typical.

Affiliates may not sell sales aids to other TNT Connects Affiliates. Therefore, Affiliates who receive authorization from TNT Connects to produce their own sales aids may not sell such material to any other TNT Connects Affiliate. Affiliates may make approved material available to other Affiliates free of charge if they wish, but may not charge other TNT Connects Affiliates for the material. TNT Connects further reserves the right to rescind approval for any sales tools, promotional materials, advertisements, or other literature, and Affiliates waive all claims for damages or remuneration arising from or relating to such rescission.

4.2.2.Trademarks and Copyrights

The name of TNT Connects and other names as may be adopted by TNT Connects are proprietary trade names, trademarks and service marks of TNT Connects (collectively "Marks"). As such, these Marks are of great value to TNT Connects and are supplied to Affiliates for their use only in an expressly authorized manner. TNT Connects will only allow the limited non-exclusive use of its Marks, designs, or symbols, or any derivatives thereof, solely by an Affiliate in the furtherance or operation of his or her TNT Connects business, consistent with these Policies and Procedures. TNT Connects will not allow the use of its Marks, designs, or symbols, or any derivatives thereof, by any person, including TNT Connects Affiliates, in any manner without its prior, written permission. TNT Connects may revoke any permission to use Marks at any time. Upon request or termination, you will immediately stop using Marks and remove Mark-containing content and metadata where reasonably possible. The content of all Company sponsored events is copyrighted material. Affiliates may not produce for sale or distribution any recorded Company events and speeches without written permission from TNT Connects, nor may Affiliates reproduce for sale or for personal use any recording of Company-produced audio or video tape presentations. As an independent Affiliate, you may use the TNT Connects name in the following manner: Affiliate's Name Independent TNT Connects Affiliate Example: Alice Smith Independent TNT Connects Affiliate or Alice Smith TNT Connects Independent Affiliate

Affiliates may not use the name TNT Connects in any form in your team name, a tagline, an external website name, your personal website address or extension, in an e-mail address, as a personal name, or as a nickname. Additionally, only use the phrase Independent TNT Connects Affiliate in your phone greeting or on your answering machine to clearly separate your independent TNT Connects business from TNT Connects, LLC. For example, you may not secure the domain name www.buyTNTConnects.com, nor may you create an email address such as TNTConnectssales@hotmail.com.

4.2.3.Media and Media Inquiries

Affiliates must not attempt to respond to media inquiries regarding TNT Connects, its products or services, or their independent TNT Connects business. All inquiries by any type of media must be immediately referred to

TNT Connects' Compliance Department (compliance@TNTConnects.com). This policy is designed to assure that accurate and consistent information is provided to the public as well as a proper public image.

4.2.4. Unsolicited Email and Text Messages

TNT Connects does not permit Affiliates to send unsolicited commercial emails or text messages unless such emails and text messages strictly comply with applicable state and federal laws and regulations including, without limitation, the federal CAN SPAM Act. You must also comply with TCPA, state "mini-TCPA" laws, carrier rules, and any applicable privacy laws. If there is a conflict, you must follow the stricter requirement. The CAN-SPAM Act regulates the transmission of all commercial e-mail messages, not just unsolicited messages. A commercial e-mail or text message is defined as any e-mail or text message that has a "primary purpose of . . . commercial advertisement or promotion of a commercial product or service." This includes commercial e-mails or text messages sent to business accounts, as well as those sent to individual consumers.

4.2.4.1. Requirements for All Commercial Email Messages

The Mailing List ❖ The mailing list may include only persons who have affirmatively agreed (opted in) to receive commercial e-mail from you. ❖ The mailing list must not include any recipient who has previously asked not to receive commercial e-mail from the business (opted out). ❖ You must "scrub" (compare) the mailing list against available "do not e-mail" list at the last possible, commercially reasonable moment before the e-mail is sent and remove any email addresses that are on the "do not e-mail" list. ❖ You may not buy, rent, scrape, harvest, or otherwise acquire email lists from third parties for TNT Connects-related marketing. The E-mail Message

❖ The message must include complete and accurate transmission and header information. ❖ The "From" line must identify your business as the sender. This does not have to include your business's formal name, if any. For example, it may contain your business's name, trade name, or product or service name. The key requirement is that the "From" line provide the recipient with enough information to understand who is sending the message. ❖ You will not spoof domains, headers, caller ID, or sender identity. ❖ The "Subject" line must accurately describe the message's content. ❖ The message must clearly include the business's valid, current physical postal address. This address can be a: o street address; o post office box that the business has accurately registered with the US Postal Service; or o private mailbox that the business has accurately registered with a commercial mail receiving agency established pursuant to US Postal Service regulations. ❖ The message must disclose that it is an advertisement or solicitation unless the e-mail message is sent only to recipients who have affirmatively agreed (opted in) to receive these messages from the business. ❖ There must be a functioning return email address to the sender. ❖ The use of deceptive subject lines and/or false header information is prohibited. The Opt-out Mechanism ❖ The message must clearly explain that the recipient may opt out of receiving future commercial messages from the business. ❖ The message must include either an e-mail address or other online mechanism that the recipient may use for this opt out. The mechanism must not require the recipient to: o do anything more than reply to the e-mail or visit a single web page to opt out; o make any payment or submit any personal information, including account information (other than e-mail address), to opt out; and o the opt-out mechanism must work for at least 30 days after the e-mail is sent. ❖ You must ensure that the explanation of how a recipient can opt out is easy to read and understand. ❖ You may include a menu of opt-out options that permit the recipient to select the types of commercial messages the recipient would like to continue receiving. However, one option must permit opting out of all commercial messages from you. ❖ You must honor all opt-out requests within ten business days. ❖ Opt-out requests do not expire. An opt-out is overridden only by the recipient's subsequent express (opt in) request to receive commercial e-mail. ❖ All opt-out requests, whether received by email or regular mail, must be honored. If you receive an opt-out request from a recipient of an email, you must forward the opt-out

request to the Company. ❖ You may not sell, share or use a business's opt-out list for any reason other than to comply with the law. Monitoring Opt-out Capabilities – If you use a third-party service provider you must implement procedures to ensure that your opt-out capabilities actually work. An example of a basic procedure to

test the opt-out procedure is as follows: ❖ Establish e-mail accounts with several major private e-mail account providers (for example, Gmail, Yahoo, Hotmail, AOL, and so on) and add these e-mail addresses to the business's mailing list. For each e-mail address created for monitoring purposes, use the business's opt-out mechanism to remove the e-mail address from the mailing list. ❖ Repeat this procedure on a regular basis (for example, at least every two weeks). ❖ Examine the e-mail received by the monitoring e-mail account to confirm that the: the opt-out mechanism works; the opt-out request is honored within 10 business days; and the monitoring e-mail account no longer receives commercial messages from the business. ❖ If the monitoring and testing process reveals problems, the business should immediately fix the issues. ❖ You will maintain documented proof of opt-in consent (date/time, method, language presented, source URL/form, and the recipient identifier) for each recipient. Third-party Marketing Affiliates or Service Providers - When using third-party service providers, including affiliate marketers you should ensure that the written contract with the service provider clearly sets out each party's responsibilities for compliance with the CAN-SPAM Act and includes appropriate and adequate remedies for noncompliance. 1. Additional Requirements for Text Messages (SMS/MMS) These rules apply to any text message that promotes TNT Connects products, services or the business opportunity ("marketing text"). They apply whether the text is sent manually from a personal phone, through an app or through a TNT Connects tool. Affiliates are responsible for complying with the Telephone Consumer Protection Act (TCPA), Federal Communications Commission (FCC) rules, state telemarketing and texting laws, and wireless carrier requirements. Consent ❖Written consent first. You must obtain the recipient's prior express written consent before sending any marketing text. Electronic consent, such as a web form or checkbox, is acceptable. ❖Required disclosures at sign-up. The consent request must clearly state: o who will send the texts (your name, identified as an Independent TNT Connects Affiliate);

o that the recipient agrees to receive marketing texts at the number provided; o that consent is not a condition of any purchase; o the expected message frequency, and that message and data rates may apply; and o how to opt out (reply STOP) and get help (reply HELP). ❖Never text to ask for consent. A text asking for permission is itself a marketing text. Consent must come through a web form, a signed form, or the recipient first texting you a keyword. ❖Your consent only. Consent is personal to you. You may not buy, sell, rent, share or use purchased or third-party lists of phone numbers. ❖Keep records. Retain proof of each consent (date, time, source and the exact language used) for at least five years, and provide it to TNT Connects on request. The text message ❖Identify yourself by name and as an Independent TNT Connects Affiliate. ❖Include opt-out instructions in every message, such as "Reply STOP to opt out." ❖Send texts from a number that can receive replies, and monitor and respond to those replies. ❖Use only TNT Connects-approved content and links. No income claims or product claims are permitted except as allowed in Section 4.6. Opt-outs ❖Any reasonable request counts. Honor any request to stop, including replies such as STOP, QUIT, END, REVOKE, OPT OUT, CANCEL or UNSUBSCRIBE, or plain words like "don't text me." ❖Stop promptly. Stop sending marketing texts immediately, and in no case later than 10 business days after the request. ❖One confirmation only. You may send one confirmation text within five minutes of the request. It may not contain any marketing content. ❖The opt-out is complete. An opt-out applies to all marketing texts from you, not just the campaign or topic being texted about. ❖Report it. Report every opt-out to TNT Connects so the number can be added to its internal do-not-contact list. Timing and frequency ❖Allowed hours. Do not send marketing texts before 8:00 a.m. or after 8:00 p.m. in the recipient's local time zone. Some states impose additional limits, which you must also follow. ❖Daily limit. Do not send more than three marketing texts to the same person in any 24-hour period. ❖Stated frequency. Keep message frequency consistent with what you disclosed when obtaining consent.

Tools and technology ❖Approval required for automated tools. You may not use autodialers, mass-texting platforms, ringless voicemail, or prerecorded or artificial voice messages without TNT Connects' written approval. ❖TNT Connects tools. Messaging tools provided by TNT Connects may be used only with recipients who have given the consent required above. ❖Registered numbers only. Any approved texting platform must use carrier-registered numbers. Never spoof or disguise the sending number. ❖No group-text marketing. Do not send marketing in group texts that include anyone who has not consented. Responsibility ❖Violations may result in

disciplinary action under Section 9.1, up to termination. Affiliates are responsible for any fines, penalties or damages resulting from their own noncompliance. 1. Commercial Email Messages Sent on Behalf of Affiliates TNT Connects may periodically send commercial emails on behalf of Affiliates. By entering into the Affiliate Agreement, Affiliate agrees that the Company may send such emails and that the Affiliate's physical and email addresses will be included in such emails as outlined above. Affiliates shall honor opt-out requests generated as a result of such emails sent by the Company.

5.Telephone or Online Directory Listings Affiliates may list themselves as an "Independent TNT Connects Affiliate" in a telephone directory or online directories, under their own name. No Affiliate may place telephone or online directory display ads using TNT Connects' name or logo. Affiliates may not answer the telephone by saying "TNT Connects", "TNT Connects, LLC", or in any other manner that would lead the caller to believe that he or she has reached corporate offices of TNT Connects. If an Affiliate wishes to post his/her name in a telephone or online directory, it must be listed in the following format:

Affiliate's Name Independent TNT Connects Affiliate 6.Television and Radio Advertising Affiliates may not advertise on television and radio except with TNT Connects' express written approval.

7.Advertised Prices Affiliates may not create their own marketing or advertising material offering any TNT Connects products at a price less than the current price on TNTConnects.com. Similarly, Affiliates may not sell any TNT Connects products at a price less than the current price on TNTConnects.com. 8.Recordings Affiliates are prohibited from producing, either for personal use, distribution or for sale, any reproduction, rebroadcast, or recording of any Company literature, audio or visual material, presentations, events or speeches (including conference calls). Video and/or audio taping of any Company meeting, conference, event, call, or any other Company material is strictly prohibited. Still photography is allowable at the discretion of the meeting host. 2. Online Conduct

2.1.Affiliate Web Sites

Affiliates are provided with a replicated website by TNT Connects, from which they can enroll new Customers and Affiliates and manage their TNT Connects business. Affiliates may use only replicated websites provided by TNT Connects to promote their TNT Connects business, and may not create their own websites to directly or indirectly promote TNT Connects' products, services, or the TNT Connects opportunity.

2.2.TNT Connects Replicated Websites

Affiliates receive an TNT Connects Replicated Website subscription to facilitate online buying experience for their Customers and enrollments for prospective Customers and Affiliates. The Replicated Website is included in the $79 Business Center fee; there is no separate charge for it. Affiliates are solely responsible and liable for the content they add to their Replicated Website and must regularly review the content to ensure it is accurate and relevant. Affiliates may not alter the branding, artwork, look, or feel of their Replicated Website, and may not use their Replicated Website to promote, market or sell non-TNT Connects products, services or income opportunities. Specifically, you may not alter the look (placement, sizing etc.) or functionality of the following: ❖ The TNT Connects Independent Affiliate Logo ❖ Your Name ❖ TNT Connects Corporate Website Redirect Button ❖ Artwork, logos, or graphics ❖ Original text. Because Replicated Websites reside on the TNTConnects.com domain, TNT Connects reserves the right to receive analytics and information regarding the usage of your website.

By default, your TNT Connects Replicated Website URL is www.TNTConnects.com/ <AffiliateID>. You must change this default ID and choose a uniquely identifiable website name that cannot: ❖ Be confused with other portions of the TNT Connects corporate website; ❖ Confuse a reasonable person into thinking they have landed on an TNT Connects corporate page; ❖ Be confused with any TNT Connects name; ❖ Contain any discourteous, misleading, or off-color words or phrases that may damage TNT Connects' image.

2.3.Domain Names, email Addresses and Online Aliases

You are not allowed to use or register TNT Connects or any of TNT Connects' trademarks, product names, or any derivatives, for any Internet domain name, email address, social media website, blog website, online handles or online aliases. Additionally, you cannot use or register domain names, email addresses, social media websites, blog websites, online handles and/or online aliases that could cause confusion, or be misleading or deceptive, in that they cause individuals to believe or assume the communication is from, or is the property of TNT Connects. Examples of the improper use of TNT Connects include, but are not limited to any form of TNT Connects showing up as the sender of an email or examples such as:

www.MyTNTConnectsBiz.com www.TNTConnectsDreamTeam.com

www.ISellTNTConnects.com www.TNTConnectsbyJaneDoe.com

www.TNTConnectsMoney.net www.JanesTNTConnectsOpportunity.net

2.4.TNT Connects Hotlinks

When directing readers to your replicated site it must be evident from a combination of the link, and the surrounding context, to a reasonable reader, that the link will be resolving to the site of an independent TNT Connects Affiliate. Attempts to mislead web traffic into believing they are going to an TNT Connects corporate site, when in fact they land at an Affiliate's replicated site will not be allowed. The determination as to what is misleading or what constitutes a reasonable reader will be at TNT Connects' sole discretion.

2.5.Monetizing Websites

Affiliates may not monetize their Replicated Website through affiliate programs, pay-per-click or cost-per-impression advertising, selling ad space, accepting donations, accepting sponsored posts or articles, adSense, or similar programs.

2.6.Online Classifieds

You may not use online classifieds (including Craigslist) to list, sell or retail specific TNT Connects products or product bundles. You may use online classifieds (including Craigslist, Indeed, Ziprecruiter, Careerbuilder or other similar websites) for prospecting, recruiting, enrolling and informing the public about the TNT Connects income opportunity, provided TNT Connects-approved templates/images are used. These templates will identify you as an Independent TNT Connects Affiliate. If a link or URL is provided, it must link to your Replicated Website. An Affiliate may never present the TNT Connects opportunity as a job or as employment (see Section 4.17).

2.7.Resale or Sharing of Accounts

Affiliates may not resell, share or sublicense TNT Connects accounts.

2.8.Banner Advertising

You may place banner advertisements on a website provided you use TNT Connects-approved templates and images. All banner advertisements must link to your Replicated Website. Affiliates may not use blind ads (ads that do not disclose the identity of the Company) or web pages that make product or income claims that are ultimately associated with TNT Connects products or the TNT Connects opportunity. Banner advertisements may not be placed on any website that contains any violent, hateful, pornographic, or illegal content or any other content which may damage TNT Connects' reputation. Whether content is or may be damaging to TNT Connects' reputation shall be in the sole discretion of TNT Connects.

2.9.Spam Linking

Spam linking is defined as multiple consecutive submissions of the same or similar content into blogs, wikis, guest books, websites or other publicly accessible online discussion boards or forums and is not allowed. This includes

blog spamming, blog comment spamming and/or spamdexing. Any comments you make on blogs, forums, guest books, etc., must be unique, informative and relevant.

2.10.Digital Media Submission (YouTube, iTunes, PhotoBucket etc.)

Affiliates may upload, submit or publish TNT Connects-related video, audio or photo content that they develop and create so long as it aligns with TNT Connects' values, contributes to the TNT Connects community greater good, and is in compliance with TNT Connects' Policies and Procedures. All submissions must clearly identify you as an Independent TNT Connects Affiliate in the content itself and in the content description tag, must comply with all copyright/legal requirements, and must state that you are solely responsible for this content. Affiliates may not upload, submit or publish any content (video, audio, presentations or any computer files) received from TNT Connects or captured at official TNT Connects events or in buildings owned, leased, or operated by TNT Connects without prior written permission from TNT Connects.

2.11. Sponsored Links / Pay-Per-Click (PPC) Ads

Except as prohibited elsewhere within the Policies and Procedures, sponsored links or pay- per-click ads (PPC) are acceptable. The destination URL must be to the Affiliate's Replicated Website. The display URL must also be to the Affiliate's Replicated Website, and must not portray any

URL that could lead the user to believe they are being directed to an TNT Connects Corporate site, or be inappropriate or misleading in any way.

2.12.Domain Names and Email Addresses

Except as set forth in the Affiliate Website Application and Agreement, Affiliates may not use or attempt to register any of TNT Connects' trade names, trademarks, service names, service marks, product names, the Company's name, or any derivative of the foregoing, for any Internet domain name, email address, or social media name or address.

2.13. Social Media

You are solely responsible for your content. You must clearly identify yourself as an "Independent TNT Connects Affiliate" in your bio/profile when discussing TNT Connects. Any time you promote or market TNT Connects products/services or the opportunity and there is a "material connection" (including the fact that you are an Affiliate, you may earn commissions, you received free/ discounted product, or you have any incentive), you must clearly and conspicuously disclose that connection (e.g., "I'm an Independent TNT Connects Affiliate and may earn commissions") in the same post/story/video and not buried in hashtags or a profile link. You may not represent that you are speaking on behalf of TNT Connects corporate, and you may not create confusion that your page is an official TNT Connects page. In addition to meeting all other requirements specified in these Policies and Procedures, should you utilize any form of social media, including but not limited to Facebook, Instagram, Snapchat, Twitter, LinkedIn, YouTube, Tik Tok, Snapchat or Pinterest, you agree to each of the following:

❖ No product sales or enrollments may occur on any social media site. To generate sales, a social media site must link only to your TNT Connects Replicated Website. ❖ It is your responsibility to follow the social media site's Terms of Use. If the social media site does not allow its site to be used for commercial activity, you must abide by the site's Terms of Use. ❖ Any social media site that is directly or indirectly operated or controlled by an Affiliate that is used to discuss or promote TNT Connects' products or the TNT Connects opportunity may not link to any website, social media site, or site of any other nature, other than the Affiliate's TNT Connects replicated website. ❖ During the term of this Agreement and for a period of 12 calendar months thereafter, an Affiliate may not use any social media site on which they discuss or promote, or have discussed or promoted, the TNT Connects business or TNT Connects' products to directly or indirectly solicit TNT Connects Affiliates for another direct selling, multilevel marketing or network marketing program (collectively, "Direct Selling"). In furtherance of this provision, an Affiliate shall not take any action that may reasonably be foreseen to result in drawing an inquiry

from other Affiliates relating to the Affiliate's other direct selling business activities. Violation of this provision shall constitute a violation of the non-solicitation provision in Section 4.8 (Conflicts of Interest) below. ❖ Affiliates who engage in another Direct Selling Business (as defined in Section 4.8.2)

must not, directly, indirectly or through a third party use any social media account (e.g., Facebook, Twitter, LinkedIn, YouTube, Pinterest, Instagram, etc.) that the Affiliate currently uses or has used in the past to promote or discuss TNT Connects, its products, programs, services or the business opportunity ("TNT Connects Social Media"), to promote another Direct Selling Business. ❖ If an Affiliate is involved in another Direct Selling Business, the Affiliate must create a separate social media account to promote the other Direct Selling Business. Affiliates are also prohibited from "cross-posting" from their other Direct Selling Business social media account on to the Affiliate's TNT Connects Social Media and vice versa. ❖ An Affiliate may post or "pin" photographs of TNT Connects products on a social media site, but only photos that are provided by TNT Connects and downloaded from the Affiliate's Back-Office may be used. If your Affiliate Agreement is terminated for any reason, you must remove references to TNT Connects (including but not limited to, its name, products and income opportunity) from any social media account(s) or profile(s) used by you within ten (10) days of the date of the termination of your Affiliate Agreement.

2.14.Prohibited Postings

An Affiliate may not make any postings, or link to any postings or other material that are: a. Sexually explicit, obscene, or pornographic; b. Offensive, profane, hateful, threatening, harmful, defamatory, libelous, harassing, or discriminatory (whether based on race, ethnicity, creed, religion, gender, sexual orientation, physical disability, or otherwise); c. Graphically violent, including any violent video game images; d. Solicitous of any unlawful behavior; e. Engaged in personal attacks on any individual, group, or entity; or f. In violation of any intellectual property rights of the Company or any third party.

2.15.Responding to Negative Posts

An Affiliate is prohibited from conversing with others who place a negative post against them, other Affiliates or the Company. The Affiliate must report negative posts to TNT Connects' Compliance Department at compliance@TNTConnects.com.

2.16.Reviews, Ratings, Testimonials and Endorsements

Reviews and testimonials must be truthful, based on actual experiences, and not misleading. If results are not typical, you must clearly disclose typical results. You may not offer incentives (money, discounts, free products, entries, gifts) for reviews unless (a) permitted by platform rules and law, and (b) the incentive is clearly and conspicuously disclosed in the review content. You may not screen customers to solicit reviews only from those likely to provide positive reviews. You may not post, procure, or encourage fake, misleading, or undisclosed reviews, including having family members

post reviews without disclosure of relationship and/or your material connection. You may not solicit or amplify reviews that contain prohibited disease or drug-like claims. You must request removal or refrain from reposting if a customer posts such claims.

2.17.Paid Traffic, Lead Generation, List Buying and "Biz Opp" Leads

You may use paid traffic and lead generation only if (a) it is truthful and non-deceptive, (b) it complies with these Policies, and (c) it does not use TNT Connects Marks in prohibited ways. You may not use deceptive "fake news", "survey", "government program", "health insurance", "job posting", or "grant" style funnels to generate leads for TNT Connects. Upon request, you will disclose to TNT Connects the source of leads, ad copy, landing pages, and vendor agreements. You may not buy, rent, scrape, harvest, or share lists of phone numbers/emails for TNT Connects-related marketing. Any lead form must clearly disclose that the person is agreeing to be contacted by

you (an independent Affiliate) and must capture appropriate consent for the channels used (email/SMS/ calls), including required TCPA disclosures for SMS and calls.

2.18.Use of AI (Artificial Intelligence), Automation Bots and Scraping Tools

You may not use AI to impersonate individuals, fabricate endorsements, fabricate earnings, or create misleading personas. You may not use bots, scraping tools, auto-DM tools, auto-comment tools, or other automation that violates platform rules, TCPA/CAN-SPAM, or these Policies, or that creates spam-like behavior. You are responsible for human review and approval of any AI-generated content before use to ensure accuracy, substantiation, and compliance. Consistent with Section

4.6.2, you may not claim that AI will "build your downline" or generate passive income.

2.19.Data Privacy and Security

"Personal Data" includes any information relating to an identified or identifiable person, including names, emails, phone numbers, addresses, health-related information, and identifiers. You will only collect Personal Data that is necessary for legitimate TNT Connects business purposes and only with appropriate notice and consent. You will not collect or store sensitive Personal Data (including health information, SSNs, payment card data) unless expressly authorized in writing by TNT Connects and legally compliant. You will implement reasonable administrative, technical, and physical safeguards (password protection, MFA where available, encrypted storage where feasible, access limitation). You will notify TNT Connects at security@TNTConnects.com within forty-eight (48) hours of any suspected or actual security incident involving Personal Data related to your TNT Connects business. Upon termination or upon request, you will delete or return Personal Data except as required to retain by law, and you will certify deletion if requested. 4.Business Entities A corporation, limited liability company, partnership or trust (collectively referred to in this section as a "Business Entity") may apply to be an TNT Connects Affiliate by submitting an Affiliate Application and Agreement along with a properly completed Business Entity Registration Form and a properly completed IRS Form W-9. In addition to the Affiliate Application and Agreement, TNT Connects may request that it be accompanied by copies of any or all of the following:

A) any formation or other governing documentation for the Business Entity; B) a complete list of any and all shareholders, directors, officers, partners, members, managers, and/or trustee(s) and beneficiaries of a trust, as applicable, of the Business Entity (collectively "Principals"); C) the Business Entity Tax Identification Number (TIN); and, D) any other documentation reasonably requested by the Company from time to time. The Business Entity, as well as all shareholders, members, managers, partners, trustees, or other parties with any ownership (legal or equitable) interest in, or management responsibilities for, the Business Entity (collectively "Affiliated Parties") are individually, jointly and severally liable for any indebtedness to TNT Connects, compliance with the TNT Connects Policies and Procedures, the TNT Connects Affiliate Agreement, and other obligations to TNT Connects.

4.1.Addition or Removal of an Affiliated Party

When adding an Affiliated Party to an existing TNT Connects business, the Company requires a signed written request as well as a properly completed Affiliate Agreement containing the original Applicant's/Applicants' and new Affiliated Party's/Parties/ information, tax identification numbers and signatures. TNT Connects may, at its discretion, require notarized documents before adding an Affiliated party to an TNT Connects business. To prevent the circumvention of Sections 4.21 (Sale, Transfer or Assignment of TNT Connects Business) and 4.5 (Change of Enroller), if any Affiliated Party wants to terminate his or her relationship with the Business Entity or TNT Connects, the Affiliated Party must terminate his or her affiliation with the Business Entity, notify TNT Connects in writing that he or she has terminated his/ her affiliation with the Business Entity, and must comply with the provisions of Section 4.21 (Sale, Transfer or Assignment of TNT Connects Business). When removing a co-applicant from an existing TNT Connects account, the Company requires a written and notarized request from

the departing Affiliated Party/Parties, as well as a properly completed Affiliate Agreement containing only the remaining Affiliate Party's/Parties' federal tax identification number and signature(s). In addition, the Affiliated Party terminating his/her/its/their interest in the Business Entity may not participate in any other TNT Connects business for ninety (90) days in accordance with Section 4.5.1(Termination and Re-application). If the Business Entity wishes to bring on any new Affiliated Party, it must adhere to the requirements of Section 4.21 (Sale, Transfer or Assignment of TNT Connects Business). There is a $25.00 fee for each change requested, which must be included with the written request and the completed Affiliate Application and Agreement. The original documents (not copies) relating to addition or removal of an Affiliate Party must be submitted to TNT Connects' Customer Service Department by mail or overnight courier to 1512 NW Sweetbay Circle, Palm City, Florida 34990. Please allow thirty (30) days after the receipt of the request by TNT Connects for processing.

The modifications permitted within the scope of this paragraph do not include a change of Enroller. Changes of Enroller are addressed in Section 4.5 (Change of Enroller), below.

4.2.Changes to a Business Entity

Each Affiliate must immediately notify TNT Connects of all changes to type of business entity they utilize in operating their businesses and the addition or removal of business Affiliated Parties. 5.Change of Enroller TNT Connects prohibits changes of Enroller. Accordingly, the transfer of an TNT Connects business from one Enroller to another is not permitted. In order to protect all Enrollers, no Affiliate may interfere with the relationship between another Affiliate and his or her Enroller in any way. An Affiliate may not offer, entice, encourage, solicit, recruit, or otherwise influence or attempt to persuade another Affiliate to change his or her Enroller or line of enrollment, either directly or indirectly. An Affiliate may change Enrollers only by cancelling and re-enrolling as provided in Section 4.5.3.

5.1. Termination and Re-application

An Affiliate may legitimately change organizations by voluntarily canceling his or her TNT Connects business and remaining inactive (i.e., no sales of TNT Connects products or services, no enrolling, no attendance at any TNT Connects functions, participation in any other form of Affiliate activity, or operation of any other TNT Connects business, no income from the TNT Connects business) for ninety (90) days. Within those 90 days, the former Affiliate may reinstate only the same position, team and personal customers, as provided in Section 11.4. After 90 days, the former Affiliate may enroll as a new Affiliate under any Enroller and will receive a new position; the former Affiliate's former organization is handled as provided in Section 4.25.

5.2. Waiver of Claims

In cases in which the appropriate procedures for changing Enrollers have not been followed, and a downline organization has been developed in the second business developed by an Affiliate, TNT Connects reserves the sole and exclusive right to determine the final disposition of the downline organization. Resolving conflicts over the proper placement of a downline that has developed under an organization that has improperly switched Enrollers is often extremely difficult. Therefore, AFFILIATES WAIVE ANY AND ALL CLAIMS AGAINST TNT CONNECTS, ITS OFFICERS, DIRECTORS, OWNERS, EMPLOYEES, AND AFFILIATES THAT RELATE TO OR ARISE FROM TNT CONNECTS'S DECISION REGARDING THE DISPOSITION OF ANY DOWNLINE ORGANIZATION THAT DEVELOPS BELOW AN ORGANIZATION THAT HAS IMPROPERLY CHANGED LINES OF ENROLLMENT. 6.Claims

6.1.Compensation Plan Claims

When presenting or discussing the TNT Connects Compensation Plan, you must make it clear to prospects that financial success with TNT Connects requires hard work consistent commitment,

considerable effort, and substantial sales skills. Conversely, you must never represent that one can be successful without doing these things and diligently applying themselves. Examples of misrepresentations in this area include: ❖ It's a turnkey system; ❖ The system will do the work for you; ❖ Just get in, and your upline and

downline will build your organization through spillover; ❖ Just join and I'll build your downline for you; ❖ AI (Artificial Intelligence) will develop your customers, enroll your downline Affiliates and build your business for you; ❖ The company does all the work for you; ❖ You don't have to sell anything; or ❖ All you have to do is buy your products every month. The above are merely examples of improper representations about the Compensation Plan. It is important that you do not make these or any other representations that could lead a prospect to believe that they can be successful as an TNT Connects Affiliate without commitment, effort, and sales skill.

6.2.Income Claims

Providing a Company Income Disclosure Statement does not authorize an Affiliate to make earnings claims. Until TNT CONNECTS establishes sufficient reliable historical earnings data and expressly authorizes substantiated earnings claims, Affiliates are prohibited from making promotional claims concerning actual, projected, hypothetical, average, typical or expected earnings. Affiliates may explain the official CONNECT 5 Rewards Compensation Plan using current Company-approved materials, provided potential compensation is not represented as guaranteed, typical or expected income. Any subsequently authorized earnings claims must use the current Income Disclosure Statement, include required disclosures and follow approved scripts and templates. Affiliates may not compare TNT CONNECTS to employment, wages or guaranteed returns. Income claims include earnings ranges, income testimonials, displays of checks or financial records, lifestyle claims implying earnings, and hypothetical calculations applying assumed customer, Affiliate or volume figures to the Compensation Plan. Nothing in this provision restricts legally protected nonpromotional communications or activities. 7.Military Installations The offer, promotion, or sale of the goods and services, or the offer and promotion of the TNT Connects opportunity on a military installation is not a right – it is a privilege. Even if an Affiliate lives on a military installation, he or she does not have the right to offer our products or opportunity to anyone on that installation without the permission of the installation Commander. For the purposes of

the U.S. Navy personnel and Navy Regulations, the definition of an "installation" also includes U.S. Navy vessels. Any Affiliate who wants to offer, promote, or sell TNT Connects products, or offer and promote the TNT Connects opportunity (these activities will be collectively referred to as "commercial solicitation activities") on a military installation must make an inquiry to the office of the installation Commander to determine whether the Commander has granted permission for TNT Connects Affiliates to engage in such activities on the installation. If the Commander has not done so, the Affiliate must contact TNT Connects' offices to ask the Company to obtain the Commander's permission. Affiliates are prohibited from seeking such permission from any installation Commander. If obtained, the permission to engage in commercial solicitation activities on a military installation is granted only for one particular installation. Any Affiliate who intends to engage in commercial solicitation activities on a military installation must be aware of and become completely familiar with the applicable military Regulation or Instruction. There are many activities that are permissible in a civilian environment that are not permissible on a military installation. Some of these activities include, but are not limited to: ❖ Solicitation during enlistment or induction processing or during basic combat training, and within the first half of the one station unit training cycle. ❖ Solicitation of "mass," "group," or "captive" audiences. ❖ Making appointments with or soliciting military personnel during their normally- scheduled duty hours. ❖ Soliciting without an appointment in areas used for housing or processing transient personnel, or soliciting in barracks areas used as quarters. ❖ Use of official military identification cards or vehicle decals by active duty, retired, or reserve members of the military services to gain access to Army installations for the purpose of soliciting. (When entering the installation for the purpose of solicitation, Affiliates with military identification cards and/or installation vehicle decals must present documentation issued by the installation authorizing solicitations.) ❖ Offering rebates to promote transaction or to eliminate competition. ❖ Any oral or written representations which suggest or appear that the military branch sponsors or endorses the Company or its Affiliates, or the goods, services, and commodities offered for sale. ❖ The designation of any agent or the use by any agent of titles (for example, "Battalion Insurance Counselor," "Unit Insurance Advisor," "Servicemen's Group Life Insurance Conversion Affiliate") that in any manner states or

implies any type of endorsement from the U.S. Government, the Armed Forces, or any State or Federal agency or Government entity. ❖ Entry into any unauthorized or restricted area. ❖ Distribution of literature other than to the person being interviewed.

❖ Contacting military personnel by calling a Government telephone, faxing to a Government fax machine, or sending e-mail to a Government computer, unless a pre- existing relation (that is, the military member is a current client or requested to be contacted) exists between the parties and the military member has not asked for the contact to be terminated. ❖ Soliciting door to door or without an appointment. The foregoing items are not an all-inclusive list. There are many more prohibited activities that are addressed in the applicable military Regulation or Instruction. The violation of military Regulations or Instructions by one Affiliate could jeopardize the ability of all TNT Connects Affiliates to engage in commercial solicitation activities on a particular military installation or even the entire branch of the military involved (e.g., Army, Air Force, Navy, Marines, or Coast Guard). 8.Conflicts of Interest

8.1.Crossline Recruiting and Communication

Affiliates are prohibited from crossline recruiting. The use of a spouse or relative's name, trade names, DBAs, assumed names, entities, federal identification numbers, or fictitious identification numbers, or any other device or contrivance to circumvent this policy is prohibited. An Affiliate shall not demean, discredit, or defame other TNT Connects Affiliates in an attempt to entice another customer, Affiliate or prospective Affiliate to become part of his or her organization. For the purposes of this Section 4.8.1, the term "crossline recruiting" means the actual or attempted sponsorship, solicitation, enrollment, encouragement, or effort to influence in any way, either directly, indirectly, or through a third party, of another TNT Connects Affiliate or Customer to enroll, join, or otherwise participate in another TNT Connects marketing organization, downline, or line of enrollment other than the one in which he, she, or it originally enrolled. Affiliates are strictly prohibited from meeting privately with crossline Affiliates without the presence of one or more common upline Affiliate(s), in person, telephonically, online or via any other method of communication. For the purposes of these Policies and Procedures: ❖"Crossline Affiliate" means any Affiliate who is not in the Inviting Affiliate's enrollment tree upline or downline. ❖"Meeting" includes, but is not limited to, the act of coming together and/or an occasion in which two or more people come together to discuss or decide something, via any means including in-person, telephonically, online or via any other method of communication. The "Inviting Affiliate" is strictly prohibited from inviting or allowing into any social media group any Crossline Affiliates.

8.2.Nonsolicitation

TNT Connects Affiliates are free to participate in other direct selling, multilevel marketing or

network marketing entities, businesses, organizations, opportunities, or ventures (collectively referred to as a "Direct Selling Business"). As an Affiliate, you recognize TNT Connects' legitimate interests in protecting, during the term of your Affiliate Agreement and for a reasonable period of time following its termination, TNT Connects' relationships with its Customers and Affiliates. Accordingly, you understand and agree that during the term of this Agreement, any renewal or extension hereof, and for a period of one (1) year following the termination of your Independent Affiliate Agreement for any reason whatsoever, with the exception of an Affiliate who is personally enrolled by the Affiliate (or former Affiliate, as may be applicable), you may not and will not recruit (as defined below) any TNT Connects Affiliate or Customer for another Direct Selling Business. Affiliates and the Company recognize that because direct selling is conducted through networks of independent contractors dispersed across the entire United States and internationally, and business is commonly conducted via the internet and telephone, an effort to narrowly limit the geographic scope of this non-solicitation provision would render it wholly ineffective. Therefore, Affiliates and TNT Connects agree that this non-solicitation provision shall apply nationwide throughout the United States and to all international markets in which TNT Connects Affiliates are located. For the purposes of this Section 4.8.2, the term "recruit" means the actual or attempted, sponsorship, solicitation, enrollment, encouragement, counsel, aid, consultation or effort to influence in any way (either

directly, indirectly, or through a third party) another TNT Connects Affiliate or Customer to: (1) enroll, join, or otherwise participate in another Direct Selling Business; (2) to purchase the products or services of another network marketing business; or (3) terminate or alter his or her business or contractual relationship with the TNT Connects. The term "recruit" also includes the above activities in the event that the Affiliate's actions are in response to an inquiry made by another Affiliate or Customer.

8.3.Affiliate Participation in Other Network Marketing Programs

If an Affiliate is engaged in another non-TNT Connects Direct Selling Business, it is the responsibility of the Affiliate to ensure that his or her TNT Connects business is operated entirely separately and apart from any other Direct Selling Business. To this end, the following must be adhered to: ❖ Affiliates must not offer, present, display, market, promote or sell (collectively referred to herein as "promote") or attempt to promote any non-TNT Connects programs, products or services to TNT Connects Customers or Affiliates. This provision does not apply where professional services are the primary source of revenues and the product sales are secondary to the provision of such services (e.g., physician's offices, health clinics, health clubs, gyms, spas or beauty salons). However, an Affiliate may promote non- TNT Connects products or services to TNT Connects Customers or Affiliates who are personally-enrolled. ❖ Affiliates shall not promote TNT Connects promotional material, sales aids, products or

services with or in the same location as, any non-TNT Connects promotional material or sales aids, products or services. ❖ Affiliates shall not promote the TNT Connects opportunity, products or services in any venue, location or media (collectively referred to herein as "Venues"), including, but not limited to, physical, electronic, virtual, telephonic, video or any form of social media Venue, to prospective or existing TNT Connects Customers or Affiliates in conjunction with any non-TNT Connects program, opportunity, product or service. ❖ In the event that an Affiliate wants to promote a non-TNT Connects Direct Selling Business, opportunity or products/services via any form of social media, the Affiliate may not include any non-TNT Connects Direct Selling Business, products, services or opportunity within the same social media account in which TNT Connects, its opportunity or its product and services are promoted. That is to say, an Affiliate who wants to promote both the TNT Connects opportunity, products or services and a non- TNT Connects opportunity, products or services must do so through two completely separate and discrete social media accounts. ❖ Affiliates may not promote any non-TNT Connects products, services or opportunity at any TNT Connects-related meeting, seminar, convention, webinar, teleconference, or other function. ❖ Affiliates may not produce any literature, audio or video recording or promotional material of any nature (including but not limited to social media postings and emails) which is used by the Affiliate or any third person to recruit Affiliates or customers to participate in any other Direct Selling Business; ❖ Affiliates may not engage or participate in any activity that may reasonably be foreseen to draw an inquiry from TNT Connects' Affiliates or customers relating to the Affiliate's other Direct Selling Business activities, products or services. All of these provisions as outlined in this Section 4.8.3 shall survive the termination or expiration of the Affiliate Agreement for a period of one (1) year after such termination or expiration.

8.4.Confidential Information

"Confidential Information" includes, but is not limited to, Downline Genealogy Reports, the identities of TNT Connects customers and Affiliates, contact information of TNT Connects customers and Affiliates, Affiliates' personal and Organization CV, Affiliate rank and/or achievement levels, and other financial and business information. All Confidential Information (whether oral or in written or electronic form) is proprietary information of TNT Connects and constitutes a business trade secret belonging to TNT Connects. Confidential Information is, or may be available, to Affiliates in their respective back-offices. Affiliate access to such Confidential Information is password protected, and is confidential and constitutes proprietary information and business trade secrets belonging to TNT Connects. Such Confidential Information is provided to Affiliates in strictest confidence and is made available to Affiliates for the sole purpose of assisting Affiliates in working with

their respective downline organizations in the development of their TNT Connects business. Affiliates may not use the reports for any purpose other than for developing, managing, or operating their TNT Connects

business. Where an Affiliate participates in other multi-level marketing ventures, he/she is not eligible to have access to Downline Genealogy Reports. Affiliates should use the Confidential Information to assist, motivate, and train their downline Affiliates. The Affiliate and TNT Connects agree that, but for this agreement of confidentiality and nondisclosure, TNT Connects would not provide Confidential Information to the Affiliate. To protect the Confidential Information, Affiliates shall not, on his or her own behalf, or on behalf of any other person, partnership, association, corporation or other entity:

❖ Directly or indirectly disclose any Confidential Information to any third party; ❖ Directly or indirectly disclose the password or other access code to his or her back- office; ❖ Use any Confidential Information to compete with TNT Connects or for any purpose other than promoting his or her TNT Connects business; ❖ Recruit or solicit any Affiliate or Customer of TNT Connects listed on any report or in the Affiliate's back-office, or in any manner attempt to influence or induce any Affiliate or Customer of TNT Connects, to alter their business relationship with TNT Connects; or ❖ Use or disclose to any person, partnership, association, corporation, or other entity any Confidential Information. The obligation not to disclose Confidential Information shall survive cancellation or termination of the Agreement, and shall remain effective and binding irrespective of whether an Affiliate's Agreement has been terminated, or whether the Affiliate is or is not otherwise affiliated with the TNT Connects. Upon nonrenewal or termination of the Agreement, Affiliates must immediately discontinue all use of the Confidential Information and if requested by the TNT Connects promptly return all materials in their possession to the TNT Connects within five (5) business days of request at their own expense. If an Affiliate participates in any other Direct Selling Business, he or she shall not be eligible to have access to Downline Genealogy Reports. 9.Targeting Other Direct Sellers TNT Connects does not condone Affiliates specifically or consciously targeting the sales force of another direct sales company to sell TNT Connects products or to become Affiliates for TNT Connects, nor does TNT Connects condone Affiliates solicitation or enticement of members of the sales force of another direct sales company to violate the terms of their contract with such other company. Should Affiliates engage in such activity, they bear the risk of being sued by the other direct sales company. If any lawsuit, arbitration or mediation is brought against an Affiliate alleging that he or she engaged in inappropriate recruiting activity of its sales force or customers, TNT Connects will not pay any of the Affiliate's defense costs or legal fees, nor will TNT Connects indemnify the Affiliate for any judgment, award, or settlement.

10.Errors or Questions If an Affiliate has questions about or believes any errors have been made regarding

commissions, bonuses, genealogy lists, or charges, the Affiliate must notify TNT Connects in writing within sixty (60) days of the date of the purported error or incident in question. TNT Connects will not be responsible for any errors, omissions or problems not reported to the Company within sixty (60) days. 11.Governmental Approval or Endorsement Neither federal nor state regulatory agencies or officials approve or endorse any direct selling or network marketing companies or programs. Therefore, Affiliates shall not represent or imply that TNT Connects or its Compensation Plan have been "approved," "endorsed" or otherwise sanctioned by any government agency. 12.Income Taxes Each Affiliate is responsible for paying local, state, and federal taxes on any income generated as an Independent Affiliate. Unfortunately, we cannot provide you with any personal tax advice. Please consult your own tax accountant, tax attorney, or other tax professional. If an Affiliate's TNT Connects business is tax exempt, the Federal tax identification number must be provided to TNT Connects. Every year, TNT Connects will provide an IRS Form 1099-NEC (Nonemployee Compensation) earnings statement to each U.S. resident who: (1) had earnings of $2,000 or more in the previous calendar year (or such other amount as federal reporting rules then require); or (2) made purchases during the previous calendar year in excess of $5,000. 13.Independent Contractor Status Affiliates are independent contractors. The agreement between TNT Connects and its Affiliates does not create an employer/employee relationship, agency, partnership, or joint venture between the Company and the Affiliate. Affiliates shall not be treated as an employee for his or her services or for Federal or State tax purposes. All Affiliates are responsible for paying local, state, and federal taxes due from all compensation earned as an

Affiliate of the Company. The Affiliate has no authority (expressed or implied), to bind the Company to any obligation. Each Affiliate shall establish his or her own goals, hours, and methods of sale, so long as he or she complies with the terms of the Affiliate Agreement, these Policies and Procedures, and applicable laws. Affiliates may not advertise under the "help wanted" section of any newspaper or other directory, nor may any advertisement state or imply that the Affiliate is seeking to employ or hire an individual or that the Affiliate is an agent or recruiter for the Company. 14.International Marketing Affiliates are authorized to promote and/or sell TNT Connects products and services, and enroll Customers or Affiliates only in the countries in which TNT Connects is authorized to conduct business, as announced in official Company literature (an “Official Country”). TNT Connects products or sales aids may not be given, transferred, distributed, shipped into or sold in any Unauthorized Country (any country other than an Official County). Affiliates may not sell, give, transfer, or distribute TNT Connects products or sales aids from one Official Country into another Official Country.

Affiliates have no authority to take any steps in any country toward the introduction or furtherance of the Company. This includes, but is not limited to, any attempt to register, reserve or otherwise secure any Company names, trademarks, trade names, copyright, patent, other intellectual property, to secure approval for products or business practices, or to establish business or governmental contacts. You agree to indemnify the Company for all costs incurred by it for any remedial action needed to exonerate the Company in the event you improperly act purportedly on behalf of the Company. Only after the Company has announced that a country is officially open for business (an “Official Country”) may Affiliates conduct business in that Official Country by promoting the Company (or related entity) and/or promoting, marketing or selling Products, and enrolling other Affiliates or Customers. Affiliates are required to follow all laws, rules and regulations of the Official Country. Affiliate may use only promotional materials approved by the Company for use in an Official Country and sell only products approved for sale in that country. In addition, no Affiliate may, in any Unauthorized Country: • advertise the Company, the Compensation Plan or its products; • offer Company products for sale or distribution • conduct sales, enrollment or training meetings; • enroll or attempt to enroll potential Customers or Affiliates; • Accept payment for enrollment or recruitment from citizens of countries where TNT Connects does not conduct business; • promote international expansion via the Internet or in promotional literature; or • conduct any other activity for the purpose of selling TNT Connects products, establishing a marketing organization, or promoting the TNT Connects opportunity.

An Affiliate is solely responsible for compliance with all laws, tax requirements, immigration customs laws, rules and regulations of any country in which he or she conducts business. Affiliates accept the sole responsibility to conduct their independent businesses lawfully within each country in which he or she conducts business. An Affiliate’s right to receive commissions in a country may be revoked at any time if the Company determines that he or she has not conducted business in particular country in accordance with the terms and conditions contained herein or the governing operations within such country. The Company reserves the right to establish additional policies and procedures that are applicable to a specific country. An Affiliate who conducts business internationally agrees to abide by all special policies established by the Company for the specific country or countries in which he or she conducts business.

15.Bonus Buying Bonus buying is strictly prohibited. Bonus buying includes any plan, scheme, mechanism or artifice to qualify for rank advancement, incentives, prizes, commissions or bonuses that is not driven by bona fide product or service purchases by end user consumers. Bonus buying includes, but is not limited to: (1) purchasing products through a straw man or other artifice, (2) “volume shifting”, which includes delaying, accelerating purchases or placing purchases upline or downline from the Affiliate responsible for such purchases; (3) “stacking”, which includes the legal, equitable or constructive operation of multiple Affiliate accounts via the purported use of spouses, children or entities; (4) phantom or ghost accounts [e.g., accounts started or operated with fake identities or non-participating individuals]; (5) compression abuse [i.e., encouraging downline Affiliates to go inactive]; (6) downline buying pressure [i.e., encouraging or pressuring Affiliates to purchase excessive inventory or services]; (7) group volume pooling [i.e., coordinating purchases across a team to trigger group bonuses and/or rank thresholds]; (8) fast-start bonus cycling [i.e., rapid recruitment with initial purchases that is

followed by atypical attrition]; or (9) refund cycling [i.e., purchasing products or services primarily to qualify for compensation and requesting refunds later]. 16.Adherence to Laws, Regulations and the Agreement Affiliates must comply with all federal, state, and local laws, regulations, ordinances, codes, and the terms of the Agreement in the conduct of their businesses. Many cities and counties have laws regulating certain home-based businesses. In most cases these ordinances are not applicable to Affiliates because of the nature of their business. However, Affiliates must obey those laws that do apply to them. If a city or county official tells an Affiliate that an ordinance applies to him or her, the Affiliate shall be polite and cooperative, and immediately send a copy of the ordinance to the Compliance Department of TNT Connects. In addition, Affiliates must not recommend, encourage or teach other Affiliates to violate federal, state, or local laws, regulations, ordinances, codes, or the terms of the Agreement in the operation of their TNT Connects business. You may not, directly or indirectly, engage in any fraudulent, deceptive, misleading, or dishonest act or practice in connection with (i) the marketing, promotion, or sale of any products or services of TNT Connects, or (ii) any interaction or communication with TNT Connects, its customers, prospective customers, employees, officers, directors, or other Affiliates. Without limiting the foregoing, you will not: (i) make any false, untrue, incomplete, or misleading statement of fact or omit any material fact in a manner that makes any statement misleading, including regarding any product or service features, pricing, performance, availability, or terms; (ii) forge, alter, falsify, or misrepresent any document, record, report, application, order form, signature, customer information, or communication, whether written, electronic, or oral; (iii) misrepresent your relationship with TNT Connects, including by falsely holding out as an

employee, agent with authority beyond that granted in this Agreement, or as having approvals or endorsements not actually granted; (iv) create, submit, or cause to be submitted any false, fictitious, or inflated order, transaction, lead, referral, or account, or otherwise manipulate or fabricate any transaction, volume, or performance metric for the purpose of earning compensation, incentives, or other benefits; (v) misuse, misappropriate, or improperly access any customer or prospective customer data, confidential information, or company systems in a manner that is deceptive, unauthorized, or contrary to this Agreement or applicable law; or (vi) assist, encourage, direct, or knowingly permit any other person to engage in any of the conduct described in this Section. You will promptly notify TNT Connects in writing upon becoming aware of any actual or suspected fraudulent, deceptive, or dishonest conduct by yourself or by any other person in connection with this Agreement, the products or services of TNT Connects, or your activities hereunder. Any breach of this Section will be deemed a material breach of this Agreement and will entitle TNT Connects, in addition to any other rights or remedies available at law or in equity, to (i) immediately terminate this Agreement for cause, (ii) withhold or recover any commissions, bonuses, or other compensation related to or derived from such conduct, and (iii) seek indemnification, damages, injunctive relief, disciplinary sanctions pursuant to these Policies and Procedures and any other appropriate remedies. 17.One TNT Connects Business Per Affiliate and Per Household Except as provided in this section, an Affiliate may operate or have an ownership interest, legal or equitable, as a sole proprietorship, partner, shareholder, trustee, or beneficiary, in only one TNT Connects business. No individual may have, operate or receive compensation from more than one TNT Connects business. Individuals of the same Household may maintain, own, and operate their own TNT Connects Business. A “Household” is defined as spouses and dependent adult children living at or doing business at the same address. In the event that two members of the same Household elect to become Affiliates at the same time, one must be enrolled by the other. In the event that more than two members of the same Household elect to become Affiliates at the same time, they must elect one Household member to enroll the others. In the event that members of the same Household elect to become Affiliates at different times, the Household member who joined TNT Connects first must be the Enroller for all other Household members. 18.Actions of Household Members or Affiliated Parties If any member of an Affiliate’s Household or any member of an Affiliated Party’s Household, engages in any activity which, if performed by the Affiliate, would violate any provision of the Agreement, such activity will be deemed a violation by the Affiliate and TNT Connects may take

disciplinary action pursuant to these Policies and Procedures against the Affiliate. Similarly, if any individual associated in any way with a corporation, partnership, limited liability company, trust or other entity (collectively

“Business Entity”) violates the Agreement, such action(s) will be deemed a violation by the Business Entity, and TNT Connects may take disciplinary action against the Business Entity. Likewise, if an Affiliate enrolls in TNT Connects as a Business Entity, each Affiliated Party of the Business Entity shall be personally and individually bound to, and must comply with, the terms and conditions of the Agreement. 19.Requests for Records Any request from an Affiliate for copies of invoices, applications, downline activity reports, or other records will require a fee of $1.00 per page per copy. This fee covers the expense of mailing and time required to research files and make copies of the records. 20.Effect on the Marketing Organization When an Affiliate loses Affiliate status for any reason, (a) the Affiliate’s position in the matrix remains exactly where it is and is permanently retired: no one moves into it, and the Affiliates placed beneath it remain in place; and (b) the Customers and Affiliates the former Affiliate personally enrolled are transferred to the former Affiliate’s Enroller. Commissions a retired position would have earned are retained by TNT Connects. The matrix is never compressed. 21.Sale, Transfer or Assignment of TNT Connects Business Although an TNT Connects business is a privately owned and independently operated business, the sale, transfer or assignment of an TNT Connects business, and the sale, transfer, or assignment (collectively referred to herein as “transfer”) of an interest in a Business Entity that owns or operates an TNT Connects business, is subject to certain limitations. If an Affiliate wishes to transfer his or her TNT Connects business, or transfer an interest in a Business Entity that owns or operates an TNT Connects business, the following criteria must be met: ❖The business must be at or above the rank of Ruby. ❖The selling Affiliate must offer TNT Connects the right of first refusal to purchase the business on the same terms as agreed upon with a third-party buyer. TNT Connects shall have fifteen days from the date of receipt of the written offer from the seller to exercise its right of first refusal. ❖The buyer or transferee must be acceptable to TNT Connects and must become a qualified TNT Connects Affiliate. If the buyer is an active TNT Connects Affiliate, he or she must first terminate his or her TNT Connects business and wait ninety (90) days before acquiring any interest in a different TNT Connects business. ❖A transfer fee of $50.00 must accompany the transfer documents. ❖The purchase agreement must contain a covenant by the selling Affiliate for the benefit of the proposed purchaser not to compete with the purchaser or attempt to solicit any existing Affiliates or Customers from the Company’s business for a period of one (1) year from the date of the sale, transfer or assignment.

❖Before the transfer can be finalized and approved by TNT Connects, any debt obligations the selling party has with TNT Connects must be satisfied. ❖The transferring party must be in good standing and not in violation of any of the terms of the Agreement in order to be eligible to transfer an TNT Connects business. TNT Connects reserves the right, in its sole discretion, to stipulate additional terms and conditions prior to approval of any proposed sale or transfer. Prior to transferring an independent TNT Connects business or Business Entity interest, the transferring Affiliate must notify TNT Connects’ Compliance Department in writing and advise of his or her intent to transfer his/her TNT Connects business or Business Entity interest. The transferring Affiliate must receive written approval from the Compliance Department before proceeding with the transfer. The decisions of TNT Connects regarding a transfer shall be made in its sole and absolute discretion. No changes in line of enrollment can result from the transfer of an TNT Connects business. In the event that an Affiliate transfers his or her TNT Connects business without the express written approval of the Compliance Department, such transfer shall be voidable in the sole and absolute discretion of TNT Connects. 22.Separation of a TNT Connects Business TNT Connects Affiliates sometimes operate their TNT Connects businesses as husband-wife partnerships, regular partnerships, limited liability companies, corporations, trusts, or other Business Entities. At such time as a marriage may end in divorce or a corporation, limited liability company, partnership, trust or other Business Entity may dissolve, arrangements must be made to assure that any separation or division of the business is accomplished so as not to adversely affect the interests and income of other businesses up or down the line of enrollment. During the divorce or entity dissolution process, the parties must adopt one of the following methods of operation:

❖One of the parties may, with consent of the other(s), operate the TNT Connects business pursuant to an assignment in writing whereby the relinquishing spouse, shareholders, partners or trustees authorize TNT Connects to deal directly and solely with the other spouse or non-relinquishing shareholder, member, partner, or

trustee. ❖The parties may continue to operate the TNT Connects business jointly on a “business-as- usual” basis, whereupon all compensation paid by TNT Connects will be paid according to the status quo as it existed prior to the divorce filing or dissolution proceedings. This is the default procedure if the parties do not agree on the format set forth above. Under no circumstances will the downline organization of divorcing spouses or a dissolving business entity be divided. Similarly, under no circumstances will TNT Connects split commission and bonus checks between divorcing spouses or members of dissolving entities. TNT Connects will recognize only one downline organization and will issue only one commission check per TNT

Connects business per commission cycle. During the pendency of a divorce proceeding, unless and until TNT Connects receive a valid court order to the contrary, Commission checks shall always be issued to the same individual(s) or entity. If a former spouse has completely relinquished all rights in the original TNT Connects business pursuant to a divorce, he or she is thereafter free to enroll under any Enroller of his or her choosing without waiting ninety (90) days. In the case of business entity dissolutions, the former partner, shareholder, member, or other entity affiliate who retains no interest in the business must wait ninety (90) days from the date of the final dissolution before re-enrolling as an Affiliate. In either case, the former spouse or business affiliate shall have no rights to any Affiliates in their former organization or to any former Customer. They must develop the new business in the same manner as would any other new Affiliate. 23.Enrolling Online When enrolling a new Affiliate through the online enrollment process, the Enroller may assist the new applicant in filling out the enrollment materials. However, the applicant must personally review and agree to the online application and agreement, TNT Connects’ Policies and Procedures, and the TNT Connects Compensation Plan. The Enroller may not fill out the online Affiliate Application and Agreement on behalf of the applicant and agree to these materials on behalf of the applicant. 24.Succession Upon the death or incapacitation of an Affiliate, his or her business may be passed to his or her heirs. Appropriate legal documentation must be submitted to the Company to ensure the transfer is proper, including but not limited to, letters of administration, letter testamentary and the Final Order of Probate. Accordingly, an Affiliate should consult an attorney to assist him or her in the preparation of a will or other testamentary instrument. Whenever an TNT Connects business is transferred by a will or other testamentary process, the beneficiary acquires the right to collect all bonuses and commissions of the deceased Affiliate’s marketing organization provided the following qualifications are met. The successor(s) must: ❖ Execute an Affiliate Agreement; ❖ Comply with terms and provisions of the Agreement; ❖ Meet all of the qualifications for the deceased Affiliate’s status; ❖ The devisee must provide TNT Connects with an “address of record” to which all bonus and commission checks will be sent; ❖ If the business is bequeathed to joint devisees, they must form a business entity and acquire a Federal Taxpayer Identification Number. TNT Connects will issue all bonus and commission checks and one 1099 to the business entity.

24.1.Transfer Upon Death of an Affiliate

To effect a testamentary transfer of an TNT Connects business, the executor of the estate must

provide the following to TNT Connects: (1) an original death certificate; (2) certified letters testamentary or a letter of administration appointing an executor; and (3) written instructions from the authorized executor to TNT Connects specifying to whom the business and income should be transferred. In the event that an Affiliate passes away and appropriate legal documentation is not provided to TNT Connects within one (1) year from the Affiliate’s death, the Affiliate’s Affiliate Agreement will be automatically terminated.

24.2.Transfer Upon Incapacitation of an Affiliate

To effectuate a transfer of an TNT Connects business because of incapacity, the successor must provide the following to TNT Connects: (1) a notarized copy of an appointment as trustee; (2) a notarized copy of the trust document or other documentation establishing the trustee’s right to administer the TNT Connects business; and (3) a completed Affiliate Agreement executed by the trustee. 25.Telemarketing Techniques The Federal Trade Commission and the Federal Communications Commission each have laws that restrict telemarketing practices. Both federal agencies (as well as a number of states) have “do not call” regulations as part of their telemarketing

laws. Although TNT Connects does not consider Affiliates to be “telemarketers” in the traditional sense of the word, these government regulations broadly define the term “telemarketer” and “telemarketing” so that your inadvertent action of calling someone whose telephone number is listed on the federal “do not call” registry could cause you to violate the law. Moreover, these regulations must not be taken lightly, as they carry significant penalties. Therefore, Affiliates must not engage in telemarketing in the operation of their TNT Connects businesses. The term “telemarketing” means the placing of one or more telephone calls to an individual or entity to induce the purchase of an TNT Connects product or service, or to recruit them for the TNT Connects opportunity. “Cold calls" made to prospective customers or Affiliates that promote either TNT Connects’ products or services or the TNT Connects opportunity constitute telemarketing and are prohibited. However, a telephone call(s) placed to a prospective customer or Affiliate (a "prospect") is permissible under the following situations: ❖ If the Affiliate has an established business relationship with the prospect. An “established business relationship” is a relationship between an Affiliate and a prospect based on the prospect’s purchase, rental, or lease of goods or services from the Affiliate, or a financial transaction between the prospect and the Affiliate, within the eighteen (18) months immediately preceding the date of a telephone call to induce the prospect's purchase of a product or service. ❖ The prospect’s personal inquiry or application regarding a product or service offered by the Affiliate, within the three (3) months immediately preceding the date of such a call. ❖ If the Affiliate receives written and signed permission from the prospect authorizing the Affiliate to call. The authorization must specify the telephone number(s) which the

Affiliate is authorized to call. ❖ You may call family members, personal friends, and acquaintances. An “acquaintance” is someone with whom you have at least a recent first-hand relationship within the preceding three months. Bear in mind, however, that if you engage in “card collecting” with everyone you meet and subsequently calling them, the FTC may consider this a form of telemarketing that is not subject to this exemption. Thus, if you engage in calling “acquaintances,” you must make such calls on an occasional basis only and not make this a routine practice. ❖ Affiliates shall not use automatic telephone dialing systems or software relative to the operation of their TNT Connects businesses. This restriction does not apply to messaging tools provided by TNT Connects when used with recipients who have given the consent required by law. ❖ Affiliates shall not place or initiate any outbound telephone call to any person who delivers any pre-recorded message (a "robocall") regarding or relating to the TNT Connects products, services or opportunity. 26.Back Office Access TNT Connects makes online back offices available to its Affiliates. Back offices provide Affiliates access to confidential and proprietary information that may be used solely and exclusively to promote the development of an Affiliate’s TNT Connects business and to increase sales of TNT Connects products. However, access to a back office is a privilege, and not a right. TNT Connects reserves the right to deny Affiliates’ access to the back office at its sole discretion. 27.Unauthorized Communication In the excitement and enthusiasm of working his or her TNT Connects business, an Affiliate may attempt to contact the Company’s vendors, suppliers, or advisors with questions or ideas. Any such communication without the Company’s prior written consent is strictly prohibited. Vendors, suppliers, and advisors are often not set up to handle a large volume of contacts. Equally important, we must respect their rights to privacy. Questions regarding any of these Entities may be directed to Field Support.

5.RESPONSIBILITIES OF AFFILIATES

5.1.Change of Address, Telephone, and E-Mail Addresses

To ensure timely delivery of products, support materials, commission, and tax documents, it is important that the TNT Connects’ files are current. Affiliates planning to change their e-mail address or move must send their new address and telephone numbers to TNT Connects’ Corporate Offices to the attention of the Affiliate Services Department. To guarantee proper delivery, two weeks advance notice must be provided to TNT Connects on all changes. In the alternative, an Affiliate’s whose contact information changes may amend their contact information through their Affiliate Back Office.

5.2.Continuing Leadership Obligations

5.2.1.Ongoing Communications and Assistance

Any Affiliate who enrolls another Affiliate into TNT Connects must perform a bona fide assistance and training function to ensure that his or her downline is properly operating his or her TNT Connects business. Affiliates must have ongoing contact, communication, and interaction with the Affiliates in their Downline Organizations. Examples of such contact and communication may include, but are not limited to: newsletters, written correspondence, personal meetings, telephone contact, voice mail, electronic mail, and the accompaniment of downline Affiliates to TNT Connects meetings, training sessions, and other functions. Upline Affiliates are also responsible to assist, motivate and train new Affiliates in building their businesses, TNT Connects product knowledge, effective sales techniques, the TNT Connects Compensation Plan, and compliance with Company Policies and Procedures and applicable laws. Communication with and the training of downline Affiliates must not, however, violate Sections 4.1 and/or 4.2 (regarding the development of Affiliate- produced sales aids and promotional materials). Affiliates should monitor the Affiliates in their Downline Organizations to guard against downline Affiliates making improper product or business claims, violation of the Policies and Procedures, or engaging in any illegal or inappropriate conduct.

5.2.2.Increased Training Responsibilities

As Affiliates progress through the various levels of leadership, they will become more experienced in sales techniques, product knowledge, and understanding of the TNT Connects program. They will be called upon to share this knowledge with lesser experienced Affiliates within their organization.

5.2.3.Ongoing Sales Responsibilities

Regardless of their level of achievement, Affiliates have an ongoing obligation to continue to personally promote sales through the generation of new customers and through servicing their existing customers.

5.2.4.Reporting Policy Violations

Affiliates who are aware of a violation of these Policies and Procedures by another Affiliate must submit a written report of the violation directly to the attention of TNT Connects' Compliance

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Department by mail or email at compliance@TNTConnects.com. Details of the incident in question such as dates, number of occurrences, persons involved, and any supporting documentation should be included in the report. Any incident reported to the Compliance Department must have supporting documentation such as images, screenshots, text messages, emails, etc.. Any incident reported without proper supporting documentation will not be reviewed.

5.3.Constructive Criticism, Professional Conduct and Protection of Company Reputation

5.3.1.Constructive Criticism and Feedback

TNT Connects values the opinions, suggestions, and constructive criticism of its independent Affiliates and encourages them to communicate concerns regarding TNT Connects, its products, services, Marketing and Compensation Plan, business practices, or other Affiliates. Affiliates are encouraged, but not required, to submit such feedback in writing to the Support Department (support@TNTConnects.com) so that TNT Connects has an opportunity to evaluate and appropriately address their concerns. Nothing in this Section requires a Affiliate to submit a complaint to TNT Connects before communicating with any other person or entity, including any governmental authority. 1.Prohibited Conduct During the term of the Affiliate Agreement and for two (2) years following its termination or expiration, to the extent permitted by applicable law, Affiliate shall not engage in any of the following conduct concerning TNT Connects, its products, services, Marketing and Compensation Plan,

Customers, Affiliates, or its current or former owners, officers, directors, employees, or Affiliates (collectively, the "Company Parties"): 1.Defamation Make or disseminate materially false statements of fact concerning any Company Party with knowledge of their falsity or reckless disregard for their truth or falsity, where such statements are defamatory or otherwise independently actionable under applicable law. Statements of opinion, and statements that are substantially true, are not prohibited by this subsection; 2.Intentional Interference Intentionally and improperly interfere with TNT Connects' existing or prospective contractual or business relationships through independently unlawful conduct, including actionable misrepresentations, fraud, intimidation, or other conduct constituting tortious interference under applicable law; 3.Misuse of Confidential Information Misappropriate, unlawfully disclose, or misuse TNT Connects' trade secrets, proprietary information, or other information protected against disclosure under applicable law or a valid confidentiality obligation, including Confidential Information as defined in Section 4.11.4, subject to Section 5.3.5; or 1.Unlawful Conduct

Engage in threats, unlawful harassment, impersonation, fraud, or other independently unlawful conduct directed toward any Company Party. Each of the foregoing prohibitions applies to conduct undertaken directly or indirectly, including through another person, an anonymous or pseudonymous account, or content generated using artificial intelligence. 3.Protected Communications and Activities Nothing in this Agreement prohibits, restricts, penalizes, or otherwise interferes with a Affiliate's right to: (a) Express opinions, and make truthful criticisms, complaints, or assessments concerning TNT Connects, its products, services, Marketing and Compensation Plan, business practices, or other Company Parties, including negative reviews and statements regarding the Affiliate's personal experiences; (b) Make statements, publish reviews, or otherwise communicate information protected by the Consumer Review Fairness Act, 15 U.S.C. § 45b, or other applicable federal or state law; (c) Report suspected unlawful, fraudulent, deceptive, or otherwise improper conduct to, communicate with, provide information to, or cooperate in investigations or proceedings conducted by any federal, state, or local governmental, regulatory, administrative, or law enforcement authority, including the Federal Trade Commission, the Securities and Exchange Commission, state attorneys general, and state securities regulators, without obtaining TNT Connects' prior authorization or notifying TNT Connects, or receive an award for information provided to any such authority; (d) Make truthful statements, provide testimony or evidence, or otherwise participate in litigation, arbitration, mediation, administrative proceedings, or other lawful dispute-resolution processes; (e) Discuss or disclose information regarding the Affiliate's actual earnings, expenses, financial results, or experiences with TNT Connects' business opportunity, subject to applicable laws prohibiting deceptive or misleading representations; provided, however, that when presenting or discussing the TNT Connects opportunity or Compensation Plan with a prospective Affiliate, the Affiliate must comply with Sections 4.6.4 (Income Claims) and 4.6.5 (Income Disclosure Statement); (f) Disclose information concerning a sexual assault dispute or sexual harassment dispute, to the extent protected by the Speak Out Act, 42 U.S.C. § 19401 et seq., or other applicable law; or (g) Exercise any other right or engage in any other activity protected by applicable law. 4.Interpretation and Enforcement This Section shall not be interpreted or enforced to prohibit lawful criticism, suppress legitimate consumer reviews, prevent communications with governmental authorities, or restrict any other

legally protected activity. TNT Connects may enforce this Section only with respect to conduct prohibited under Section 5.3.2 and only to the extent permitted by applicable law. Remedies for a violation of Section 5.3.2 may include the disciplinary sanctions described in Section 9.1 and injunctive relief under [Section 9.8 (Injunctive Relief)], in addition to any remedy available at law. No Affiliate shall be subject to disciplinary action, termination, withholding of earned commissions, or other contractual penalties, fees, or retaliation solely for engaging in communications or activities protected under Section 5.3.3, and TNT Connects will not require a Affiliate to remove, retract, or modify any such protected communication. If this Section conflicts with any other provision of the Agreement, including the provisions on confidentiality and dispute resolution, Section 5.3.3 controls. Nothing in this Section limits any independently available legal remedy for defamation, misappropriation of trade secrets, tortious interference, or other unlawful conduct. 5.Defend Trade Secrets Act Notice Pursuant to 18 U.S.C. § 1833(b), an individual shall not be held criminally or civilly liable under any federal

or state trade secret law for the disclosure of a trade secret that (i) is made in confidence to a federal, state, or local government official, either directly or indirectly, or to an attorney, solely for the purpose of reporting or investigating a suspected violation of law; or (ii) is made in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal. An individual who files a lawsuit for retaliation for reporting a suspected violation of law may disclose the trade secret to the individual's attorney and use the trade secret information in the court proceeding, if the individual files any document containing the trade secret under seal and does not disclose the trade secret except pursuant to court order.

5.4.Providing Documentation to Applicants

Affiliates must provide the most current version of the Policies and Procedures and the Compensation Plan to individuals whom they are enrolling to become Affiliates before the applicant signs an Affiliate Agreement, or ensure that they have online access to these materials.

5.99. Income Disclosure and CONNECT Messaging Responsibilities

Affiliates must comply with the Company's CONNECT 5 Rewards Prelaunch Affiliate Income Disclosure Statement and applicable Affiliate Marketing & Advertising Guidelines. Providing a Company Income Disclosure Statement does not authorize an Affiliate to make earnings claims. Until TNT CONNECTS establishes sufficient reliable historical earnings data and expressly authorizes substantiated earnings claims, Affiliates are prohibited from making promotional claims concerning actual, projected, hypothetical, average, typical or expected earnings. Affiliates may explain the official CONNECT 5 Rewards Compensation Plan using current Company-approved materials, provided potential compensation is not represented as guaranteed, typical or expected income. Affiliates must clearly disclose material connections when endorsing the Company and may not make misleading earnings or product claims. CONNECT prepares personalized images and other relationship-building communications for Customers. TNT CONNECTS does not independently send these prepared messages by SMS to the Customers' contacts. The Customer chooses whether and when to tap SEND on the Customer's own device; the device's messaging application and cellular service provider handle transmission. Customers and Affiliates remain responsible for their own recipient permissions and applicable messaging laws. TNT CONNECTS currently uses email for its own customer communications and may later offer optional direct birthday SMS greetings to its own Customers only after implementing appropriate opt-in procedures. Acceptance of these Policies does not itself constitute SMS marketing consent.

6.SALES REQUIREMENTS

6.1.Product Sales

The TNT Connects Compensation Plan is based on the sale of TNT Connects products and services to end consumers. There is no personal or organizational sales quota. Commissions are paid on customers’ subscription payments; matrix levels unlock by active personal customers, as the Compensation Plan describes.

6.2.No Territory Restrictions

There are no exclusive territories granted to anyone. Please remember that each international market is subject to the provisions of Section 4.14 (International Marketing).

7.BONUSES AND COMMISSIONS

7.1.Bonus and Commission Qualifications and Accrual

An Affiliate must be active and in compliance with the Agreement to qualify for bonuses and commissions. So long as an Affiliate complies with the terms of the Agreement, TNT Connects shall pay commissions to such Affiliate in accordance with the Marketing and Compensation Plan. There is no minimum dollar amount required for an eligible commission or bonus payout. Eligible net commissions and bonuses, including amounts below $25, will be paid by ACH on the scheduled commission payment date, subject to required tax information, valid ACH payment instructions, reconciliation, applicable law, and any permitted withholding or offset. Notwithstanding the foregoing, an Affiliate whose Affiliate Agreement is terminated for cause forfeits unpaid commissions and bonuses only to the extent provided in Section 11.3 and permitted by applicable law.

7.2.Adjustment to Bonuses and Commissions

7.2.1.Adjustments for Returned Products, Cancelled Services Disputed Charges and

Chargebacks Affiliates receive bonuses, commissions, or overrides based on the actual sales of products and services to end consumers. When a service is cancelled, a product is returned to TNT Connects for a refund or is repurchased by the Company, a purchaser disputes a charge for one or more product orders, or a purchaser initiates a chargeback through his or her bank or credit card issuer, any of the following may occur at the Company's discretion: (1) the bonuses, commissions, or overrides attributable to the returned or repurchased product(s) or cancelled service will be deducted from payments to the Affiliate and upline Affiliates who received bonuses, commissions, or overrides on the sales of the refunded product(s) or cancelled service, in the month in which the refund is given, and continuing every pay period thereafter until the commission is recovered; (2) the Affiliate or upline Affiliates who earned bonuses, commissions, or overrides based on the sale of the returned product(s) or cancelled service will have the corresponding CV deducted from their Organization CV in the next month and all subsequent months until it is completely recovered; or (3) the bonuses, commissions, or overrides attributable to the returned or repurchased product(s) or cancelled service may be deducted from any refunds or credits to the Affiliate who received the bonuses, commissions, or overrides on the sales of the refunded product(s) or cancelled service. Amounts not recovered immediately are deducted from future commissions and bonuses, and any balance not recovered within twelve (12) months will be written off. TNT Connects may also reverse commissions attributable to fraud, policy violations, compliance holds, or payment processor reversals.

7.2.2.Setoff/Recoupment, Withholding and Escheatment

TNT Connects may set off or recoup any amounts you owe to TNT Connects (including chargebacks, refunds, fees, fines, or overpayments) from any commissions, bonuses, refunds, or other amounts payable to you. TNT Connects may withhold commissions during investigations, to comply with law, or to mitigate risk. Unclaimed amounts will be handled in accordance with applicable unclaimed property laws.

7.2.3.No Guaranteed Compensation, Errors and Clawbacks

TNT Connects does not guarantee any level of income. If TNT Connects mistakenly overpays you, you will promptly repay upon notice and TNT Connects may recoup via setoff. TNT Connects may claw back commissions paid on non-bona fide, fraudulent, refunded, or reversed transactions.

7.2.5.Tax Information (Form W-9)

Commissions are held until a valid W-9 is on file.

7.2.6. Commission Period, CV Timing and Scheduled Payouts

The monthly commission period closes at 11:59 p.m. Pacific Time on the last calendar day of each month. Subject to qualification, reconciliation, payment verification, required tax documents, valid ACH payment instructions and permitted holds, commissions are scheduled for payment on the tenth (10th) day of the second calendar month following the commission month (for example, January commissions on March 10 and February commissions on April 10). If a scheduled date falls on a non-business day, the payment date is governed by the published Compensation Plan and applicable payment processing rules. No CV is generated for an unpaid trial. CV from a successfully processed monthly CONNECT subscription payment is provisional and remains subject to refund, reversal, dispute, and chargeback adjustments under Section 7.2. Refunds known before payment are netted before payout; later adjustments may be recorded in a negative commission ledger and recovered from future payments as permitted by law.

7.3.Reports

All information provided by TNT Connects in downline activity reports, including but not limited to personal and Organization CV (or any part thereof), and downline enrollment activity is believed to be accurate and reliable. Nevertheless, due to various factors including but not limited to the inherent possibility of human, digital, and mechanical error; the accuracy, completeness, and timeliness of orders; denial of credit card and electronic check payments; returned products; credit card and electronic check charge-backs; the information is not guaranteed by TNT Connects or any persons creating or transmitting the information. ALL CV AND RANK INFORMATION IS PROVIDED "AS IS" WITHOUT WARRANTIES, EXPRESS OR IMPLIED, OR REPRESENTATIONS OF ANY KIND WHATSOEVER. IN PARTICULAR BUT WITHOUT LIMITATION THERE SHALL BE NO WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR USE, OR NONINFRINGEMENT. TO THE FULLEST EXTENT PERMISSIBLE UNDER APPLICABLE LAW, TNT Connects AND/ OR OTHER PERSONS CREATING OR TRANSMITTING THE INFORMATION WILL IN NO EVENT BE LIABLE TO ANY AFFILIATE OR ANYONE ELSE FOR ANY DIRECT, INDIRECT, CONSEQUENTIAL, INCIDENTAL, SPECIAL OR PUNITIVE DAMAGES THAT ARISE OUT OF THE USE OF OR ACCESS TO CV AND RANK INFORMATION (INCLUDING BUT NOT LIMITED TO LOST PROFITS, BONUSES, OR COMMISSIONS, LOSS OF OPPORTUNITY, AND DAMAGES THAT MAY RESULT FROM INACCURACY, INCOMPLETENESS, INCONVENIENCE, DELAY, OR LOSS OF THE USE OF THE INFORMATION), EVEN IF TNT Connects OR OTHER PERSONS CREATING OR TRANSMITTING THE INFORMATION SHALL HAVE BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. TO THE FULLEST EXTENT PERMITTED BY LAW, TNT Connects OR OTHER PERSONS CREATING OR TRANSMITTING THE INFORMATION SHALL HAVE NO RESPONSIBILITY OR LIABILITY TO YOU OR ANYONE ELSE UNDER ANY TORT, CONTRACT, NEGLIGENCE, STRICT LIABILITY, PRODUCTS LIABILITY OR OTHER THEORY WITH RESPECT TO ANY SUBJECT MATTER OF THIS AGREEMENT OR TERMS AND CONDITIONS RELATED THERETO.

Access to and use of TNT Connects' online and telephone reporting services and your reliance upon such information is at your own risk. All such information is provided to you "as is". If you are dissatisfied with the accuracy or quality of the information, your sole and exclusive remedy is to discontinue use of and access to TNT Connects' online and telephone reporting services and your reliance upon the information.

8.SUBSCRIPTION GUARANTEE AND REFUNDS

8.1. CONNECT Service Pricing, Seven-Day Trial and Fourteen-Day Guarantee

CONNECT is $55.99 per month; CONNECT+ is $89.99 per month; CONNECT Pro is $119.99 per month, plus any applicable disclosed taxes. No setup or activation fee is charged for CONNECT services. The optional CONNECT 5 Rewards annual Business Center fee is $79 and is separate from CONNECT service charges. Eligible new CONNECT service subscribers receive a seven (7) consecutive calendar-day free trial. Enrollment is Day 1. If not canceled before the scheduled first charge, the first monthly service payment occurs on Day 8, seven calendar days after

enrollment. The subscription then renews monthly until canceled in accordance with the Customer Subscription Agreement and Cancellation & Refund Policy. The fourteen (14) calendar-day money-back guarantee begins when the first monthly CONNECT service payment is successfully charged. A customer requesting cancellation and refund within that period is eligible for a full refund of that first monthly CONNECT service payment. The promotional guarantee does not cover the separate CONNECT 5 Rewards annual Business Center fee, later monthly payments, or separately purchased services. Statutory cancellation and refund rights remain unaffected. The actual charge date and refund deadline must be disclosed in the customer's checkout and confirmation.

8.2.Statutory Cancellation Rights

Three-Day Right to Cancel. Any Customer or Affiliate who makes a purchase of $25.00 or more, including payment of the Business Center fee, may cancel the purchase within three business days (excluding Sundays and legal holidays) after the purchase (five business days for Alaska residents, and fifteen business days for North Dakota residents age 65 and older) and receive a full refund. Montana Residents. A Montana resident may cancel his or her Affiliate Agreement within fifteen (15) days from the date of enrollment and receive a full refund of the Business Center fee. Louisiana, Massachusetts and Wyoming Residents. An Affiliate who resides in Louisiana, Massachusetts or Wyoming and cancels his or her Affiliate Agreement will, on request, receive a refund of ninety percent (90%) of the Business Center fee paid, as required by the laws of those states.

8.3.Chargeback Cooperation and Fraudulent Returns

You will promptly provide records to assist TNT Connects in responding to chargebacks or disputes, including proof of authorization, delivery, and customer communications. TNT Connects may deny or adjust returns/refunds for suspected fraud, abuse, or policy circumvention, to the extent permitted by law.

9.DISPUTE RESOLUTION AND DISCIPLINARY PROCEEDINGS

9.1.Disciplinary Sanctions

Violation of the Agreement, these Policies and Procedures, violation of any common law duty, including but not limited to any applicable duty of loyalty, any illegal, fraudulent, deceptive or unethical business conduct, or any act or omission by an Affiliate that, in the sole discretion of the Company may damage its reputation or goodwill (such damaging act or omission need not be related to the Affiliate's TNT Connects business), may result, at TNT Connects' discretion, in one or more of the following corrective measures: ❖ Issuance of a written warning or admonition; ❖ Requiring the Affiliate to take immediate corrective measures; ❖ Imposition of a fine, which may be withheld from bonus and commission checks; ❖ Loss of rights to one or more bonus and commission checks; ❖ TNT Connects may withhold from an Affiliate all or part of the Affiliate's bonuses and commissions during the period that TNT Connects is investigating any conduct allegedly violative of the Agreement. If an Affiliate's business is canceled for disciplinary reasons, the Affiliate will not be entitled to recover any commissions withheld during the investigation period; ❖ Suspension of the individual's Affiliate Agreement for one or more pay periods; ❖ Permanent or temporary loss of, or reduction in, the current and/or lifetime rank of an Affiliate (which may subsequently be re-earned by the Affiliate); ❖ Involuntary termination of the offender's Affiliate Agreement; ❖ Suspension and/or termination of the offending Affiliate's TNT Connects website or website access; ❖ Temporary or permanent denial of back office and communications access to some or all of an Affiliate's downline organization; ❖ Any other measure expressly allowed within any provision of the Agreement or which TNT Connects deems practicable to implement and appropriate to equitably resolve injuries caused partially or exclusively by the Affiliate's policy violation or contractual breach; ❖ In situations deemed appropriate by TNT Connects, the Company may institute legal proceedings for monetary and/or equitable relief.

9.2.Compliance Investigation Procedure and Progressive Discipline

TNT Connects may open an investigation upon complaint, monitoring, audit findings, chargeback patterns, regulator inquiry, or risk signals. TNT Connects may provide notice of alleged violation and require a written response within seven (7) business days with supporting documentation. During an investigation, TNT Connects may suspend back office access, freeze payouts, disable replicated sites, or restrict marketing privileges. TNT Connects may impose progressive discipline, including coaching, written warning, mandatory training, probation, fines, withholding, rank reduction, or termination. TNT Connects may bypass progressive steps for severe violations (fraud, illegal

marketing, TCPA spam, harassment, threats, IP misuse). TNT Connects may require a corrective action plan with deadlines and proof of remediation. TNT Connects' decision will be final to the extent permitted by law, subject to dispute resolution in Section 9. Retaliation against complainants or witnesses is prohibited and is a material breach.

9.3.Grievances and Complaints

When an Affiliate has a grievance or complaint with another Affiliate regarding any practice or conduct in relationship to their respective TNT Connects businesses, the complaining Affiliate should first report the problem to his or her Enroller who should review the matter and try to resolve it with the other party's upline Enroller. If the matter involves interpretation or violation of Company policy, it must be reported in writing to the Affiliate Services Department at the Company. The Affiliate Services Department will review the facts and attempt to resolve it.

9.4.Mediation

Prior to instituting an arbitration, the parties shall meet in good faith and attempt to resolve any dispute arising from or relating to the Agreement through non-binding mediation. One individual who is mutually acceptable to the parties shall be appointed as mediator. The mediation shall occur within 60 days from the date on which the mediator is appointed. The mediator's fees and costs, as well as the costs of holding and conducting the mediation, shall be divided equally between the parties. Each party shall pay its portion of the anticipated shared fees and costs at least 10 days in advance of the mediation. Each party shall pay its own attorneys' fees, costs, and individual expenses associated with conducting and attending the mediation. Mediation shall be held in Palm City, Florida, and shall last no more than two business days.

9.5.Arbitration

If mediation is unsuccessful, any controversy or claim arising out of or relating to the Agreement, or the breach thereof, shall be settled by arbitration. The Parties waive all rights to trial by jury or to any court. The arbitration shall be filed with, and administered by, the American Arbitration Association ("AAA") under its rules and procedures. The Commercial Arbitration Rules and Mediation Procedures of the AAA are available on the AAA's website at www.adr.org. Copies of AAA's Commercial Arbitration Rules and Mediation Procedures will also be emailed to Affiliates upon request to TNT Connects' Compliance Department (compliance@TNTConnects.com). Notwithstanding the rules of the AAA, the following shall apply to all Arbitration actions: ❖ The Federal Rules of Evidence shall apply in all cases; ❖ The Parties shall be entitled to all discovery rights permitted by the Federal Rules of Civil Procedure; ❖ The Parties shall be entitled to bring motions under Rules 12 and/or 56 of the Federal Rules of Civil Procedure; ❖ The arbitration shall occur within 180 days from the date on which the arbitrator is appointed, and shall last no more than five business days;

❖ The Parties shall be allotted equal time to present their respective cases, including cross-examinations. All arbitration proceedings shall be held in Palm City, Florida. There shall be one arbitrator selected from the panel that the Alternate Dispute Resolution service provides. Each party to the arbitration shall be responsible for its own costs and expenses of arbitration, including legal and filing fees. The parties shall be allotted equal time to present their respective cases. The arbitrator will have authority to award any relief available under applicable

law, except that the arbitrator may not award relief on a class, collective, or representative basis except as permitted under Section 9.7. The arbitrator may grant interim injunctive relief consistent with applicable law. The decision of the arbitrator shall be final and binding on the parties and may if necessary, be reduced to a judgment in any court of competent jurisdiction. This agreement to arbitrate shall survive the cancellation or termination of the Agreement. The parties and the arbitrator shall maintain the confidentiality of the entire arbitration process and shall not disclose to any person not directly involved in the arbitration process: ❖ The substance of, or basis for, the controversy, dispute, or claim; ❖ The content of any testimony or other evidence presented at an arbitration hearing or obtained through discovery in arbitration; ❖ The terms or amount of any arbitration award; ❖ The rulings of the arbitrator on the procedural and/or substantive issues involved in the case. Notwithstanding the foregoing, nothing in these Policies and Procedures shall prevent either party from applying to and obtaining from any court having jurisdiction a writ of attachment, a temporary injunction, preliminary injunction, permanent injunction or other relief available to safeguard and protect its intellectual property rights, to enforce its rights under the non-solicitation or confidentiality provisions of the Agreement, prevent the breach of any provision of this Agreement, and/or to compel specific performance of the Agreement.

9.6.Governing Law, Jurisdiction, and Venue

Jurisdiction and venue of any matter not subject to arbitration shall reside exclusively in Martin County, State of Florida. The Federal Arbitration Act shall govern all matters relating to arbitration. The law of the State of Florida shall govern all other matters relating to or arising from the Agreement. Notwithstanding the foregoing, and the arbitration provision in Section 9.5, residents of the State of Louisiana shall be entitled to bring an action against TNT Connects in their home forum and pursuant to Louisiana law.

9.7.Class/Collective Action Waiver, PAGA/Representative Actions

To the fullest extent permitted by law, you and TNT Connects agree that any dispute will be brought only in an individual capacity and not as a plaintiff or class member in any class, collective, or representative proceeding. The arbitrator may not consolidate claims or preside

over any class, collective, or representative proceeding. For California, to the extent a waiver of PAGA representative claims is not enforceable, the parties agree that any non-waivable PAGA claim will be stayed pending arbitration of individual claims and then resolved in court if required by law.

9.8.Injunctive Relief, Intellectual Property, Confidentiality and Restrictive Covenants

TNT Connects may seek temporary, preliminary, or permanent injunctive relief in court (including in Martin County, Florida) to protect its Confidential Information, trade secrets, Marks, customer relationships, and to enforce non-solicitation and confidentiality obligations, without waiving arbitration for the merits.

10.PAYMENTS

10.1.Restrictions on Third Party Use of Credit Cards and Debit Cards

The use of a credit card or debit card belonging to a third party has the potential to violate state and federal banking laws and dramatically increase the risk of fraudulent transactions. Such fraudulent transactions have the potential to jeopardize TNT Connects' merchant accounts and banking relationships, and ultimately its ability to conduct business. For these reasons, an Affiliate shall not permit other Affiliates or Customers to use his or her credit card or debit card to enroll in or to make purchases from the Company. An Affiliate shall not use the credit card or debit card of a third party to enroll in or to make purchases from the Company.

11.INACTIVITY AND TERMINATION

11.1.Effect of Termination

So long as an Affiliate remains active and complies with the terms of the Affiliate Agreement and these Policies and Procedures, TNT Connects shall pay commissions to such Affiliate in accordance with the Compensation Plan. An Affiliate's bonuses and commissions constitute the entire consideration for the Affiliate's efforts in generating sales and all activities related to generating sales (including building a downline organization). Following an Affiliate's non-renewal of his or her Affiliate Agreement or voluntary or involuntary termination of his or her Affiliate Agreement (all of these methods are collectively referred to as "termination"), the former Affiliate shall have no right, title, claim or interest to the marketing organization which he or she operated, or any commission or bonus from the sales generated by the organization. An Affiliate whose business is cancelled will lose all rights as an Affiliate. This includes the right to sell TNT Connects products and services and the right to receive future commissions, bonuses, or other income resulting from the sales and other activities of the Affiliate's former downline sales organization. In the event of termination, Affiliates agree to waive all rights they may have, including but not limited to property rights, to their former downline organization and to any bonuses, commissions or other remuneration derived from the sales and other activities of his or her former downline organization. Following an Affiliate's termination of his or her Affiliate Agreement, the former Affiliate shall not hold himself or herself out as an TNT Connects Affiliate and shall not have the right to sell TNT Connects products or services. Commissions and bonuses after termination are handled as follows: (a) Voluntary cancellation. An Affiliate who cancels loses Affiliate status at once and earns no commissions or bonuses after the date of cancellation. Commissions and bonuses earned before that date are paid in the ordinary course. (b) Non-renewal. An Affiliate who does not pay the renewal fee is paid for the month in which it was due and earns no commissions or bonuses after that month unless he or she renews, as provided in Section 3.4. (c) Termination for cause. An Affiliate whose Affiliate Agreement is terminated for cause forfeits all unpaid commissions and bonuses, as provided in Section 11.3. An Affiliate who loses Affiliate status for any reason becomes a Customer, and his or her subscription, if any, continues, except that a former Affiliate terminated for cause may remain a Customer only as provided in Section 11.3. If your Affiliate Agreement is terminated for any reason, you must remove references to TNT Connects (including but not limited to, its name, products, services and income opportunity) from any

social media account(s) or profile(s) used by you within ten (10) days of the date of the termination of your Affiliate Agreement.

11.2. Initial Affiliate Qualification, Matrix Placement and Requalification

The initial sixty (60)-day qualification period begins on the calendar day after the Company accepts affiliate enrollment and ends at 11:59:59 p.m. Pacific Time on the sixtieth calendar day. To qualify, an Affiliate must personally enroll at least one (1) Customer whose initial CONNECT subscription payment is successfully processed by the deadline. A trial enrollment or unsuccessful, declined, or pending payment does not qualify. A later refund, reversal, or chargeback remains subject to Section 7.2 and Company review. Upon qualification, the Affiliate is placed in the next available position beneath the Enroller in the five-wide, six-level forced matrix, filled breadth-first from left to right. Placement does not itself unlock commission levels or rank; those requirements are governed by the Compensation Plan. If the Affiliate does not qualify within the initial period, the individual is reclassified as a Customer, and any CONNECT subscription continues separately unless canceled. The individual may continue accessing the Business Center for the remainder of the original paid annual term but may not enroll new Customers or Affiliates, hold an active affiliate matrix position, or earn affiliate commissions. Personally enrolled Affiliates who are not yet placed transfer to the Enroller as provided in the Compensation Plan. The individual may purchase one (1) additional sixty (60)-day qualification period for $19.95. The new period begins when that payment is successfully processed. Qualification requires one (1) personally enrolled Customer whose initial subscription payment is successfully processed during the additional period. If qualified, Affiliate status is

restored and placement occurs beneath the original Enroller. No additional extension is available under this provision. The $19.95 extension does not extend the original twelve-month $79 Business Center membership term or replace its annual renewal. Refund rights required by applicable law remain in effect.

11.3.Involuntary Termination

An Affiliate's violation of any of the terms of the Agreement, including any amendments that may be made by TNT Connects in its sole discretion, may result in any of the sanctions listed in Section 9.1, including the involuntary termination of his or her Affiliate Agreement. Termination shall be effective on the date on which written notice is mailed, emailed, faxed, or delivered to an express courier, to the Affiliate's last known address, email address, or fax number, or to his/her attorney, or when the Affiliate receives actual notice of termination, whichever occurs first. Termination for cause is effective immediately. The former Affiliate (a) may not reinstate the position under Section 11.4; (b) may never again enroll as an Affiliate; (c) forfeits all unpaid commissions and bonuses; and (d) is subject to Section 4.20. The former Affiliate may remain a Customer. TNT Connects reserves the right to terminate all Affiliate Agreements upon thirty (30) days written notice in the event that it elects to: (1) cease business operations; (2) dissolve as a corporate entity; or (3) terminate distribution of its products via direct selling.

11.4.Voluntary Termination

A participant in this network marketing plan has a right to cancel at any time, regardless of reason. Termination must be submitted in writing to the Company at its principal business address. The written notice must include the Affiliate's signature, printed name, address, and Affiliate I.D. Number. In addition to written termination, Affiliates who have consented to Electronic Contracting will cancel their Affiliate Agreement should they withdraw their consent to contract electronically. If the Affiliate also has a subscription, the subscription continues unless the Affiliate also specifically cancels it. Cancellation through the Affiliate's back office is written notice. An Affiliate who cancels may reinstate the same position, team and personal customers within 90 days by renewing as an Affiliate. After 90 days, he or she may enroll as a new Affiliate under any Enroller and will receive a new position.

11.5.Non-renewal

An Affiliate who does not pay the renewal fee within 90 days of its due date loses Affiliate

status on the 91st day, and Section 4.25 applies. The position may not be reinstated. The Company may also elect not to renew an Affiliate's Agreement upon its anniversary date.

12.DEFINITIONS

Active Customer — A personally enrolled member whose regular monthly subscription payment was received for that month (Pacific time). Active Affiliate — An Affiliate whose Business Center fee is current and who is not suspended. Active Rank — The term "active rank" refers to the current rank of an Affiliate, as determined by the TNT Connects Compensation Plan, for a particular pay period. To be considered "active" relative to a particular rank, an Affiliate must meet the criteria set forth in the TNT Connects Compensation Plan for his or her respective rank. (See the definition of "Rank" below.) Affiliated Party - A shareholder, member, partner, manager, trustee, or other parties with any ownership interest in, or management responsibilities for, a Business Entity. Agreement - The contract between the Company and each Affiliate includes the Affiliate Application and Agreement Terms and Conditions, the TNT Connects Policies and Procedures, the TNT Connects Compensation Plan, and the Business Entity Registration Form (where appropriate), all in their current form and as amended by TNT Connects in its sole discretion. These documents are collectively referred to as the "Agreement." Artificial Intelligence (AI) - Any machine-based system that generates outputs such as content, recommendations, scripts, images, audio, video, or decisions, including generative AI tools. Cancel — The termination of an Affiliate's business. Termination may be

either voluntary, involuntary, through non-renewal or inactivity. CAN-SPAM Act - The Controlling the Assault of Non-Solicited Pornography and Marketing Act of 2003 and implementing rules. Confidential Information - Includes TNT Connects non-public policies, pricing strategy, vendor information, training content, analytics, and any non-public product roadmap, in addition to items already listed. CV — Commissionable Value of a paid CONNECT service subscription: CONNECT 50 CV, CONNECT+ 75 CV, CONNECT Pro 100 CV. No CV is generated during the unpaid seven-day trial. CV becomes provisionally eligible after a successful monthly payment and is reversed or adjusted for refunds, disputes, chargebacks, and other reversals under Section 7.2. Neither the $79 annual Business Center fee nor the $19.95 qualification extension generates CV. Downline — The Customers and Affiliates below a particular Affiliate. An Affiliate's enrollment downline consists of the Customers and Affiliates he or she personally enrolls, those they enroll, and so on through each Enroller. An Affiliate's matrix downline consists of the positions beneath his or her position in the Matrix. (See "Enrollment Line / Matrix Line.")

Downline Leg — Each one of the individuals personally enrolled immediately underneath you and their respective marketing organizations represents one "leg" in your marketing organization. Enroll — The act of introducing a prospective Affiliate to TNT Connects and assisting him or her to execute an Affiliate Application and Agreement and thereby become an TNT Connects Affiliate. These activities are called "enrolling." Enroller — The person who enrolls a prospective Affiliate or Customer into TNT Connects. Enrollment Line / Matrix Line — Two separate relationships. The enrollment line runs through Enrollers and determines the 10% personal commission and active-customer counts. The matrix line runs through positions and determines matrix commissions. Immediate Household — Spouses, heads-of-household, and dependent family members residing in the same residence. Level — A row of the matrix below an Affiliate's position. Level 1 is the five positions directly beneath. Commissions are paid on Levels 1–6. Material Connection - Any relationship that could affect the weight or credibility of an endorsement, including being an Affiliate, receiving compensation, discounts, free products, bonuses, or other incentives. Matrix — The five-wide forced matrix in which Affiliates are placed. Positions fill left to right, one level at a time. Official TNT Connects Material — Literature, audio or video tapes, websites, and other materials developed, printed, published and/or distributed by TNT Connects to Affiliates. Organization CV — CV of an Affiliate's personal Customers plus CV in matrix Levels 1–6, used for leadership ranks. Paid-As Rank / Title — Paid-As Rank is the rank qualified for that month (with any requalification grace). Title is the highest rank ever reached and is for recognition only. Personal Data - Information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked with a particular individual or household. Position / Placement — An Affiliate's place in the matrix, assigned at the next open spot beneath his or her Enroller when the Affiliate's first personally enrolled Customer pays. Rank — The "title" that an Affiliate holds pursuant to the TNT Connects Compensation Plan. (See

"Paid-As Rank / Title.") Recruit — For purposes of TNT Connects' Conflict of Interest Policy (Section 4.8), the term "Recruit" means the actual or attempted sponsorship, solicitation, enrollment, encouragement, or effort to influence in any other way, either directly, indirectly, or through a third party, another TNT Connects Affiliate or Customer to enroll or participate in another multilevel marketing, network marketing or direct sales opportunity. Replicated Website — A website provided by TNT Connects to Affiliates which utilizes website templates developed by TNT Connects. Retired Position — A former Affiliate's position, which stays in place and is never reassigned. Social Media — Any type of online media that invites, expedites or permits conversation, comment, rating, and/or user generated content, as opposed to traditional media, which delivers content but does not allow readers/viewers/listeners to participate in the creation or development of content, or the comment or response to content. Examples of Social Media include, but are not limited to, blogs, chat rooms, Facebook, Instagram, Twitter, LinkedIn, TikTok, Pinterest, and YouTube. Spillover — Placement of an Affiliate beneath someone other than his or her Enroller because the Enroller's front level is full. TCPA - The Telephone Consumer Protection Act and implementing FCC rules, and any state equivalents. Typical Results - The results that the average participant can generally expect to achieve, as supported by competent evidence and TNT Connects' data. Upline — The Affiliates above a particular Affiliate. The enrollment upline is the line of Enrollers that links an Affiliate to the

Company; the matrix upline is the line of positions above the Affiliate's position in the Matrix. (See "Enrollment Line / Matrix Line.")

TNT CONNECTS CORPORATE CONTACT INFORMATION

For general information, customer assistance, affiliate support, compliance matters, or security concerns, use the appropriate contact information below. Corporate Mailing Address: 1512 NW Sweetbay Circle, Palm City, FL 34990 Main Company Phone: 877-798-TNT1 Official Website: www.tntconnects.com General / Customer Support: support@TNTConnects.com Affiliate Compliance: compliance@TNTConnects.com Security Incidents: security@TNTConnects.com