

EOS CONFERENCE TERMS AND CONDITIONS -- VERSION 1 (APPLIES TO REGISTRATIONS COMPLETED BEFORE DECEMBER 8, 2025)

We are pleased to provide you with access to the EOS Conference (the "Conference"). The Conference is an interactive event designed to provide our EOS community with the opportunity to connect with other entrepreneurs running their companies on EOS, learn from subject matter experts, and help strengthen your implementation of EOS. These Terms and Conditions are an agreement between you and EOS Worldwide, LLC, a Michigan limited liability company and each of its affiliates ("EOSW", "we", "us", "our") located at 2254 Cole Street, Suite 130, Birmingham, MI 48009. PLEASE READ THESE CAREFULLY. BY CLICKING "**I AGREE TO THE FOLLOWING TERMS AND CONDITIONS**" WHEN REGISTERING FOR THE CONFERENCE, YOU CONFIRM THAT YOU HAVE READ AND UNDERSTAND THESE TERMS AND CONDITIONS IN THEIR ENTIRETY AND ARE ACCEPTING THESE TERMS AND CONDITIONS AS A CONDITION TO YOUR REGISTRATION FOR THE CONFERENCE.

1. **Fees and Registration.** The payment of the applicable registration fee is due upon registration. If any payment is insufficient or declined for any reason, we may refuse to allow access to the Conference. . In order to qualify for any "early bird" rates or discounts, booking and payment must be received before the deadline date listed. Fees may be subject to sales tax, value added tax, or other taxes and duties which, if applicable, may be charged to you in addition to the fees. ***Subject to our limited cancellation, transfer, and refund policies below***, all registrations are final and are otherwise non-refundable. Fees are exclusive of any travel or other related costs and expenses you may incur in attending the Conference. It is each attendee's sole responsibility to take care of visa and travel requirements. If you require an entry visa, you must allow sufficient time for the visa application procedure.
2. **CANCELLATION; TRANSFERS; REFUNDS.** EOSW WILL NOT BE RESPONSIBLE FOR ANY LOSSES OR OTHER DAMAGES WHATSOEVER, INCLUDING AIRLINE CANCELLATION FEES, TO THE EXTENT THE CONFERENCE OR YOUR REGISTRATION IS CANCELLED BY US IN ACCORDANCE WITH THESE TERMS AND CONDITIONS OR BY YOU, THE HOTEL VENUE OR AS A RESULT OF ANY OTHER EVENT OUTSIDE OF OUR CONTROL. Refunds will be granted for cancellation requests received before **March 13, 2026**. You may also cancel your registration on or after **March 13, 2026**, and prior to or on **March 27, 2026**; however, a \$250 administration fee will be applied to any registrant who cancels their registration within this time period. Registrations are transferable and substitute attendees may be submitted to us up until **March 27, 2026**. **No transfers, substitutions, or cancellations will be permitted after March 27, 2026.** Except as set forth above, no registrations (including any access credentials (both in person and virtual (if applicable))) may be sold, traded, transferred or

shared with others without our express written permission.

EOSW may cancel, reschedule, or convert the format of the Conference at its sole discretion, with or without cause. EOSW shall not be liable for any failure or delay in performance due to events beyond its reasonable control, including but not limited to acts of God, pandemics, governmental regulations, strikes, or technical failures.

EOSW reserves the right to deny or revoke registration transfers or session access in its sole discretion. Registration does not guarantee access to all sessions, speakers, or materials, which may be limited due to format, capacity, or other constraints.

3. **Information Subject to Change; Speakers.** The information we provide about the Conference is for informational purposes only and is subject to change. This means we may change certain aspects of the Conference including the name, content, program, speakers, venue (including from a physical in-person event to virtual and vice versa), date and time. Every effort will be made to ensure a program of equivalent standard and value should unavoidable changes occur. Views expressed by speakers are their own.
4. **No Solicitation.** In order to ensure a spirit of collegiality at the Conference, please respect our policy which provides that no attendee may engage in any type of self-promotion or conflicting activities at or in connection with the Conference. Accordingly, you may not distribute, display or place, or cause to be distributed, displayed or placed, advertising or other marketing materials (including any fliers, handbills, books, articles, or anything of value) or otherwise solicit business or other attendees in any way in, on or about the Conference, without our prior written approval which may be withheld in our sole discretion. In the event of a violation of this Section, in addition to the other rights and remedies available to us, including our right to refuse admission or eject you from any session if you violate these Terms and Conditions or our related policies, you must reimburse us for our costs and expenses incurred as a result thereof, including the cost to remove any such unauthorized materials from the Conference, together with an administrative fee in an amount equal to twelve percent (12%) of the costs so incurred.
5. **Scheduling of Other Events or Meetings.** In addition to our policies against self-promotion described above, please also respect our policy to not schedule any meetings or other events while attending the Conference with any Conference attendees that may conflict with our sessions or other Conference activities, without our prior written approval. These include hosting group functions such as meals, parties, meetings or seminars. We encourage you to take this opportunity to meet with your friends, colleagues, EOS Implementers, and others in attendance, but please do so during breaks or other downtime to avoid attracting attendees away from our Conference activities and sessions.

6. Conference Updates; Privacy Settings; Electronic Communications.

By registering for the Conference, you consent to receiving communications from us electronically, including via email or even by text message (message and data rates may apply). We may also post updates about the Conference by posting notices on the Conference registration web site. You are encouraged to visit the Conference web site from time to time in order to review any updates that we may provide.

In addition, by registering for the Conference and by downloading the EOS Conference mobile app, you consent to our listing you as a Conference attendee through our Conference digital platforms, including within our EOS Conference mobile app, as applicable. Accordingly, other attendees may contact you electronically. If you do not want to be listed as a Conference attendee or contacted by other attendees, please do not download the mobile app.

You will also be added to our participant list for notifications of future events. If you would like to opt-out of any of these benefits, a link is provided in each email to provide the ability to opt-out.

We take your privacy very seriously. Information you therefore submit for registration is governed by the privacy policy for the registration site as well as our Privacy Policy available at [Privacy Policy – EOS Worldwide](#). By registering for the Conference, you further consent to our disclosure of your name and registration information as we deem necessary with our event coordinators and hotel venue(s) for the Conference, as well as others who may help us provide the Conference to you and other attendees, including for the handling of data processing, data and registration verification and transaction processing. We do not sell, trade or rent your personal information to others for any marketing purposes not associated with the Conference.

- 7. Pictures/Videos/Recordings.** We understand that you may see friends and colleagues, and we absolutely encourage you to take pictures outside of the session areas and to share those pictures as you desire. However, information that we are sharing within our Conference sessions (e.g., keynote or breakout sessions) is EOS intellectual property and therefore, you may not share any pictures or videos of any Conference session you may take publicly via social media or otherwise, without our express written permission. Notwithstanding the foregoing, video, pictures or other recordings of certain sessions or areas within the Conference may be further restricted or prohibited.
- 8. Other Ground Rules.** In order to preserve the spirit of our Conference, we may make available additional ground rules from time to time and expect all attendees to follow these ground rules without exception. Failing to follow our ground rules is a violation of these Terms and Conditions.
- 9. We May Restrict/Revoke Your Access.** Abiding by these Terms and Conditions is a condition to your access to any Conference session. You must also comply with all applicable rules and policies provided by the hotel venue(s) while on hotel property, as well as applicable terms of use for any virtual hosting platform. In addition, we expect all attendees attending virtually to comply with our applicable Master Terms of Use

available at <https://www.eosworldwide.com/terms-conditions>, including all applicable community guidelines and community standards in effect from time to time. We reserve the right to, without reimbursement of any kind, revoke your right to attend any session or otherwise refuse admission or eject you from any session if you violate any such terms or policies. You further acknowledge and agree that if you or your employees, agents, or representatives, as applicable, take any action or inaction, that, in our sole discretion, may reflect poorly on us, our affiliates or the goodwill associated with the EOS Worldwide brand, we may without reimbursement of any kind, also revoke your right to attend any of these sessions or otherwise refuse admission or eject you or other attendees from any session. EOSW reserves the right, in its sole discretion, to deny or revoke access to any attendee whose conduct may disrupt the Conference, violate these Terms, or negatively reflect on the EOS brand.

10. **Credentials.** Conference-issued credentials are the sole property of EOS Worldwide and must be surrendered upon demand to our representatives. Issued credentials must be prominently displayed while at the EOSW Conference or designated off-site activities. False certification, misuse of an attendee credential, or any other method or device used to assist unauthorized personnel to gain admittance, is prohibited.
11. **Grant of Rights; Suggestions and Feedback.** During the Conference, we or our employees, agents, representatives, outside service providers, sponsors, speakers, or other designees (collectively, the “EOSW Parties”), may record, film, photograph, videotape or otherwise capture portions of the Conference, which may include outtakes and separate interviews with one or more attendees. By agreeing to these Terms and Conditions and by attending the Conference, you irrevocably consent to the foregoing and to the release, publication, exhibition, and/or reproduction of any and all materials created therefrom, in their original form or in any other form or character (collectively, “Materials”), which may be used in perpetuity in any medium whatsoever for news, webcasts, promotional purposes, telecasts, advertising, inclusion on websites, social media, or any other purpose we may determine, without further consent or approval from, or payment or other compensation to, you. Images, photos and/or videos may include your personal attributes (e.g., name, likeness, image, etc.) and may also be used to promote similar EOS Worldwide events in the future, as well as promotionally highlight the Conference and exhibit capabilities to future audiences. As between you and EOSW, EOSW shall be the exclusive owner of all rights, including rights to any copyright, in and to the Materials, and you hereby irrevocably transfer, assign, and otherwise convey to EOSW, or otherwise disclaim and waive, all rights, if any, you may have in and to the Materials and any other intellectual property rights in and to the Materials.

In addition, by submitting any feedback, opinions or suggestions, you grant to us a non-exclusive, perpetual, irrevocable, and royalty-free license to any intellectual property

rights you may have in your feedback, opinions, and suggestions, whether provided, prior to, during or after the Conference, to develop or improve the Conference, or any EOSW products or services. You acknowledge that submission of feedback and suggestions is voluntary and EOSW may use, disclose, reproduce, or otherwise exploit any such feedback, opinions, or suggestions as they see fit, without any compensation or other obligation to you or restriction or limitation of any kind on account of intellectual property rights or otherwise. Nothing herein will constitute any obligation on any EOSW Party's part to make any use of any of these rights.

12. Intellectual Property. As between you and us, all intellectual property rights in and to the Conference, the Conference content, and all materials distributed at or in connection with the Conference are owned by EOSW (which may include Conference sponsors or speakers presenting at the Conference). Accordingly, no materials distributed or otherwise made available at or in connection with the Conference (including through any virtual attendance) may be used, reproduced, displayed, distributed, disclosed, or transmitted, in whole or in part, in any form or by any means, without our express prior written permission. All materials must in any event be preserved to retain all copyright, confidential and other proprietary and legal notices, legends and watermarks therein contained.

For the avoidance of doubt, nothing in these Terms and Conditions shall be deemed to vest in you any legal or beneficial right in or to any trademarks or other intellectual property rights owned or used under license by EOSW; nor are you granted any right or license to any other intellectual property rights of EOSW, all of which shall at all times remain the exclusive property of EOSW. Attendees may use Conference materials solely for their own internal, non-commercial use. All other uses are strictly prohibited without express written permission.

13. RELEASE AND LIMITATION OF LIABILITY. BY ATTENDING THE CONFERENCE, AND BY AGREEING TO THESE TERMS AND CONDITIONS, YOU, TO THE FULLEST EXTENT PERMITTED BY APPLICABLE LAW, ON BEHALF OF YOURSELF AND YOUR HEIRS AND LEGAL REPRESENTATIVES, AGREE FURTHER THAT YOU WILL NOT HOLD ANY EOSW PARTY RESPONSIBLE FOR, AND YOU HEREBY RELEASE EACH OF THE FOREGOING FROM, ANY CLAIM, CAUSE OF ACTION OR LIABILITY, RESULTING FROM YOUR ATTENDANCE AT THE CONFERENCE, INCLUDING, WITHOUT LIMITATION, CLAIMS RELATED TO (I) THE USE OF YOUR PERSONAL INFORMATION OR ANY MATERIALS CONTAINING YOUR PERSONAL ATTRIBUTES IN ACCORDANCE WITH THE TERMS HEREOF OR THE EXERCISE OF ANY OF THE RIGHTS REFERRED TO ABOVE (II) ANY LOST, DAMAGED OR STOLEN PERSONAL PROPERTY WHILE ATTENDING THE CONFERENCE; AND (III) ANY ACTUAL OR ALLEGED INJURY TO OR DEATH OF ANY PERSON, DAMAGE TO ANY PROPERTY, AND ANY OTHER DAMAGE OR LOSS, BY WHOMSOEVER SUFFERED, RESULTING OR CLAIMED TO RESULT,

DIRECTLY OR INDIRECTLY, FROM ATTENDANCE AT THE CONFERENCE.

WITHOUT LIMITING THE GENERALITY OF THE FOREGOING, EXCEPT AS REQUIRED BY LAW, NO EOSW PARTY SHALL BE RESPONSIBLE OR LIABLE FOR (I) ANY ACTS OR OMISSIONS OF THE HOTEL VENUE(S) OR THEIR RESPECTIVE EMPLOYEES, AGENTS, REPRESENTATIVES OR THIRD-PARTY SERVICE PROVIDERS; OR (II) ANY INDIRECT, SPECIAL, INCIDENTAL, OR CONSEQUENTIAL COSTS, DAMAGES OR LOSSES ARISING DIRECTLY OR INDIRECTLY FROM THE CONFERENCE OR ANY OTHER ASPECT RELATED THERETO OR IN CONNECTION WITH YOUR ATTENDANCE AT THE CONFERENCE.

14. **Special Needs or Accommodations.** Please call us toll free at 877-367-1877 (or +1-248-278-8220 outside of the United States), or email support@eosworldwide.com if you have a special need and require accommodation to participate.

15. **Miscellaneous.**

a. **Limitation of Liability:** Neither EOSW nor any of our respective employees, agents, representatives, service providers or sponsors takes any responsibility for your personal effects or possessions. Please keep your personal effects and possessions in a safe place at all times. If you have any questions, please speak with a hotel venue representative. These Terms and Conditions are governed by Michigan law.

b. **Indemnification:** "You agree to indemnify, defend, and hold harmless EOSW, its affiliates, and their employees, agents, and representatives from and against any claims, losses, or liabilities arising out of your conduct at the Conference or your breach of these Terms."

c. **Severability:** "If any provision is found unenforceable, the remaining terms shall remain in full force."

d. **Waiver:** "Failure to enforce any provision shall not constitute a waiver."

e. **Entire Agreement:** "These Terms constitute the entire agreement regarding your attendance."