

SCANSOURCE 2026 “MITEL CHART YOUR COURSE” PROGRAM PROMOTION OFFICIAL RULES

The ScanSource 2026 “Chart Your Course” Program Promotion (the “Promotion”) is sponsored by ScanSource, Inc. (“ScanSource” or “Sponsor”) and is open only to “Resellers,” which for purposes of these Official Rules, are defined to mean individuals who are legal residents of, and business entities that are domiciled in, the 50 United States and the District of Columbia and Canada (except the Province of Quebec), which at the time of registration are: (1) registered resellers, integrators or service providers of ScanSource in good financial standing with ScanSource; (2) classified as a Partner as defined by Mitel ; and (3) 21 years of age or older (if an individual). Direct Marketers (“DMARs”), “e-tailers,” Distributors, Manufacturers and other competitors of ScanSource, as those terms are defined or interpreted by ScanSource in its sole discretion, are not eligible to participate in the Promotion.

**VOID IN PUERTO RICO, U.S. VIRGIN ISLANDS, U.S. TERRITORIES AND POSSESSIONS,
THE PROVINCE OF QUEBEC, AND WHERE PROHIBITED OR RESTRICTED BY LAW.**

1. PROMOTION PERIOD. The Promotion begins January 1, 2026 and ends December 31, 2026, at 11:59:59 p.m. (Eastern Time) (the “Promotion Period”).

2. REGISTRATION. In order to participate in the Promotion, Resellers must have first registered for the Promotion by visiting <https://www.scansource.com/technologies/suppliers/mitel/chart-your-course>. (All required information on the registration form must be fully completed to register.) Link will be provided to resellers to register via email which will be delivered no later than February 4, 2026.

3. PROMOTION OVERVIEW – POINTS; ELIGIBLE PRODUCTS.

(A) Chart Your Course Points. Once registered in the Promotion as provided in Section 2 above, a registered Reseller will have the opportunity to complete certain activities and earn “Chart Your Course Points” during the Promotion Period. At the end of the Promotion Period, each registered Reseller’s points totals will be calculated.

(B) Eligible Products. For purposes of these Official Rules, the “Eligible Products” are Mitel products sold and shipped by ScanSource, consisting of: (a) Mitel hardware products (“Hardware Products”); and (b) Mitel service products and subscriptions products (“Service/Subscription Products”).

4. HOW TO EARN CHART YOUR COURSE POINTS. A Reseller may receive Chart Your Course Points the following ways:

(A) Purchase Growth Goal Points. For purposes of the Promotion, each Reseller will be assigned a “Purchase Growth Goal” which is calculated (in part) using the dollar amount equal to the Reseller’s total purchases of Eligible Products from ScanSource for January 1, 2025 through December 31, 2025.

(B) Reseller Purchase Growth Goal. For Resellers, the “Reseller Purchase Growth Goal” is the dollar amount equal to the Reseller’s total purchases of Eligible Products from ScanSource for January 1, 2025 through December 31, 2025, plus 10% of such amount. In the event that a particular Reseller does not have a Purchase Growth Goal of at least \$10,000 (based on Eligible Product purchases from ScanSource for January 1, 2025 through December 31, 2025), such Reseller’s Purchase Growth Goal will be set at \$10,000.

(C) Additional Point Earning Opportunities.

1. Attend a ScanSource Mitel event or webinar = one point (per company, per event)

2. Answering questions found within emails and podcasts by responding to MitelTeam@ScanSource.com = 1 point (1 per correct answer or verified response per company)
3. Achieve quarterly goal = 5 points (per company)
4. Achieve annual goal = 10 points (per company)
5. Achieve 3 of 4 quarterly goals = 7 points (per company)
6. For each Mitel certification earned = 2 points
7. Earn additional points for receiving 3 Mitel certifications = 3 points
8. Partners with current certification compliance at beginning of promotion = 5 points

9. **ELIGIBILITY AND GENERAL REGISTRATION MATTERS.**

a. Eligibility. The Promotion is open only to “Resellers,” defined as individuals who are legal residents of, and business entities that are domiciled in, the 50 United States and the District of Columbia and Canada (except the Province of Quebec), which at the time of registration are: (1) registered resellers, integrators or service providers of ScanSource in good financial standing with ScanSource; (2) classified as a Silver, Business, or Proximity level Partner as defined by Mitel ; and (3) 21 years of age or older (if an individual). DMARs, “e-tailers,” distributors, manufacturers and other competitors of ScanSource, as those terms are defined or interpreted by ScanSource in its sole discretion, are NOT eligible to participate in the Promotion. Officers, directors, and employees of Sponsor, Mitel , and their parents, subsidiaries, and other affiliated companies, agents, and advertising and promotional agencies, and their immediate family members (defined as parents, spouse, children, siblings, grandparents) and those with whom they are domiciled, are NOT eligible to participate.

b. Registration Matters. No copies or mechanical reproductions of Promotion registrations will be accepted. Any illegible, unintelligible, incomplete, or garbled Promotion registrations are not permitted and will be disqualified and any registrations not in conformance with these Official Rules will be disqualified. Neither Sponsor nor any of its employees, representatives or agencies, is responsible for lost, late, damaged, delayed, destroyed, misdirected, incomplete, or illegible registrations. Once submitted, Promotion registrations become the exclusive property of Sponsor and will not be acknowledged or returned. Proof of submission will not be deemed to be proof of receipt by Sponsor. By registering, participants give their express permission to be contacted by Sponsor by mail, email, facsimile and telephone. Any personal information collected in connection with this Promotion will be used in accordance with Sponsor’s privacy policy.

c. Official Rules. By participating, Resellers agree to be bound by these Official Rules, which are final and binding in all respects. For a copy of these Official Rules, please send a self-addressed, stamped envelope to: ScanSource 2026 “Chart Your Course” Program Promotion Official Rules, 6 Logue Court, Greenville, SC 29615 (USA), by December 31, 2026. (Residents of Canada may omit return postage.)

10. **CHART YOUR COURSE POINTS AND AWARDS; AWARD NOTIFICATION AND RESTRICTIONS.**

a. Award. The top five (5) Resellers that earn the top points by June 30, 2026 Chart Your Course Points during the Promotion Period will receive an “Award” consisting of a ScanSource Partner First Experience extended Trip for one (1) designated representatives of award-winning Reseller (the “Designated

Representatives”). The ScanSource Partner First Experience Trip will be a one night event with dates TBD. The Award includes: (i) reimbursement (up to the amount of \$700 per person) for round-trip, coach-class air transportation for the Designated Representatives from the closest major airport to award-winning Reseller’s primary business address (airport determined by Sponsor in its sole discretion) to Nashville International Airport; (ii) one room hotel accommodations (for one) for one (1) night in 2026 (official dates TBD) in Nashville, TN area; (iii) events, meals and activities. Total approximate retail value of Award is \$700 actual value may vary based on airfare and hotel fluctuations, and time of departure and distance between departure and destination. (Sponsor reserves the right to modify the dates of the award trip as made necessary (in Sponsor’s sole and absolute discretion) by Sponsor’s agreement with hotel.)

b. End of Promotion Award. The top five (5) Resellers that earn the top points by December 31, 2026 Chart Your Course Points during the Promotion Period will receive an “Award” consisting of a Mitel ScanSource 4 day trip experience trip for one (1) designated representative of award-winning Reseller (the “Designated Representatives”). The ScanSource Mitel Experience Trip will be a three (3) night event with dates TBD. The Award includes: (i) reimbursement (up to the amount of \$6000 per person) for round-trip, coach-class air transportation for the Designated Representatives from the closest major airport to award-winning Reseller’s primary business address (airport determined by Sponsor in its sole discretion) to closest Airport to destination TBD; (ii) one room hotel accommodations for three (3) night in 2027 (official dates TBD); (iii) events, meals and activities. Total approximate retail value of Award is \$6000 actual value may vary based on airfare and hotel fluctuations, and time of departure and distance between departure and destination. (Sponsor reserves the right to modify the dates of the award trip as made necessary (in Sponsor’s sole and absolute discretion) by Sponsor’s agreement with hotel.)

c. General Award Notification and Affidavit Requirements; Additional Requirements of Award Recipients. Award recipients will be notified by email, telephone, mail or facsimile. In the event that a potential award recipient is a business entity Reseller (as opposed to an individual Reseller), the authorized officer(s) of the Reseller business entity will be required to designate an individual recipient of the award by specifying such individual in writing prior to acceptance of the award. Unclaimed awards may not be awarded.

Each potential award-winning Reseller must comply with all of the terms and conditions of this Promotion, and award is contingent upon fulfilling all requirements. Award recipients may be required to sign and return an Affidavit of Eligibility and Release (an “Affidavit”) within fourteen (14) days of notification/verification in order to receive the award. In the event: (a) a potential award recipient cannot be reached for whatever reason after a reasonable effort has been exerted based on the information submitted by potential award recipient, (b) of noncompliance with the above or within any of the aforesaid time periods, (c) a potential award recipient is found to be ineligible to participate in the Promotion or receive the award, (d) a potential award recipient cannot or does not comply with these Official Rules, (e) a potential award recipient’s award notification or Affidavit is returned as undeliverable for whatever reason, or (f) a potential award recipient fails to fulfill the Affidavit-related obligations, the potential award recipient may be disqualified from receiving the award.

In the event of a dispute as to the identity of a potential award-winning Reseller based on an email address, the award recipient will be deemed to be the authorized account holder of the email address submitted at time of registration. For purposes hereof, an “authorized account holder” is the natural person who is assigned to an email address by an Internet access provider, on-line service provider or other organization (e.g., business, educational, institution, etc.) that is responsible for assigning email addresses for the domain associated with the submitted email address.

At time of acceptance of award, Award Reseller must designate the two (2) Designated Representatives who will travel. In the event that Reseller award winner is an individual, rather than a business entity, one of the Designated Representatives must be the Promotion award-winning Reseller.

Each Designated Representative: (i) must be available to travel on the actual dates set for trip by Sponsor; (ii) will be required to sign and return a liability release or will not be permitted to travel on trip; (iii) must depart from the closest major airport to the winning Reseller's primary business address (determined by Sponsor in its sole discretion); (iv) must be at least twenty-one (21) years of age; (v) is responsible for providing all travel required identification and travel documents (including, without limitation, passports and REAL IDs, or other TSA-approved identifications) and complying with all applicable security requirements; and (vi) is responsible for obtaining travel insurance (and all other forms of insurance) at his/her option, and hereby acknowledges that Sponsor has not and will not obtain or provide travel insurance or any other form of insurance. In the event of the failure to comply with any of the above requirements, Reseller recipient may forfeit Elite Tier award in its entirety. If Designated

Representatives cannot travel for any reason whatsoever after all travel arrangements are made, award-winning Reseller may forfeit award. In the event that award-winning Reseller's primary business address is within 200 miles of destination, reimbursement (up to the amount of \$650 per person) for ground transportation of Designated Representatives may be provided in lieu of air travel, and no additional compensation will be provided for travel to and from destination as part of trip award. (Sponsor is not responsible for transportation of Designated Representatives to airport.) All travel is subject to any and all advisories, restrictions or requirements instituted by the governments of the United States, Canada, and/or the award destination location.

In the event that the trip/travel experience portion of the Award cannot be awarded for any reason (including, without limitation, acts of God, natural disasters, widespread illness, public health crisis or pandemic (e.g., COVID-19), terrorism, weather or any other similar event beyond Sponsor's reasonable control), then Sponsor will determine, in its discretion, a comparable trip, travel experience, travel voucher or cash substitute that may be awarded in lieu of the trip/travel experience portion of the award. In the event that any Tier Three Award events are postponed or canceled, Sponsor will not be responsible for awarding such postponed or cancelled portion of the award and no substitution or compensation will be provided. The remainder of the Tier Three Award will be awarded.

d. General Award Restrictions. All award-winning Resellers must be in in good financial standing with ScanSource at time of award in order to be eligible to receive award. In the event that award-winning Reseller is not in good financial standing with ScanSource at such times, award recipient will forfeit award.

Awards are non-transferable. (award is non-transferable, and travel tickets may not be partitioned, sold or otherwise transferred by winner.) Unless otherwise specifically provided for herein, all taxes or expenses, including, without limitation, expenses associated with the award (including, with respect to Tier Three Award, gratuities, incidental charges, surcharges, personal expenses, insurance, telephone charges, and other transportation costs), sales tax, luxury tax, and any other costs incurred in claiming or using any of the awards, are the sole responsibility of the award-winning Reseller. No award substitution or cash equivalent of award, except at Sponsor's sole discretion, and then only for an award of equal or greater value. Any difference between the actual value of any award and the approximate retail value set forth in these Official Rules may not be claimed and will not be awarded.

11. GENERAL CONDITIONS.

a. This Promotion is subject to all federal, state and local laws and regulations. The laws of the United States of America shall be deemed to govern the Promotion.

b. Acceptance of award shall constitute and signify the award recipient's agreement and consent that Sponsor may use recipient's (as well as Designated Executives' and Reseller's corporate representatives') name(s), address(es) (city and state only), biographical data, voice, likeness, image, statements, and award

information, in any and all media now existing or hereafter devised for illustration, promotion, art, editorial, advertising, trade or any other purpose whatsoever, in perpetuity, without attribution, notification, compensation or consents (except where prohibited by law), and recipient Reseller hereby releases Sponsor from any liability with respect thereto. (Canadian residents need not consent to, or sign any, publicity release.)

c. Participant (including each participating Reseller and Designated Executives) by participating, releases and agrees to hold harmless Sponsor and its parents, affiliates, subsidiary companies, advertising and promotion agencies, and agents and their respective directors, officers, employees, representatives and agents from any and all liability for any accident, loss, tax liability, injury, death or damage of any kind, arising from participant's participation in this Promotion or in any Promotion related activity, or resulting from acceptance, possession, use or misuse of any award, or while traveling to and/or from a location as part of or to obtain or use an award. Without limiting the foregoing, all awards are provided "as is" without warranty of any kind, either express or implied, including but not limited to, the implied warranties of merchantability, fitness for a particular purpose, or non-infringement. (Any and all guarantees and warranties on merchandise awards are subject to the manufacturer's terms and conditions, and award recipients agree to solely look to such manufacturers for any such warranty or guarantee claim.)

d. Sponsor and its parents, affiliates, subsidiary companies, advertising and promotion agencies, and agents and contest administrators and their respective directors, officers, employees, representatives and agents are not responsible for any typographical or other error in the printing of the Promotion, administration of the Promotion or in the announcement of the awards. Sponsor reserves the right to modify the Promotion rules, terms and conditions without materially affecting the terms and conditions of the Promotion.

e. Except where prohibited, participants (including participating Resellers and Designated Executives) agree that: (1) any and all disputes, claims, and causes of action arising out of or connected with the Promotion, or any award awarded, or the determination of the award recipient(s) shall be resolved individually, without resort to any form of class action, and exclusively under the laws of the State of South Carolina, USA and through the courts of Greenville County, South Carolina, USA; (2) any and all claims, judgments and awards shall be limited to actual out-of-pocket costs incurred, including costs associated with participating in the Promotion but in no event attorneys' fees; and (3) under no circumstances will participants be permitted to obtain awards for and participants hereby waive all rights to claim punitive damages, incidental damages, consequential damages or any other damages, other than for actual out-of-pocket expenses, and any and all rights to have damages multiplied or otherwise increased. (NOTE: Some jurisdictions do not allow the limitation or exclusion of liability for incidental or consequential damages, so the above may not apply to you.) All issues and questions concerning the construction, validity, interpretation and enforceability of these Official Rules, or the rights and obligations of participant or Sponsor in connection with this Promotion shall be governed by, and construed in accordance with, the laws of the State of South Carolina, USA without giving effect to any choice of law or conflict of law provisions.

f. If for any reason the Promotion is not capable of running as planned due to infection by computer virus, bugs, tampering, unauthorized intervention, fraud, technical failures, human or technical errors, or other errors, printing errors, tampering, fraud, unauthorized intervention, technical failure, acts of God, natural disasters, wide spread illness, public health crisis or pandemic (e.g., COVID-19), terrorism, weather or any other causes beyond the control of Sponsor which corrupt or affect the

administration, security, fairness, integrity, or proper conduct of the Promotion, Sponsor reserves the right at its sole discretion, to disqualify any individual who tampers with the registration process, and to cancel, terminate, modify or suspend the Promotion. In the event of the cancellation, termination, or suspension of the Promotion, Sponsor will only award the number of awards awarded up to the date of termination, cancellation or suspension.

g. Sponsor assumes no responsibility for any error, omission, interruption, deletion, defect, delay in operation or transmission, communications line failure, theft or destruction or unauthorized access to, or alteration of, registrations. Sponsor is not responsible for any problems or technical malfunction of any telephone network or telephone lines, computer on-line systems, servers, or providers, computer equipment, software, failure of any registration or email to be received by Sponsor on account of technical problems, human error or traffic congestion on the Internet or at any website, or any combination thereof, including any injury or damage to a participant's or any other person's computer relating to or resulting from participation in the Promotion or downloading any materials in the Promotion. Sponsor is not responsible for the inability to award all or any part of any award due to errors, delays or interruptions due to acts of God, natural disasters, widespread illness, public health crisis or pandemic (e.g., COVID-19), terrorism, weather or any other similar event beyond Sponsor's reasonable control.

h. WARNING: ANY ATTEMPT BY A PARTICIPANT OR ANY OTHER PERSON TO DELIBERATELY DAMAGE THE PROMOTION WEBSITE (OR ANY SPONSOR WEBSITE OR UNDERMINE THE LEGITIMATE OPERATION OF THE PROMOTION MAY BE A VIOLATION OF CRIMINAL AND CIVIL LAWS AND SHOULD SUCH AN ATTEMPT BE MADE, SPONSOR RESERVES THE RIGHT TO SEEK DAMAGES OR OTHER REMEDIES FROM ANY SUCH PERSON(S) TO THE FULLEST EXTENT PERMITTED BY LAW, INCLUDING SEEKING CRIMINAL PROSECUTION.

12. SPONSOR. The Sponsor of this Promotion is ScanSource, Inc., 6 Logue Court, Greenville, SC 29615 (USA). The administrator/operator of this Promotion is Sponsor.