

FedEx Transportation Services Agreement

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FedEx Transportation Services Agreement

Customer Name: Picanova Inc

Effective Date: See Below ("Effective Date")

Customer, including any of its divisions, subsidiaries and affiliates, a majority (defined as 51%) of whose voting stock is directly or indirectly owned by Customer ("Customer" herein), and FedEx agree to enter into this FedEx Transportation Services Agreement (the "Agreement") subject to the following terms and conditions.

This Pricing Agreement/Amendment hereinafter collectively refers to a Country or Territory as "Country or Countries".

1. Services. This Agreement specifies the terms and conditions under which FedEx agrees to provide certain transportation services ("Services") to Customer. This Agreement shall be between Customer and the applicable FedEx operating entity ("FedEx Company") for the applicable Service identified on the pricing attachments that are attached hereto and incorporated herein. All FedEx Companies providing Services pursuant to this Agreement are hereinafter collectively referred to as "FedEx".

2. Pricing. FedEx agrees to provide Services to Customer at the pricing and on the terms as set forth in the applicable pricing attachments. Each applicable FedEx Company may provide a courtesy copy of Customer's pricing reflected as net rates (based on the applicable base rate in effect at such time) upon request. Net rate sheets are provided as a courtesy only and are not incorporated within the Agreement. The pricing and Services are provided by FedEx to Customer for Customer's use and benefit only and may not be resold or otherwise extended (including via third party billing) to any other party without the prior written consent of FedEx. Customer agrees to ensure that the proper account number appears on the applicable air waybill or other form of shipping documentation and acknowledges that pricing will not be applied to packages that do not correctly reference the proper account number. The pricing is effective the later of the date identified above, if any, or within five business days following possession of a fully executed Agreement by FedEx's authorized representative ("Effective Date").

3. Service Guide. Each shipment made with FedEx is subject to the terms and conditions of the FedEx Service Guide in effect at the time of shipment, which terms are incorporated into this Agreement by reference. "FedEx Service Guide" means, collectively, the shipment country of origin FedEx Service Guide, any applicable tariffs, local service conditions or condition of carriage, and the airbill/air waybill or Bill of Lading in effect on the date of shipment of the applicable FedEx Company (including, but not limited to, the FedEx Freight 100 Series Rules Tariff, the FedEx Ground Economy terms at https://www.fedex.com/content/dam/fedex/us-united-states/services/FGE_TermsConditions_2021.pdf, FedEx One Rate terms available at the web address referenced in the Express pricing attachment specific to FedEx One Rate, and other service-specific terms as posted on fedex.com). FedEx reserves the right to modify the FedEx Service Guide, including a modification of the published transportation rates and/or special handling fees, surcharges, ancillary and other charges, at any time without notice. Customer is directed to the FedEx web site fedex.com for changes in the FedEx Service Guide. In the event there is a conflict between this Agreement and the FedEx Service Guide, the provisions of this Agreement control.

4. Payment Terms. Payment is due at the time Services are rendered. FedEx may, however, extend credit privileges. The invoice date begins the credit term cycle, and payment is due within the number of days specified on the pricing attachments from the invoice date. However, invoices for duties and taxes are payable on receipt, unless a specific credit term for payment of duties and taxes is otherwise set forth on the applicable pricing attachment(s). Customer agrees that remaining current on all payables is a condition to the extension of credit and pricing. Failure to comply with payment terms may result in denial of credit or removal of applicable pricing, in FedEx sole discretion.

5. Automation. Customer agrees that all shipping locations will use a FedEx online or FedEx compatible shipping solution that is approved and authorized by FedEx, and an agreement for the placement or use of any such shipping solution shall be accepted prior to such use.

6. Confidentiality. Both FedEx and Customer agree that the terms of this Agreement, including the pricing, are confidential and shall be held in strict confidence by both parties and may not be disclosed unless required by law. Customer agrees not to post or publicly display the terms or the pricing. FedEx and Customer also agree that any discussions or negotiations regarding the pricing





or any changes thereto (including but not limited to future pricing offerings) are also confidential and are subject to this provision of confidentiality. Notwithstanding the foregoing, disclosure by FedEx to any of its subsidiaries, affiliates, related entities, subcontractors, agents and/or representatives is permitted without notice or consent. Furthermore, disclosure by Customer of this Agreement or any terms to any third party without consent by FedEx and execution of a mutually agreeable non-disclosure agreement between FedEx and such third party shall be considered a breach by Customer.

7. Term. This Agreement commences on the Effective Date and continues until expired or terminated by either party.

8. Termination. Either party may terminate this Agreement immediately upon notice due to the other party's noncompliance with its terms. Either party may terminate this Agreement at any time without cause and without fees unless otherwise stated in the Agreement or the pricing attachment, upon 30 days' prior written notice to the other party.

9. Prior Agreements. This Agreement supersedes all pricing agreements and addenda, if any, between FedEx and Customer for the Services, package types, and Customer account numbers covered by this Agreement and identified on the respective pricing attachments.

10. No Modifications. Any alterations to this document by either party will render it null and void. Any failure by FedEx or Customer to enforce or apply a provision of these Conditions does not constitute a waiver of that provision and does not otherwise impair FedEx's right to enforce such provision.

11. Restricted Commodities. This Agreement does not provide for the shipment of alcohol or other items and conditions that may be prohibited or restricted by law or by the FedEx Service Guide. Such commodities may require a separate agreement.

12. Electronic Storage. Either party may copy this completed Agreement for electronic storage in a non-editable format, at which time the paper form of this Agreement may be destroyed. Customer and FedEx each agree that following the electronic storage of this Agreement, any hard copy printout of that electronically stored information will constitute an original of this Agreement.

13. Representation of Authority. Each of the parties represents and warrants to the other that this Agreement is valid and legally binding and has been executed by an authorized representative. Nothing contained herein shall be construed as creating any joint or joint and several liability among the FedEx Companies.

14. Severability. If any of the provisions of this Agreement are found by a court or any other competent authority to be void or unenforceable, such provision shall be deemed to be deleted from this Agreement and the remaining provisions of this Agreement shall remain and continue in full force and effect.

15. Assignment. Neither the rights nor the duties of either party under this Agreement may be voluntarily assigned or delegated without the prior written consent of the other party, except that FedEx may assign all or any part of its rights and delegate its duties under this Agreement to a directly or indirectly owned subsidiary or affiliate of FedEx Corporation. Without limiting the foregoing, this Agreement will be binding upon and inure to the benefit of the parties and their permitted successors and assigns.





IN WITNESS WHEREOF, the parties hereby execute this Agreement as of the last date provided below:

Any alterations to this document, including but not limited to handwritten changes, by either party are null and void.

Picanova Inc("Customer")

On behalf of, each as applicable,
and their affiliates and subsidiaries,
Federal Express Corporation,
FedEx Ground Package System, Inc., and
FedEx Freight, Inc. (collectively "FedEx")
by their agent FedEx Corporate Services, Inc.

By : _____

By : _____

Print Name : _____

Print Name : _____

Title : _____

Title : _____

Date : _____

Date : _____

Employee No. : 491121

The above mentioned offer expires if not signed by July 23, 2023.

MEN 06.23.2023 #1865869





Express Pricing Attachment

Customer Name / Location(s)

Picanova Inc, , US

Country ID

488838028

Subsequent pricing applies to all individual FedEx accounts associated with the Customer as identified above, unless otherwise noted.

GENERAL EXPRESS

General Express Terms and Conditions:

These terms and conditions apply to all pricing contained herein and apply to all countries listed in this FedEx Express Pricing Attachment.

Valid Account. A valid account number must be established for incentives to apply.

Zone Definitions. To determine your zone, please refer to the FedEx Service Guide, or access our website at fedex.com.

Commitments. Customer agrees that any failure to so achieve the below commitments within 90 days of the Effective Date or maintain them thereafter may result in a pricing change, in FedEx's sole discretion; in such event, FedEx may apply modified pricing to Customer shipments upon 30 days notice. Customer also agrees that any failure to so achieve or maintain the below commitments may result in the immediate termination of this Agreement by FedEx, in FedEx's sole discretion, upon notice.

General Express Pricing Provisions:

These pricing provisions apply to all pricing contained herein and apply to all countries listed in this Express Pricing Attachment.

Shipment Types. Shipment types are defined as follows:

Domestic shipments Shipments with the same origin and destination country.

Export shipments Outbound shipments paid by the origin country, to a non-origin destination.

Import shipments Inbound shipments paid by the destination country, from any non-destination origin.

Geography Exception: A discount off the applicable base rate(s) for a particular geographic origin/destination pair that is an exception to the standard 'Zones' that would otherwise be applicable.

United States

United States Terms and Conditions:

Payment Terms. Payment is due within the following number of days from the invoice date unless otherwise provided in a FedEx Credit Term Attachment: 15

Payment Method: Pay by Electronic Funds Transfer or Check

United States Domestic Express:

The following pricing applies to the individual FedEx accounts associated with the Customer as follows: 488838028 (Country ID)

The following discounts, if any, are expressed as a percentage discount off the applicable base rate and apply to Domestic Express.

Discounts and/or net rates, if any, do not apply to fuel surcharges, duties and taxes, special handling fees, surcharges, ancillary or other charges (the amounts of applicable special handling fees, surcharge, ancillary and other charges shall be, unless otherwise noted herein, the published amounts for such fees/charges in effect on the date of shipment).

For Services receiving a percentage off, discounts are based on the published Domestic Express base rates that can be found at <http://www.fedex.com/us/service-guide/our-services/index.html>. For Services on net rates, if any, the below net rate tables supersede the published base rate. In addition, any fraction of weight is rounded up to the next higher weight break as per the applied base rates.

The following pricing for Domestic Express supersedes all prior Domestic Express pricing for individual FedEx accounts associated with the Customer identified above.

Any Domestic Express service not listed in this Agreement will be charged at the applicable FedEx Service Guide on the date of shipment.

Pricing Terms. Unless otherwise noted, the following term table is applicable to all services in United States. In the event that FedEx increases its applicable base rate during the term of the Agreement, Customer's rates shall be adjusted to reflect the base rate increases.

Term	Term Start	Term End	Base Rate	Rate Cap
1	Effective Date	12/31/2023	Service Guide in Effect on Date of Shipment	-
2	01/01/2024	06/22/2026	Service Guide in Effect on Date of Shipment	4%
3	06/23/2026	Does Not Expire	Service Guide in Effect on Date of Shipment	-

Rate Cap. In the event that FedEx increases its published list rates during the time period specified, Customer's rates shall be adjusted by the lesser of the rate cap percentage or the published effective rate increase. At such time FedEx will adjust the Customer's discounts to reflect the applicable rate increase. Customer's effective rate increase may be greater than or less than the rate cap, based upon Customer's actual shipping patterns. Customer's adjusted discounts, if applicable, shall become Customer's revised discounts and shall apply to Customer thereafter.

Notwithstanding the foregoing:

- (i) The above-referenced cap is exclusive of any increases in surcharges, and is also exclusive of any increase in list rates via an adjustment or reduction to the fuel surcharge index (for example, if Customer's rate cap is 4%, and FedEx increases list rates by an effective increase of 5%, where 2% of the increase is part of a 2% decrease in the fuel surcharge index, Customer shall take the full 5% increase, with the net effect being a 3% increase); and
- (ii) Each term's rate cap shall not apply if Customer does not ship at least one thousand (1,000) packages/shipments with FedEx pursuant to this Agreement during the twelve (12) months prior to the applicable rate cap calculation date (such date to be determined by FedEx in its sole discretion); provided, however, the aforementioned minimum number of packages/shipments shall be annualized if the applicable calculation period is less than twelve (12) months.

Term 1

FedEx Priority Overnight Envelope

Zones =>	All Zones
Envelope	57%

FedEx Priority Overnight Pak

Zones =>	All Zones
All Applicable Weights	57%

FedEx Priority Overnight

Zones =>	All Zones
1.0 - 10.0 lb(s)	57%
11.0 - 20.0 lb(s)	58%
21.0 + lb(s)	60%

FedEx Standard Overnight Envelope

Zones =>	All Zones
Envelope	57%

FedEx Standard Overnight Pak

Zones =>	All Zones
All Applicable Weights	57%

FedEx Standard Overnight

Zones =>	All Zones
1.0 - 10.0 lb(s)	57%
11.0 - 20.0 lb(s)	58%
21.0 + lb(s)	60%

FedEx 2Day A.M. Envelope**FedEx 2Day Envelope****FedEx Express Saver Envelope**

Zones =>	All Zones
All Applicable Weights	47%

FedEx 2Day A.M. Pak**FedEx 2Day Pak****FedEx Express Saver Pak**

Zones =>	All Zones
All Applicable Weights	47%

FedEx 2Day A.M.**FedEx 2Day****FedEx Express Saver**

Zones =>	All Zones
1.0 - 10.0 lb(s)	47%
11.0 - 20.0 lb(s)	50%
21.0 + lb(s)	55%

FedEx 1Day Freight**FedEx 2Day Freight****FedEx 3Day Freight**

Zones =>	All Zones
All Applicable Weights	45%

Earned Discount :

The following incentives are in addition to any pricing mentioned above if any. Please refer to the Earned Discount Program Details attachment below for the Annualized Transportation Charges calculation information.

Program Number: 1

Annualized Transportation Charges are expressed in USD (\$).

Service(s)	Annualized Transportation Charges	Earned Discount
FedEx Priority Overnight Envelope		
FedEx Priority Overnight Pak		
FedEx Priority Overnight		
FedEx Standard Overnight Envelope		
FedEx Standard Overnight Pak		
FedEx Standard Overnight		
FedEx 2Day A.M. Envelope	\$5,000,000.00 - \$6,999,999.99	10%
FedEx 2Day A.M. Pak	\$7,000,000.00 - \$10,999,999.99	11%
FedEx 2Day A.M.	\$11,000,000.00 - \$15,999,999.99	12%
FedEx 2Day Envelope	\$16,000,000.00 - \$24,999,999.99	12%
FedEx 2Day Pak	\$25,000,000.00 +	12%
FedEx 2Day		
FedEx Express Saver Envelope		
FedEx Express Saver Pak		
FedEx Express Saver		
FedEx 1Day Freight		
FedEx 2Day Freight		
FedEx 3Day Freight		

Express Returns: Customer shall receive the Domestic pricing identified herein for FedEx Print Return Label, FedEx Email Return Label, FedEx Express Billable Stamps, and FedEx Express Prepaid Stamps shipments.

Domestic Express Commitments:

Domestic Express Non Freight pricing is based on the following commitments:

- Minimum Average Daily Volume : 4

United States Minimums:

Customer agrees to pay the greater of the net charge based on Customer's discounts, if any, for a given Service or the minimum net charge as defined in the FedEx Service Guide, on fedex.com, or the enclosed rate sheet in FedEx Express Minimum Charge Table(s) located in the Express Pricing Attachment Appendix.

In case reductions to the minimum net charge apply, the minimum net charge for each Service will be revised as the applicable base rate for the zone(s) and weight(s) combination(s) less any reduction amount as indicated in the below table(s).

Minimum charges are subject to change with any increase in applicable base rate during the time period of the Agreement.

United States Domestic Express:

The following reductions to the minimum charge are expressed in USD(\$).

Service(s)	Minimum Charge	Reduction							
		2	3	4	5	6	7	8	9
FedEx Priority Overnight Envelope	Zone 2, Envelope	\$15.49	\$15.49	\$15.49	\$15.49	\$15.49	\$15.49	\$15.49	\$15.49
FedEx Priority Overnight Pak	Zone 2, 1.0 lb	\$18.52	\$18.52	\$18.52	\$18.52	\$18.52	\$18.52	\$18.52	\$18.52
FedEx Priority Overnight	Zone 2, 1.0 lb	\$18.52	\$18.52	\$18.52	\$18.52	\$18.52	\$18.52	\$18.52	\$18.52
FedEx Standard Overnight Envelope	Zone 2, Envelope	\$15.21	\$15.21	\$15.21	\$15.21	\$15.21	\$15.21	\$15.21	\$15.21
FedEx Standard Overnight Pak	Zone 2, 1.0 lb	\$17.31	\$17.31	\$17.31	\$17.31	\$17.31	\$17.31	\$17.31	\$17.31
FedEx Standard Overnight	Zone 2, 1.0 lb	\$17.31	\$17.31	\$17.31	\$17.31	\$17.31	\$17.31	\$17.31	\$17.31
FedEx 2Day A.M. Envelope	Zone 2, Envelope	\$10.91	\$10.91	\$10.91	\$10.91	\$10.91	\$10.91	\$10.91	\$10.91
FedEx 2Day A.M. Pak	Zone 2, 1.0 lb	\$11.51	\$11.51	\$11.51	\$11.51	\$11.51	\$11.51	\$11.51	\$11.51
FedEx 2Day A.M.	Zone 2, 1.0 lb	\$11.51	\$11.51	\$11.51	\$11.51	\$11.51	\$11.51	\$11.51	\$11.51
FedEx 2Day Envelope	Zone 2, Envelope	\$10.88	\$10.88	\$10.88	\$10.88	\$10.88	\$10.88	\$10.88	\$10.88
FedEx 2Day Pak	Zone 2, 1.0 lb	\$10.83	\$10.83	\$10.83	\$10.83	\$10.83	\$10.83	\$10.83	\$10.83
FedEx 2Day	Zone 2, 1.0 lb	\$10.83	\$10.83	\$10.83	\$10.83	\$10.83	\$10.83	\$10.83	\$10.83
FedEx Express Saver Envelope	Zone 2, Envelope	\$8.43	\$8.43	\$8.43	\$8.43	\$8.43	\$8.43	\$8.43	-
FedEx Express Saver Pak	Zone 2, 1.0 lb	\$8.43	\$8.43	\$8.43	\$8.43	\$8.43	\$8.43	\$8.43	-
FedEx Express Saver	Zone 2, 1.0 lb	\$8.43	\$8.43	\$8.43	\$8.43	\$8.43	\$8.43	\$8.43	-
FedEx 1Day Freight	Per Service Guide	\$155.99	\$265.99	\$398.99	\$503.99	\$533.99	\$557.99	\$621.99	\$1,205.99
FedEx 2Day Freight	Per Service Guide	\$153.99	\$246.99	\$304.99	\$371.99	\$419.99	\$503.99	\$541.99	\$1,032.99
FedEx 3Day Freight	Per Service Guide	\$152.99	\$187.99	\$209.99	\$231.99	\$250.99	\$283.99	\$321.99	-

Service(s)	Minimum Charge	Reduction			
		10	11	12	13-16
FedEx Priority Overnight Envelope	Zone 2, Envelope	\$15.49	\$15.49	\$15.49	\$15.49
FedEx Priority Overnight Pak	Zone 2, 1.0 lb	\$18.52	\$18.52	\$18.52	\$18.52
FedEx Priority Overnight	Zone 2, 1.0 lb	\$18.52	\$18.52	\$18.52	\$18.52
FedEx Standard Overnight Envelope	Zone 2, Envelope	-	-	-	\$15.21
FedEx Standard Overnight Pak	Zone 2, 1.0 lb	-	-	-	\$17.31
FedEx Standard Overnight	Zone 2, 1.0 lb	-	-	-	\$17.31
FedEx 2Day A.M. Envelope	Zone 2, Envelope	-	-	-	\$10.91
FedEx 2Day A.M. Pak	Zone 2, 1.0 lb	-	-	-	\$11.51

Service(s)	Minimum Charge	Reduction			
		10	11	12	13-16
FedEx 2Day A.M.	Zone 2, 1.0 lb	-	-	-	\$11.51
FedEx 2Day Envelope	Zone 2, Envelope	\$10.88	\$10.88	\$10.88	\$10.88
FedEx 2Day Pak	Zone 2, 1.0 lb	\$10.83	\$10.83	\$10.83	\$10.83
FedEx 2Day	Zone 2, 1.0 lb	\$10.83	\$10.83	\$10.83	\$10.83
FedEx Express Saver Envelope	Zone 2, Envelope	-	-	-	-
FedEx Express Saver Pak	Zone 2, 1.0 lb	-	-	-	-
FedEx Express Saver	Zone 2, 1.0 lb	-	-	-	-
FedEx 1Day Freight	Per Service Guide	\$1,205.99	\$1,319.99	-	\$557.99
FedEx 2Day Freight	Per Service Guide	\$1,032.99	\$1,092.99	-	\$487.99
FedEx 3Day Freight	Per Service Guide	-	-	-	-

United States Fees and Surcharges Modifications ("Surcharge Modifications")

The following Surcharge Modifications apply to the individual FedEx accounts linked to the Customer Level ID as follows: 488838028 (Country ID)

Any Surcharge Modifications listed are based on the published fees and other charges that can be found at fedex.com.

If any Surcharge Modifications are listed in this section the specified Surcharge Modifications shall be applicable to the individual accounts linked to the Customer Level ID identified in this section, regardless of any Surcharge Modifications in separate Agreements, Attachments, Addenda, or Amendments.

All ancillary service fees, surcharges, special handling fees, average minimum weights for shipment weight rating or other charges, or dimensional weighting not identified in this Agreement, its Attachments, Addenda or Amendments will be assessed as per the published list amounts for such fees/charges in the FedEx Service Guide in effect on the date of shipment.

Term	Term Start	Term End	Base Rate
1	Effective Date	06/22/2026	Service Guide in Effect on Date of Shipment
2	06/23/2026	Does Not Expire	As Defined Below

Term 1

Name of Surcharge	Application	Applicable Zones	Modifications
Saturday Pickup	Domestic Express	All Zones	- 50%
Saturday Delivery	Domestic Express	All Zones	- 50%
Peak - Additional Handling Charge	Domestic Express	All Zones	- 35%
Peak - Oversize Charge	Domestic Express	All Zones	- 35%
Saturday Pickup	FedEx Domestic One Rate	All Zones	- 100%
Saturday Delivery	FedEx Domestic One Rate	All Zones	- 100%

Name of Surcharge	Application	Applicable Zones	Modifications
Domestic Oversize Surcharge	Domestic Express	All Zones	- 45%
Domestic Residential Delivery Non-Freight	Domestic Express	All Zones	- 50%
Delivery Area Surcharge - Residential	Domestic Express	All Zones	- 50%
Delivery Area Surcharge Extended - Residential	Domestic Express	All Zones	- 50%
Domestic Additional Handling Surcharge - Packaging	Domestic Express	All Zones	- 50%
Domestic Additional Handling Surcharge - Dimension	Domestic Express	All Zones	- 50%
Domestic Additional Handling Surcharge - Weight	Domestic Express	All Zones	- 50%
Delivery Area Surcharge Standard & Extended - Commercial	Domestic Express	All Zones	- 50%
Print Return Label	Domestic Express	All Zones	- 100%
Domestic Email Return Label	Domestic Express	All Zones	- 45%
International Residential Delivery Surcharge (Non-Freight)	FedEx International Export	All Zones	- 50%
Duty and Tax (Advancement Fee)	FedEx International Connect Plus Export	All Zones	- 50%
Fuel Surcharge	Domestic Express	All Zones	- 25%
DIM	FedEx International Connect Plus Export	-	194
DIM	FedEx International Export	-	194
DIM <=1 Cu FT	Domestic Express	-	225
DIM	Domestic Express	-	225

Term 2

Effective from the start date of Term 2, all Surcharge Modifications in the table(s) above will be assessed as per the published list amounts for such fees/charges in the FedEx Service Guide in effect on the date of shipment.

United States Pricing Provisions:

Money Back Guarantee. Customer waives the right to request refunds under the FedEx Money-Back Guarantee as specified in the FedEx Service Guide.

Termination Fee: In the event that Customer initiates an Early Termination Event, FedEx reserves the right to assess a Termination Fee as follows:

- Months 1-12 from the Effective Date of this Agreement: \$500,000.00;
- Months 13-24 from the Effective Date of this Agreement: \$300,000.00; or
- Months 25-36 from the Effective Date of this Agreement: \$200,000.00.

For purposes of this Agreement, "Early Termination Event" shall be defined as: a) termination of this Agreement prior to the latest end date of the terms defined in the table above; b) transitions 20% or more of volume from FedEx to a FedEx competitor prior to the latest end date of the terms defined in the table above; and/or c) places the shipments covered by this Attachment out to bid or solicits bids or pricing 60 days prior to the latest end date of the terms defined in the table above. This provision takes precedence over any conflicting termination language contained in the Agreement.

Rate Cap Minimum Threshold. Customer agrees to minimum Annualized Transportation Charges of USD\$5,000,000.00. Failure to achieve the required Annualized Transportation Charges shall void any rate caps stated within the Express pricing attachment. Annualized Transportation Charges are after discounts are applied, after rate scale and FAK adjustments, and do not include ancillary service fees, surcharges, special handling fees or other charges, duties and taxes, or sales tax/VAT.

Price Index impact. The application of the contracted rate cap is dependent upon the most recent 3-month average (3MA) of year-over-year inflation rate as determined by the U.S. Bureau of Labor Statistics, Consumer Price Index for All Urban Consumers (CPI-U); U.S. City Average; All items less food and energy, not seasonally adjusted, 1982– 1984=100 reference base ("standard reference base**"). If, at the time that FedEx announces a general rate increase on transportation services or transportation-related fees and surcharges, the 3MA exceeds 3.0%, Customer's contracted rate cap will be voided for the upcoming year, and Customer's rates will be subject to the announced rate increase for the transportation services and transportation-related fees and surcharges, as applicable.

*In the event the Bureau of Labor Statistics changes the reference base for CPI-U, such reference base will become the standard reference base for calculating the 3MA.

Unexpected International Volume. Customer agrees that FedEx's operations may be impacted if Customer's average weekly weight of shipments tendered to FedEx from any origin and destination country pairing increases by more than fifteen (15%) from the average weekly weight for the preceding 12 week period (such increased volumes, being a "Volume Surge"). Beginning Twelve (12) weeks after the Effective Date, Customer agrees that in the event of a Volume Surge, FedEx may, in its sole discretion: i) upon notice to Customer, refuse some or all of Customer's future shipments and/or modify the service type for some or all of Customer's shipments moving forward, and/or ii) upon thirty (30) days' notice to Customer, modify the pricing and discounts provided to Customer for Services covered by this Agreement. This provision applies to international shipments only.



Ground Pricing Attachment

Customer Name / Location(s)

Picanova Inc, , US

Country ID

488838028

Subsequent pricing applies to all individual FedEx accounts associated with the Customer as identified above, unless otherwise noted.

GENERAL GROUND

General Ground Terms and Conditions:

These terms and conditions apply to all pricing contained herein and apply to all countries listed in this FedEx Ground Pricing Attachment.

Valid Account. A valid account number must be established for incentives to apply.

Zone Definitions. To determine your zone, please refer to the FedEx Service Guide, or access our website at fedex.com.

Commitments. Customer agrees that any failure to so achieve the below commitments within 90 days of the Effective Date or maintain them thereafter may result in a pricing change, in FedEx's sole discretion; in such event, FedEx may apply modified pricing to Customer shipments upon 30 days notice. Customer also agrees that any failure to so achieve or maintain the below commitments may result in the immediate termination of this Agreement by FedEx, in FedEx's sole discretion, upon notice.

General Ground Pricing Provisions:

These pricing provisions apply to all pricing contained herein and apply to all countries listed in this Ground Pricing Attachment.

Shipment Types. Shipment types are defined as follows:

Domestic shipments Shipments with the same origin and destination country.

Export shipments Outbound shipments paid by the origin country, to a non-origin destination.

Import shipments Inbound shipments paid by the destination country, from any non-destination origin.

Payer Types. The following payer type abbreviations are defined as follows:

OB Outbound prepaid packages picked up at Customer's facility

IB Packages received by and billed to Customer (placard enrollment required)

3P Packages shipped for the Customer by a third party

RB Packages received by and billed to Customer

PRP Package Return Packages received at the Customer facility

RM Return Manager packages received at the Customer's facility

TB Trans-Border packages tendered at designated hub(s) and terminal(s) within the destination country

ZJ Zone jump packages dropped into designated hub(s) and terminal(s)

United States

United States Terms and Conditions:

Payment Terms. Payment is due within the following number of days from the invoice date unless otherwise provided in a FedEx Credit Term Attachment: 15

Payment Method: Pay by Electronic Funds Transfer or Check

United States Ground Domestic Single Piece:

The following pricing applies to the individual FedEx accounts associated with the Customer as follows: 488838028 (Country ID)

The following discounts, if any, are expressed as a percentage discount off the applicable base rate and apply to Ground Domestic Single Piece.

Discounts and/or net rates, if any, do not apply to fuel surcharges, duties and taxes, special handling fees, surcharges, ancillary or other charges (the amounts of applicable special handling fees, surcharge, ancillary and other charges shall be, unless otherwise noted herein, the published amounts for such fees/charges in effect on the date of shipment).

For Services receiving a percentage off, discounts are based on the published Ground Domestic Single Piece base rates that can be found at <http://www.fedex.com/us/service-guide/our-services/index.html>. For Services on net rates, if any, the below net rate tables supersede the published base rate. In addition, any fraction of weight is rounded up to the next higher weight break as per the applied base rates.

The following pricing for Ground Domestic Single Piece supersedes all prior Ground Domestic Single Piece pricing for individual FedEx accounts associated with the Customer identified above.

Any Ground Domestic Single Piece service not listed in this Agreement will be charged at the applicable FedEx Service Guide on the date of shipment.

Pricing Terms. Unless otherwise noted, the following term table is applicable to all services in United States. In the event that FedEx increases its applicable base rate during the term of the Agreement, Customer's rates shall be adjusted to reflect the base rate increases.

Term	Term Start	Term End	Base Rate	Rate Cap
1	Effective Date	12/31/2023	Service Guide in Effect on Date of Shipment	-
2	01/01/2024	06/22/2026	Service Guide in Effect on Date of Shipment	4%
3	06/23/2026	Does Not Expire	Service Guide in Effect on Date of Shipment	-

Rate Cap. In the event that FedEx increases its published list rates during the time period specified, Customer's rates shall be adjusted by the lesser of the rate cap percentage or the published effective rate increase. At such time FedEx will adjust the Customer's discounts to reflect the applicable rate increase. Customer's effective rate increase may be greater than or less than the rate cap, based upon Customer's actual shipping patterns. Customer's adjusted discounts, if applicable, shall become Customer's revised discounts and shall apply to Customer thereafter.

Notwithstanding the foregoing:

- (i) The above-referenced cap is exclusive of any increases in surcharges, and is also exclusive of any increase in list rates via an adjustment or reduction to the fuel surcharge index (for example, if Customer's rate cap is 4%, and FedEx increases list rates by an effective increase of 5%, where 2% of the increase is part of a 2% decrease in the fuel surcharge index, Customer shall take the full 5% increase, with the net effect being a 3% increase); and
- (ii) Each term's rate cap shall not apply if Customer does not ship at least one thousand (1,000) packages/shipments with FedEx pursuant to this Agreement during the twelve (12) months prior to the applicable rate cap calculation date (such date to be determined by FedEx in its sole discretion); provided, however, the aforementioned minimum number of packages/shipments shall be annualized if the applicable calculation period is less than twelve (12) months.

Ground Rate Cap Exclusion. FedEx Ground excludes the following services Ground Domestic Single Piece PRP Deferred, Ground Domestic Single Piece RM Deferred, Home Delivery Domestic Single Piece Deferred, Home Delivery Domestic Single Piece RM, Home Delivery Domestic Single Piece RM Deferred, Home Delivery Domestic Single Piece Transborder MX to US (OB, 3P), Ground Domestic Multiweight Deferred, Home Delivery Domestic MWT Deferred, Ground Domestic RM Multiweight 3P / OB, Ground Domestic RM Multiweight Zone Jump, Ground Export Multiweight Zone Jump, Ground Import Multiweight Zone Jump, Ground Import Single Piece Zone Jump, Ground Import Transborder IB / OB / RB, FedEx Ground Economy (by Ounce) (3P), FedEx Ground Economy (by Ounce) 3P Deferred, FedEx Ground Economy (by Pound) (3P), FedEx Ground Economy Pound 3P Deferred, FedEx Ground Economy (Returns) (3P), FedEx Ground Economy Returns 3P Deferred, FedEx Ground Economy (Bound Printed Matter) (3P) and FedEx Ground Economy Bound Printed Matter 3P Deferred.

Term 1

Ground Domestic Single Piece (OB,IB,RB,3P)

Zones =>	2-8
1.0 - 5.0 lb(s)	37%
6.0 - 10.0 lb(s)	39%
11.0 - 20.0 lb(s)	42%
21.0 - 30.0 lb(s)	46%
31.0 + lb(s)	48%

Ground Domestic Single Piece RM (OB,3P)

Zones =>	2-8
1.0 - 20.0 lb(s)	47%
21.0 - 30.0 lb(s)	51%
31.0 + lb(s)	52%

Home Delivery Domestic Single Piece (OB,3P)

Zones =>	2-8
1.0 - 5.0 lb(s)	35%
6.0 - 10.0 lb(s)	36%
11.0 - 20.0 lb(s)	41%
21.0 - 30.0 lb(s)	43%
31.0 + lb(s)	46%

Ground Domestic Single Piece (OB,IB,RB,3P)

Zones =>	9	14	17	22	23	25	92	96
All Applicable Weights	25%	25%	42%	25%	42%	42%	25%	25%

Earned Discount :

The following incentives are in addition to any pricing mentioned above if any. Please refer to the Earned Discount Program Details attachment below for the Annualized Transportation Charges calculation information.

Program Number: 1

Annualized Transportation Charges are expressed in USD (\$).

Service(s)	Annualized Transportation Charges	Earned Discount
Ground Domestic Single Piece(OB,IB,RB,3P)	\$5,000,000.00 - \$6,999,999.99	15%
Home Delivery Domestic Single Piece(OB,3P)	\$7,000,000.00 - \$10,999,999.99	17%
	\$11,000,000.00 - \$15,999,999.99	18%
	\$16,000,000.00 - \$24,999,999.99	19%
	\$25,000,000.00 +	20%

Except for FedEx Ground Economy, Earned Discounts do not apply to the following Ground zones: 9, 14, 17, 22, 23, 25, 92, 96.

Ground Domestic Single Piece Commitments:

Ground Domestic Single Piece pricing is based on the following commitments:

- Minimum Average Daily Volume : 1763

United States Ground Domestic MWT:

The following pricing applies to the individual FedEx accounts associated with the Customer as follows: 488838028 (Country ID)

The following discounts, if any, are expressed as a percentage discount off the applicable base rate and apply to Ground Domestic MWT.

Discounts and/or net rates, if any, do not apply to fuel surcharges, duties and taxes, special handling fees, surcharges, ancillary or other charges (the amounts of applicable special handling fees, surcharge, ancillary and other charges shall be, unless otherwise noted herein, the published amounts for such fees/charges in effect on the date of shipment).

For Services receiving a percentage off, discounts are based on the published Ground Domestic MWT base rates that can be found at <http://www.fedex.com/us/ground-multiweight.html>. For Services on net rates, if any, the below net rate tables supersede the published base rate. In addition, any fraction of weight is rounded up to the next higher weight break as per the applied base rates.

The following pricing for Ground Domestic MWT supersedes all prior Ground Domestic MWT pricing for individual FedEx accounts associated with the Customer identified above.

Any Ground Domestic MWT service not listed in this Agreement will be charged at the applicable FedEx Service Guide on the date of shipment.

Pricing Terms. Unless otherwise noted, the following term table is applicable to all services in United States. In the event that FedEx increases its applicable base rate during the term of the Agreement, Customer's rates shall be adjusted to reflect the base rate increases.

Term	Term Start	Term End	Base Rate	Rate Cap
1	Effective Date	12/31/2023	Multiweight Rates in Effect on Date of Shipment	-
2	01/01/2024	06/22/2026	Multiweight Rates in Effect on Date of Shipment	4%
3	06/23/2026	Does Not Expire	Multiweight Rates in Effect on Date of Shipment	-

Rate Cap. In the event that FedEx increases its published list rates during the time period specified, Customer's rates shall be adjusted by the lesser of the rate cap percentage or the published effective rate increase. At such time FedEx will adjust the Customer's discounts to reflect the applicable rate increase. Customer's effective rate increase may be greater than or less than the rate cap, based upon Customer's actual shipping patterns. Customer's adjusted discounts, if applicable, shall become Customer's revised discounts and shall apply to Customer thereafter.

Notwithstanding the foregoing:

- (i) The above-referenced cap is exclusive of any increases in surcharges, and is also exclusive of any increase in list rates via an adjustment or reduction to the fuel surcharge index (for example, if Customer's rate cap is 4%, and FedEx increases list rates by an effective increase of 5%, where 2% of the increase is part of a 2% decrease in the fuel surcharge index, Customer shall take the full 5% increase, with the net effect being a 3% increase); and
- (ii) Each term's rate cap shall not apply if Customer does not ship at least one thousand (1,000) packages/shipments with FedEx pursuant to this Agreement during the twelve (12) months prior to the applicable rate cap calculation date (such date to be determined by FedEx in its sole discretion); provided, however, the aforementioned minimum number of packages/shipments shall be annualized if the applicable calculation period is less than twelve (12) months.

Ground Rate Cap Exclusion. FedEx Ground excludes the following services Ground Domestic Single Piece PRP Deferred, Ground Domestic Single Piece RM Deferred, Home Delivery Domestic Single Piece Deferred, Home Delivery Domestic Single Piece RM, Home Delivery Domestic Single Piece RM Deferred, Home Delivery Domestic Single Piece Transborder MX to US (OB, 3P), Ground Domestic Multiweight Deferred, Home Delivery Domestic MWT Deferred, Ground Domestic RM Multiweight 3P / OB, Ground Domestic RM Multiweight Zone Jump, Ground Export Multiweight Zone Jump, Ground Import Multiweight Zone Jump, Ground Import Single Piece Zone Jump, Ground Import Transborder IB / OB / RB, FedEx Ground Economy (by Ounce) (3P), FedEx Ground Economy (by Ounce) 3P Deferred, FedEx Ground Economy (by Pound) (3P), FedEx Ground Economy Pound 3P Deferred, FedEx Ground Economy (Returns) (3P), FedEx Ground Economy Returns 3P Deferred, FedEx Ground Economy (Bound Printed Matter) (3P) and FedEx Ground Economy Bound Printed Matter 3P Deferred.

Term 1

Ground Domestic MWT (OB, IB, RB, 3P)

Home Delivery Domestic MWT (OB, 3P)

Rated Shipment Weight	Multiweight Tier	2-8
200.0 - 499.0 lb(s)	1	40%
500.0 + lb(s)	501	40%

Zones =>	2	3	4	5	6	7	8
Minimum Average Package Weight	25.0 lb(s)						
Deficit Weight	150.0 lb(s)						
Minimum Shipment Weight	200.0 lb(s)						

Please see <http://www.fedex.com/us/ground-multiweight.html> for information on applicable minimum charges.

Any aggregation of packages weighing between the deficit weight and the minimum shipment weight will be rated at the minimum shipment weight.

Earned Discount :

The following incentives are in addition to any pricing mentioned above if any. Please refer to the Earned Discount Program Details attachment below for the Annualized Transportation Charges calculation information.

Program Number: 1

Annualized Transportation Charges are expressed in USD (\$).

Service(s)	Annualized Transportation Charges	Earned Discount
Ground Domestic MWT(OB,IB,RB,3P)	\$5,000,000.00 - \$6,999,999.99	7%
	\$7,000,000.00 - \$10,999,999.99	8%
	\$11,000,000.00 - \$15,999,999.99	10%
	\$16,000,000.00 - \$24,999,999.99	11%
	\$25,000,000.00 +	12%
Service(s)	Annualized Transportation Charges	Earned Discount
Home Delivery Domestic MWT(OB,3P)	\$5,000,000.00 - \$6,999,999.99	7%
	\$7,000,000.00 - \$10,999,999.99	8%
	\$11,000,000.00 - \$15,999,999.99	10%
	\$16,000,000.00 - \$24,999,999.99	11%
	\$25,000,000.00 +	12%

Except for FedEx Ground Economy, Earned Discounts do not apply to the following Ground zones: 9, 14, 17, 22, 23, 25, 92, 96.

United States FedEx Ground Economy:

The following pricing applies to the individual FedEx accounts associated with the Customer as follows: 488838028 (Country ID)

The following discounts, if any, are expressed as a percentage discount off the applicable base rate and apply to FedEx Ground Economy.

Discounts and/or net rates, if any, do not apply to fuel surcharges, duties and taxes, special handling fees, surcharges, ancillary or other charges (the amounts of applicable special handling fees, surcharge, ancillary and other charges shall be, unless otherwise noted herein, the published amounts for such fees/charges in effect on the date of shipment).

For Services receiving a percentage off, discounts are based on the published FedEx Ground Economy base rates that can be found at <https://www.fedex.com/en-us/shipping/ground/economy/rate-zones-guide.html>. For Services on net rates, if any, the below net rate tables supersede the published base rate. In addition, any fraction of weight is rounded up to the next higher weight break as per the applied base rates.

The following pricing for FedEx Ground Economy supersedes all prior FedEx Ground Economy pricing for individual FedEx accounts associated with the Customer identified above.

Any FedEx Ground Economy service not listed in this Agreement will be charged at the applicable FedEx Service Guide on the date of shipment.

The incentives relating to the same FedEx Ground Economy services are additive and are applied to the Base Transportation Charges identified in the table below and are not applied to special handling fees, surcharges, ancillary or other surcharges. The rate structure set out herein is exclusive of any changes in the rates by the U.S. Postal Service (USPS), any other postal authority, any Postal Mail class definition changes or modification or any other increases in charges or costs in the services to FedEx Ground Economy outside of its control, including but not limited to fuel surcharge.

Pricing Terms. Unless otherwise noted, the following term table is applicable to all services in United States. In the event that FedEx increases its applicable base rate during the term of the Agreement, Customer's rates shall be adjusted to reflect the base rate increases.

Term	Term Start	Term End	Base Rate	Rate Cap
1	Effective Date	12/31/2023	Service Guide in Effect on Date of Shipment	-
2	01/01/2024	06/22/2026	Service Guide in Effect on Date of Shipment	4%
3	06/23/2026	Does Not Expire	Service Guide in Effect on Date of Shipment	-

Rate Cap. In the event that FedEx increases its published list rates during the time period specified, Customer's rates shall be adjusted by the lesser of the rate cap percentage or the published effective rate increase. At such time FedEx will adjust the Customer's discounts to reflect the applicable rate increase. Customer's effective rate increase may be greater than or less than the rate cap, based upon Customer's actual shipping patterns. Customer's adjusted discounts, if applicable, shall become Customer's revised discounts and shall apply to Customer thereafter.

Notwithstanding the foregoing:

(i) The above-referenced cap is exclusive of any increases in surcharges, and is also exclusive of any increase in list rates via an adjustment or reduction to the fuel surcharge index (for example, if Customer's rate cap is 4%, and FedEx increases list rates by an effective increase of 5%, where 2% of the increase is part of a 2% decrease in the fuel surcharge index, Customer shall take the full 5% increase, with the net effect being a 3% increase); and

(ii) Each term's rate cap shall not apply if Customer does not ship at least one thousand (1,000) packages/shipments with FedEx pursuant to this Agreement during the twelve (12) months prior to the applicable rate cap calculation date (such date to be determined by FedEx in its sole discretion); provided, however, the aforementioned minimum number of packages/shipments shall be annualized if the applicable calculation period is less than twelve (12) months.

Ground Rate Cap Exclusion. FedEx Ground excludes the following services Ground Domestic Single Piece PRP Deferred, Ground Domestic Single Piece RM Deferred, Home Delivery Domestic Single Piece Deferred, Home Delivery Domestic Single Piece RM, Home Delivery Domestic Single Piece RM Deferred, Home Delivery Domestic Single Piece Transborder MX to US (OB, 3P), Ground Domestic Multiweight Deferred, Home Delivery Domestic MWT Deferred, Ground Domestic RM Multiweight 3P / OB, Ground Domestic RM Multiweight Zone Jump, Ground Export Multiweight Zone Jump, Ground Import Multiweight Zone Jump, Ground Import Single Piece Zone Jump, Ground Import Transborder IB / OB / RB, FedEx Ground Economy (by Ounce) (3P), FedEx Ground Economy (by Ounce) 3P Deferred, FedEx Ground Economy (by Pound) (3P), FedEx Ground Economy Pound 3P Deferred, FedEx Ground Economy (Returns) (3P), FedEx Ground Economy Returns 3P Deferred, FedEx Ground Economy (Bound Printed Matter) (3P) and FedEx Ground Economy Bound Printed Matter 3P Deferred.

Term 1

FedEx Ground Economy (by Ounce) (OB)

Zones =>	2-8
All Applicable Weights	45%

FedEx Ground Economy (by Pound) (OB)

Zones =>	2-8
All Applicable Weights	52%

Earned Discount :

The following incentives are in addition to any pricing mentioned above if any. Please refer to the Earned Discount Program Details attachment below for the Annualized Transportation Charges calculation information.

Program Number: 1

Annualized Transportation Charges are expressed in USD (\$).

Service(s)	Annualized Transportation Charges	Earned Discount
FedEx Ground Economy (by Pound)(OB)	\$5,000,000.00 - \$6,999,999.99 \$7,000,000.00 - \$10,999,999.99 \$11,000,000.00 - \$15,999,999.99 \$16,000,000.00 - \$24,999,999.99 \$25,000,000.00 +	4% 4.5% 5% 5.5% 6%
Service(s)	Annualized Transportation Charges	Earned Discount
FedEx Ground Economy (by Ounce)(OB)	\$5,000,000.00 - \$6,999,999.99 \$7,000,000.00 - \$10,999,999.99 \$11,000,000.00 - \$15,999,999.99 \$16,000,000.00 - \$24,999,999.99 \$25,000,000.00 +	0.5% 1% 2% 3% 4%

Except for FedEx Ground Economy, Earned Discounts do not apply to the following Ground zones: 9, 14, 17, 22, 23, 25, 92, 96.

FedEx Ground Economy Commitments:

FedEx Ground Economy pricing is based on the following commitments:

- Minimum Average Daily Volume : 2208

United States Minimums:

Customer agrees to pay the greater of the net charge based on Customer's discounts, if any, for a given Service or the minimum net charge as defined in the FedEx Service Guide or on fedex.com.

In case reductions to the minimum net charge apply, the minimum net charge for each Service will be revised as the applicable base rate for the zone(s) and weight(s) combination(s) less any reduction amount as indicated in the below table(s).

Minimum charges are subject to change with any increase in applicable base rate during the time period of the Agreement.

United States Ground Domestic Single Piece:

The following minimums are off the published list rate for the applicable zone and stated weight and are in USD(\$)

Service(s)	Payer Type(s)	Applicable Zones	Minimum Charge
Ground Domestic Single Piece	OB,3P,IB,RB	23 25 92 96	Zone 23, 1.0 LB Zone 25, 1.0 LB Zone 92, 1.0 LB Zone 96, 1.0 LB

The following minimum reductions are off the published list rates for the billable weight stated and are in USD(\$)

Service(s)	Payer Type(s)	Applicable Zones	Minimum Charge	Reduction Amount
Ground Domestic Single Piece	OB	2-8	Zone 2, 1.0 LB	\$2.64
		9	Zone 9, 1.0 LB	\$0.00
		14	Zone 14, 1.0 LB	\$0.00
		17	Zone 17, 1.0 LB	\$0.00
		22	Zone 22, 1.0 LB	\$0.00
Ground Domestic Single Piece	IB	2-8	Zone 2, 1.0 LB	\$2.64
		9	Zone 9, 1.0 LB	\$0.00
		14	Zone 14, 1.0 LB	\$0.00
		17	Zone 17, 1.0 LB	\$0.00
		22	Zone 22, 1.0 LB	\$0.00
Ground Domestic Single Piece	3P	2-8	Zone 2, 1.0 LB	\$2.64
		9	Zone 9, 1.0 LB	\$0.00
		14	Zone 14, 1.0 LB	\$0.00
		17	Zone 17, 1.0 LB	\$0.00
		22	Zone 22, 1.0 LB	\$0.00
Ground Domestic Single Piece	RB	2-8	Zone 2, 1.0 LB	\$2.64
		9	Zone 9, 1.0 LB	\$0.00
		14	Zone 14, 1.0 LB	\$0.00
		17	Zone 17, 1.0 LB	\$0.00
		22	Zone 22, 1.0 LB	\$0.00
Ground Domestic Single Piece RM	OB,3P	2-8	Zone 2, 1.0 LB	\$0.00
Home Delivery Domestic Single Piece	OB,3P	2-8	Zone 2, 1.0 LB	\$2.64

United States FedEx Ground Economy:

The following minimum reductions are off the published list rates for the billable weight stated and are in USD(\$)

Service(s)	Payer Type(s)	Applicable Zones	Minimum Charge	Reduction Amount
FedEx Ground Economy (by Ounce)	OB	2-8	Zone 2, 1.0 OZ	\$3.00
FedEx Ground Economy (by Pound)	OB	2-8	Zone 2, 1.0 LB	\$3.74

United States Fees and Surcharges Modifications ("Surcharge Modifications")

The following Surcharge Modifications apply to the individual FedEx accounts linked to the Customer Level ID as follows: 488838028 (Country ID)

Any Surcharge Modifications listed are based on the published fees and other charges that can be found at fedex.com.

If any Surcharge Modifications are listed in this section the specified Surcharge Modifications shall be applicable to the individual accounts linked to the Customer Level ID identified in this section, regardless of any Surcharge Modifications in separate Agreements, Attachments, Addenda, or Amendments.

All ancillary service fees, surcharges, special handling fees, average minimum weights for shipment weight rating or other charges, or dimensional weighting not identified in this Agreement, its Attachments, Addenda or Amendments will be assessed as per the published list amounts for such fees/charges in the FedEx Service Guide in effect on the date of shipment.

Term	Term Start	Term End	Base Rate
1	Effective Date	06/22/2026	Service Guide in Effect on Date of Shipment
2	06/23/2026	Does Not Expire	As Defined Below

Term 1

Name of Surcharge	Application	Applicable Zones	Modifications
Adult Signature	Ground US	All Zones	- 50%
Adult Signature	Home Delivery US	All Zones	- 50%
Additional Handling Surcharge - Dimension	Ground US	All Zones	- 50%
Additional Handling Surcharge - Dimension	Home Delivery US	All Zones	- 50%
Additional Handling Surcharge - Weight	Ground US	All Zones	- 50%
Additional Handling Surcharge - Weight	Home Delivery US	All Zones	- 50%
Direct Signature	Ground US	All Zones	- 50%
Direct Signature	Home Delivery US	All Zones	- 50%
Indirect Signature	Ground US	All Zones	- 50%
Indirect Signature	Home Delivery US	All Zones	- 50%
Email Return Label	Ground US	All Zones	- 100%
Email Return Label	Home Delivery US	All Zones	- 100%
Charge for Oversized Packages	Ground US	All Zones	- 57%
Charge for Oversized Packages	Home Delivery US	All Zones	- 57%

Name of Surcharge	Application	Applicable Zones	Modifications
Additional Handling Surcharge - Packaging	Ground US	All Zones	- 100%
Additional Handling Surcharge - Packaging	Home Delivery US	All Zones	- 100%
Address Correction	Ground US	All Zones	- 50%
Address Correction	Home Delivery US	All Zones	- 50%
Residential Charge	Home Delivery US	All Zones	- 65%
Peak - Oversize Charge	Ground US	All Zones	- 50%
Peak - Oversize Charge	Home Delivery US	All Zones	- 50%
Print Return Label	Ground US	All Zones	- 100%
Print Return Label	Home Delivery US	All Zones	- 100%
Peak - Additional Handling Charge	Ground US	All Zones	- 50%
Peak - Additional Handling Charge	Home Delivery US	All Zones	- 50%
Ground US Continental Delivery Area Surcharge Standard and Extended - Commercial	Ground US	All Zones	- 50%
Home Delivery Delivery Area Surcharge - Residential	Home Delivery US	All Zones	- 65%
Home Delivery Delivery Area Surcharge Extended - Residential	Home Delivery US	All Zones	- 65%
Delivery and Returns	FedEx Ground Economy (by Ounce)	-	- 100%
Delivery and Returns	FedEx Ground Economy (by Pound)	-	- 100%
FedEx Ground Economy Delivery Area Surcharge Standard	FedEx Ground Economy (by Ounce)	-	- 50%
FedEx Ground Economy Delivery Area Surcharge Standard	FedEx Ground Economy (by Pound)	-	- 50%
FedEx Ground Economy Delivery Area Surcharge Extended	FedEx Ground Economy (by Ounce)	-	- 50%

Name of Surcharge	Application	Applicable Zones	Modifications
FedEx Ground Economy Delivery Area Surcharge Extended	FedEx Ground Economy (by Pound)	-	- 50%
Peak Surcharge	FedEx Ground Economy (by Ounce)	-	- 100%
Peak Surcharge	FedEx Ground Economy (by Pound)	-	- 100%
Fuel Charge	FedEx Ground Economy (by Ounce)	-	- 25%
Fuel Charge	FedEx Ground Economy (by Pound)	-	- 25%
Fuel Charge	Ground US	-	- 25%
Fuel Charge	Home Delivery US	-	- 25%
DIM < Breakpoint	Ground US	-	250
DIM < Breakpoint	Home Delivery US	-	250
DIM >= Breakpoint	Ground US	-	250
DIM >= Breakpoint	Home Delivery US	-	250
DIM < Breakpoint	FedEx Ground Economy (by Pound)	-	225
DIM >= Breakpoint	FedEx Ground Economy (by Pound)	-	225

Term 2

Effective from the start date of Term 2, all Surcharge Modifications in the table(s) above will be assessed as per the published list amounts for such fees/charges in the FedEx Service Guide in effect on the date of shipment.

United States Pricing Provisions:

Money Back Guarantee. Customer waives the right to request refunds under the FedEx Money-Back Guarantee as specified in the FedEx Service Guide.

Termination Fee: In the event that Customer initiates an Early Termination Event, FedEx reserves the right to assess a Termination Fee as follows:

- Months 1-12 from the Effective Date of this Agreement: \$500,000.00;
- Months 13-24 from the Effective Date of this Agreement: \$300,000.00; or
- Months 25-36 from the Effective Date of this Agreement: \$200,000.00.

For purposes of this Agreement, "Early Termination Event" shall be defined as: a) termination of this Agreement prior to the latest end date of the terms defined in the table above; b) transitions 20% or more of volume from FedEx to a FedEx competitor prior to the latest end date of the terms defined in the table above; and/or c) places the shipments covered by this Attachment out to bid or solicits bids or pricing 60 days prior to the latest end date of the terms defined in the table above. This provision takes precedence over any conflicting termination language contained in the Agreement.

Rate Cap Minimum Threshold. Customer agrees to minimum Annualized Transportation Charges of USD\$5,000,000.00. Failure to achieve the required Annualized Transportation Charges shall void any rate caps stated within the Ground pricing attachment. Annualized Transportation Charges are after discounts are applied, after rate scale and FAK adjustments, and do not include ancillary service fees, surcharges, special handling fees or other charges, duties and taxes, or sales tax/VAT.

Price Index impact. The application of the contracted rate cap is dependent upon the most recent 3-month average (3MA) of year-over-year inflation rate as determined by the U.S. Bureau of Labor Statistics, Consumer Price Index for All Urban Consumers (CPI-U); U.S. City Average; All items less food and energy, not seasonally adjusted, 1982– 1984=100 reference base ("standard reference base"). If, at the time that FedEx announces a general rate increase on transportation services or transportation-related fees and surcharges, the 3MA exceeds 3.0%, Customer's contracted rate cap will be voided for the upcoming year, and Customer's rates will be subject to the announced rate increase for the transportation services and transportation-related fees and surcharges, as applicable.

*In the event the Bureau of Labor Statistics changes the reference base for CPI-U, such reference base will become the standard reference base for calculating the 3MA.

Ground Domestic MWT Pricing Provisions:

Multiweight. Please see the Ground Multiweight Program Details in the Ground Pricing Attachment appendix for additional information.

FedEx Ground Economy Pricing Provisions:

FedEx Ground Economy. Customer agrees to declare all service charges. FedEx Ground Economy reserves the right to assess applicable extra service charges that Customer does not properly declare.

FedEx Ground Economy. Deferred services include packages delivered to APO/FPO, non-continental, and US possessions and territories.

GROUND PRICING ATTACHMENT APPENDIX

Ground Multiweight Program Details

Multiweight. The base rates as published in the FedEx Service Guide in effect on the date of shipment, and as modified by any other addenda for ground services between FedEx and Customer, will be superseded by the Customer's Multiweight rates, as defined in the table(s) above, provided that the Customer's Multiweight rates result in lower package charges to the Customer. Multiweight rates do not apply to special handling fees, surcharges, ancillary or other charges unless expressly stated otherwise.

FedEx reserves the right to change the Multiweight Service Rate Charge at any time.

Multiweight service is applicable for aggregations of package shipments that are greater than or equal to the minimum shipment weight shown in the table(s) above. In determining total shipment weight and average package weight, each package in the aggregation of packages is weighed and its individual weight is then rounded up to the next full pound. All oversized and dimensional package weight rules apply. For outbound prepaid packages, an aggregation is defined as packages shipped to a single customer at the same address on the same day under one Customer account number and from a single pick-up location. For international shipments, an aggregation is defined as packages shipped under the same shipment number shipped to a single Consignee facility on the same day under one Customer account number. For inbound collect packages, an aggregation is defined as packages shipped under one Customer account number on the same day to the Consignee facility under the same Consignee number.

The Multiweight charge shall be determined by multiplying the current rate per hundred pounds for the zone applicable to the shipment by the number of Multiweight units. Multiweight units are determined by taking the greater of total rated shipment weight or the minimum average package weight shown in the table(s) above times the number of packages in the aggregation and dividing by 100.



Earned Discount Program Details

The following are the details of the Earned Discount Program.

Customer will receive the earned discount at the percentages specified in each pricing attachment based upon Customer's actual shipping activity as measured by the Annualized Transportation Charges. Earned discounts apply to the base rate specified for each applicable service in effect on the date of shipment. Earned discounts do not apply to ancillary service fees, surcharges, special handling fees or other charges and are applicable for the time period(s) specified in the applicable pricing attachments.

Eligible Shipments:

In order for a shipment to count toward Customer's earned discount threshold or to receive an applicable earned discount, shipments must be billed to a FedEx account number that is eligible for earned discounts. Customer shall not be entitled to invoice adjustments for earned discounts for use of ineligible account numbers.

PROGRAM NUMBER 1

Customer already participates in an Earned Discount calculation. The ongoing calculation will not be impacted by this Agreement / Amendment. Discount changes, if any, will take effect on the effective date of this Agreement / Amendment.

I have reviewed the FedEx Pricing Agreement and FedEx's applicable terms and conditions of carriage (together with the Agreement).

Please note that the FedEx Agreement incorporates by reference FedEx's country of origin location's terms and conditions of carriage/FedEx Service Guide in effect at the time of shipment (including limitations on FedEx's liability), which may be found by clicking on the following link:
<http://www.fedex.com/us/services/terms>

Company Name: Picanova Inc

Customer Name: Frederik Huhn

Customer Title: President

I acknowledge that I am the same person as identified on the registration screen and as entered as above, and that I am legally authorized to represent and to act on behalf of Picanova Inc.

I acknowledge that the FedEx Pricing Agreement that I have reviewed and as identified herein will constitute a legally binding agreement between FedEx (as identified on the Agreement) and Picanova Inc.

My signature is an acknowledgement of my consent to legally bind the entity, if any, by whom I am employed and/or myself to this agreement.

Executed by Customer and Accepted by FedEx on: 26-Jun-23 09:39:31 AM.