



FedEx Transportation Services Agreement Amendment

Agreement Number(s) : 491103984-115

Customer Name: Picanova Inc.

Effective Date: January 12, 2026 ("Effective Date")

FedEx and Customer entered into a FedEx Pricing Agreement ("Agreement") identified above. FedEx and Customer now desire to amend the Agreement.

Pricing shall be amended as identified on the attachments to this Amendment. The pricing is effective the later of the date identified above, if any, or within five business days following possession of a fully executed Amendment by FedEx's authorized representative ("Effective Date").

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

Except as otherwise provided, the pricing for each agreement section addressed in this Amendment is hereby replaced with the pricing contained in the following attachment. For all sections not addressed herein, the pricing, terms and conditions of the original Agreement (or subsequent amendments) shall remain in full force and effect and are hereby ratified and confirmed.

Other than as provided in this Amendment, all words and definitions in this Amendment shall have the same meaning in this Amendment as in the Agreement.

As of the Effective Date, FedEx Freight, Inc. is a subsidiary of Federal Express Corporation (FEC). To the extent applicable, this Agreement/Amendment is being entered into on behalf of FedEx Freight, Inc. as a separate operating company with FEC as its parent company. The parties understand and agree that a spinoff of FedEx Freight, Inc. is intended to occur within the term of this Agreement pursuant to which FedEx Freight, Inc. will become a separate entity from FEC ("Spinoff"). Notwithstanding any other provision contained in the Agreement, the parties acknowledge that the Spinoff will result in a change of ownership and voting control of FedEx Freight, Inc. and agree such Spinoff shall not trigger any default, right of termination, or need for additional notice or consent that may otherwise be required due to any non-assignment or change of control provisions herein. It is the intent of the parties that after the Spinoff, this Agreement will continue in effect with FedEx Freight, Inc. and/or any parent company or subsidiaries of FedEx Freight, Inc. that may evolve, in its capacity as a newly formed independent entity.





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.

Commitments. Customer agrees that any failure to 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 day's notice. Customer also agrees that any failure to 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.

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)

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.

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
1	01/12/2026	06/22/2026	Service Guide in Effect on Date of Shipment
2	06/23/2026	Does Not Expire	Service Guide in Effect on Date of Shipment

Term 1
FedEx Priority Overnight Envelope

Zones =>	All Zones
Envelope	58.08%

FedEx Priority Overnight Pak

Zones =>	All Zones
All Applicable Weights	58.08%

FedEx Priority Overnight

Zones =>	All Zones
1.0 - 10.0 lb(s)	58.08%
11.0 - 20.0 lb(s)	59.08%
21.0 + lb(s)	61.08%

FedEx Standard Overnight Envelope

Zones =>	All Zones
Envelope	58.08%

FedEx Standard Overnight Pak

Zones =>	All Zones
All Applicable Weights	58.08%

FedEx Standard Overnight

Zones =>	All Zones
1.0 - 10.0 lb(s)	58.08%
11.0 - 20.0 lb(s)	59.08%
21.0 + lb(s)	61.08%

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

Zones =>	All Zones
All Applicable Weights	48.08%

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

Zones =>	All Zones
All Applicable Weights	48.08%

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

Zones =>	All Zones
1.0 - 10.0 lb(s)	48.08%
11.0 - 20.0 lb(s)	51.08%
21.0 + lb(s)	56.08%

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

Zones =>	All Zones
All Applicable Weights	46.08%

Term 1**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	\$0.00 - \$4,499,999.99	0%
FedEx 2Day A.M. Pak	\$4,500,000.00 - \$6,499,999.99	10%
FedEx 2Day A.M.	\$6,500,000.00 - \$9,499,999.99	11%
FedEx 2Day Envelope	\$9,500,000.00 +	12%
FedEx 2Day Pak		
FedEx 2Day		
FedEx Express Saver Envelope		
FedEx Express Saver Pak		
FedEx Express Saver		
FedEx 1Day Freight		
FedEx 2Day Freight		
FedEx 3Day Freight		

Term 2**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	\$0.00 - \$4,499,999.99	0%
FedEx 2Day A.M. Pak	\$4,500,000.00 - \$6,499,999.99	10%
FedEx 2Day A.M.	\$6,500,000.00 - \$9,499,999.99	11%
FedEx 2Day Envelope	\$9,500,000.00 +	12%
FedEx 2Day Pak		
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 expressed in USD(\$)

- Minimum Average Daily Volume : 1.40
- Average Gross Charge per Package : \$150.69

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 www.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:

Term 1

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

Service(s)	Minimum Charge	Reduction			
		2-8	9	10-12	13-16
FedEx Priority Overnight Envelope	Zn 2, Envelope	\$16.89	\$16.89	\$16.89	\$16.89
FedEx Priority Overnight Pak	Zn 2, 1.0 lb	\$20.02	\$20.02	\$20.02	\$20.02
FedEx Priority Overnight	Zn 2, 1.0 lb	\$20.02	\$20.02	\$20.02	\$20.02
FedEx Standard Overnight Envelope	Zn 2, Envelope	\$16.29	\$16.29	-	\$16.29
FedEx Standard Overnight Pak	Zn 2, 1.0 lb	\$18.69	\$18.69	-	\$18.69
FedEx Standard Overnight	Zn 2, 1.0 lb	\$18.69	\$18.69	-	\$18.69
FedEx 2Day A.M. Envelope	Zn 2, Envelope	\$11.83	\$11.83	-	\$11.83
FedEx 2Day A.M. Pak	Zn 2, 1.0 lb	\$12.49	\$12.49	-	\$12.49
FedEx 2Day A.M.	Zn 2, 1.0 lb	\$12.49	\$12.49	-	\$12.49
FedEx 2Day Envelope	Zn 2, Envelope	\$11.77	\$11.77	\$11.77	\$11.77
FedEx 2Day Pak	Zn 2, 1.0 lb	\$11.71	\$11.71	\$11.71	\$11.71
FedEx 2Day	Zn 2, 1.0 lb	\$11.71	\$11.71	\$11.71	\$11.71
FedEx Express Saver Envelope	Zn 2, Envelope	\$8.87	-	-	-
FedEx Express Saver Pak	Zn 2, 1.0 lb	\$8.87	-	-	-
FedEx Express Saver	Zn 2, 1.0 lb	\$8.87	-	-	-
FedEx 1Day Freight	Per Service Guide	-	-	-	-
FedEx 2Day Freight	Per Service Guide	-	-	-	-
FedEx 3Day Freight	Per Service Guide	-	-	-	-

Term 2

The following reductions to the minimum charge are expressed in 150).

Service(s)	Minimum Charge	Reduction							
		2	3	4	5	6	7	8	9
FedEx Priority Overnight Envelope	Zn 2, Envelope	10.80	10.80	10.80	10.80	10.80	10.80	10.80	10.80
FedEx Priority Overnight Pak	Zn 2, 1.0 lb	14.00	14.00	14.00	14.00	14.00	14.00	14.00	14.00
FedEx Priority Overnight	Zn 2, 1.0 lb	14.00	14.00	14.00	14.00	14.00	14.00	14.00	14.00
FedEx Standard Overnight Envelope	Zn 2, Envelope	10.30	10.30	10.30	10.30	10.30	10.30	10.30	10.30
FedEx Standard Overnight Pak	Zn 2, 1.0 lb	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10
FedEx Standard Overnight	Zn 2, 1.0 lb	12.10	12.10	12.10	12.10	12.10	12.10	12.10	12.10
FedEx 2Day A.M. Envelope	Zn 2, Envelope	5.80	5.80	5.80	5.80	5.80	5.80	5.80	5.80
FedEx 2Day A.M. Pak	Zn 2, 1.0 lb	6.30	6.30	6.30	6.30	6.30	6.30	6.30	6.30
FedEx 2Day A.M.	Zn 2, 1.0 lb	6.30	6.30	6.30	6.30	6.30	6.30	6.30	6.30

Service(s)	Minimum Charge	Reduction							
		2	3	4	5	6	7	8	9
FedEx 2Day Envelope	Zn 2, Envelope	5.55	5.55	5.55	5.55	5.55	5.55	5.55	5.55
FedEx 2Day Pak	Zn 2, 1.0 lb	5.45	5.45	5.45	5.45	5.45	5.45	5.45	5.45
FedEx 2Day	Zn 2, 1.0 lb	5.45	5.45	5.45	5.45	5.45	5.45	5.45	5.45
FedEx Express Saver Envelope	Zn 2, Envelope	4.80	4.80	4.80	4.80	4.80	4.80	4.80	-
FedEx Express Saver Pak	Zn 2, 1.0 lb	4.80	4.80	4.80	4.80	4.80	4.80	4.80	-
FedEx Express Saver	Zn 2, 1.0 lb	4.80	4.80	4.80	4.80	4.80	4.80	4.80	-

Service(s)	Minimum Charge	Reduction						
		10	11	12	13	14	15	16
FedEx Priority Overnight Envelope	Zn 2, Envelope	10.80	10.80	10.80	10.80	10.80	10.80	10.80
FedEx Priority Overnight Pak	Zn 2, 1.0 lb	14.00	14.00	14.00	14.00	14.00	14.00	14.00
FedEx Priority Overnight	Zn 2, 1.0 lb	14.00	14.00	14.00	14.00	14.00	14.00	14.00
FedEx Standard Overnight Envelope	Zn 2, Envelope	-	-	-	10.30	10.30	10.30	10.30
FedEx Standard Overnight Pak	Zn 2, 1.0 lb	-	-	-	12.10	12.10	12.10	12.10
FedEx Standard Overnight	Zn 2, 1.0 lb	-	-	-	12.10	12.10	12.10	12.10
FedEx 2Day A.M. Envelope	Zn 2, Envelope	-	-	-	5.80	5.80	5.80	5.80
FedEx 2Day A.M. Pak	Zn 2, 1.0 lb	-	-	-	6.30	6.30	6.30	6.30
FedEx 2Day A.M.	Zn 2, 1.0 lb	-	-	-	6.30	6.30	6.30	6.30
FedEx 2Day Envelope	Zn 2, Envelope	5.55	5.55	5.55	5.55	5.55	5.55	5.55
FedEx 2Day Pak	Zn 2, 1.0 lb	5.45	5.45	5.45	5.45	5.45	5.45	5.45
FedEx 2Day	Zn 2, 1.0 lb	5.45	5.45	5.45	5.45	5.45	5.45	5.45
FedEx Express Saver Envelope	Zn 2, Envelope	-	-	-	-	-	-	-
FedEx Express Saver Pak	Zn 2, 1.0 lb	-	-	-	-	-	-	-
FedEx Express Saver	Zn 2, 1.0 lb	-	-	-	-	-	-	-

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	01/12/2026	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 Expedited Processing Fee	Domestic Express	All Zones	- 50%
Demand - Additional Handling Surcharge	Domestic Express	All Zones	- 35%
Demand - Oversize Charge	Domestic Express	All Zones	- 35%
Saturday Delivery	Domestic Express	All Zones	- 50%
Saturday Delivery	FedEx Domestic One Rate	All Zones	- 100%
Saturday Expedited Processing Fee	FedEx Domestic One Rate	All Zones	- 100%
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 - Commercial	Domestic Express	All Zones	- 50%
Delivery Area Surcharge Extended - Commercial	Domestic Express	All Zones	- 50%
DAS Remote Commercial	Domestic Express	All Zones	- 50%
DAS Remote Residential	Domestic Express	All Zones	- 50%
Print Return Label	Domestic Express	All Zones	- 100%
Domestic Email Return Label	Domestic Express	All Zones	- 45%
Fuel Surcharge	Domestic Express	All Zones	- 25%

Name of Surcharge	Application	Applicable Zones	Modifications
International Residential Delivery Surcharge (Non-Freight)	FedEx International Priority Express Envelope Export (IPE), FedEx International Priority Express Pak Export (IPE), FedEx International Priority Express Export (IPE), FedEx International Economy Export, FedEx International Priority Envelope Export, FedEx International Priority Pak Export, FedEx International Priority Export	All Zones	- 50%
Duty and Tax (Advancement Fee)	FedEx International Connect Plus Export	All Zones	- 50%
DIM	FedEx International Connect Plus Export	-	194
DIM	FedEx International Priority Express Envelope Export (IPE), FedEx International Priority Freight (ATD) Export, FedEx International Priority Freight (DTD) Export, FedEx International Economy Freight (DTA) Export, FedEx International Priority Express Pak Export (IPE), FedEx International Economy Freight (DTD) Export, FedEx International Priority Express Export (IPE), FedEx International Economy Export, FedEx International Priority Envelope Export, FedEx International Priority Freight (DTA) Export, FedEx International Economy Freight (ATA) Export, FedEx International Priority Freight (ATA) Export, FedEx International Economy Freight (ATD) Export, FedEx International Priority Pak Export, FedEx International Priority Export	-	194

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.

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.

Termination Fee. By executing this Agreement, Customer agrees that in the event it initiates an Early Termination Event, defined below, FedEx reserves the right to assess a Termination Fee in the amount of \$500,000.00. For purposes of this Agreement, "Early Termination Event" shall be defined as the Customer taking any of the following actions: a) terminating this Agreement prior to the latest end date of the pricing terms defined in this Attachment; b) transitioning 20% or more of volume from FedEx to a FedEx competitor prior to the latest end date of the pricing terms defined in this Attachment; c) placing the shipments covered by this Attachment out to bid or soliciting bids or pricing more than 120 days prior to the latest end date of the pricing terms defined in this Attachment, provided that the Customer does not transition more than 20% of the volume away from FedEx as a result of the bid regardless of the bid decision; and/or failing to achieve a yearly minimum of \$5,000,000.00 in combined FedEx Express and FedEx Ground Net Revenue, calculated quarterly ("Minimum Annualized Net Revenue"). The first calculation period will be based on the prior three (3) months of Net Revenue beginning 30 days from the Agreement effective date. Prior to the first anniversary of the Effective Date, Customer's Net Revenue will be annualized for purposes of determining whether the Minimum Annualized Net Revenue has been met. Net Revenue is defined as total transportation charges for Express and Ground services together with any transportation-related fees and surcharges billed to Customer, excluding duties and taxes. This provision takes precedence over any conflicting termination penalty language contained in the Agreement.



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 Pricing
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.

Commitments. Customer agrees that any failure to 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 day's notice. Customer also agrees that any failure to 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.

FedEx Ground excludes the following services from rate cap consideration:

Home Delivery Domestic Single Piece PRP/RM, Home Delivery Domestic Single Piece PRP/RM Deferred, Home Delivery Domestic Single Piece Transborder MX to US, Ground Domestic MWT Deferred, Home Delivery Domestic MWT Deferred, Ground Domestic PRP/RM MWT, Home Delivery Domestic PRP/RM MWT, Ground Domestic PRP/RM MWT Zone Jump, Home Delivery Domestic PRP/RM MWT Zone Jump, Ground Domestic Transborder MX to US MWT, Home Delivery Domestic Transborder MX to US MWT, Ground Export Single Piece PRP/RM, Ground Import Single Piece PRP/RM, Ground Import Single Piece Zone Jump, Ground Export MWT Zone Jump, Ground Import MWT Zone Jump, Ground Export PRP/RM MWT, Ground Import PRP/RM MWT, FedEx Ground Economy Bound Printed Matter 3P, & FedEx Ground Economy Bound Printed Matter 3P Deferred

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)

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.

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	01/12/2026	06/22/2026	Service Guide in Effect on Date of Shipment	4%
2	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.
- (ii) In the event that FedEx reduces its Weekly or Monthly Fuel Surcharge concurrently with an increase to its list rates, Customer's rate cap will be adjusted accordingly to offset this reduction in fuel.
- (iii) The rate cap contained in this pricing section shall not apply if Customer fails to ship at least 1,000 packages/shipments in the above-referenced service category during the twelve (12) month period preceding the applicable rate cap calculation date (such date to be determined by FedEx in its sole discretion). The aforementioned minimum number of packages/shipments shall be annualized if Customer's applicable calculation period is less than twelve (12) months. This minimum package/shipment requirement applies to each service category for which Customer has a rate cap.

Term 1

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

Zones =>	2-8
1.0 - 10.0 lb(s)	43%
11.0 - 20.0 lb(s)	46%
21.0 - 25.0 lb(s)	50%
26.0 + lb(s)	55%

Ground Domestic Single Piece RM (OB,3P)

Zones =>	2-8
1.0 - 10.0 lb(s)	61%
11.0 - 20.0 lb(s)	64%
21.0 - 25.0 lb(s)	69%
26.0 + lb(s)	74%

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

**Ground Domestic Single Piece RM (OB,3P)
Home Delivery Domestic Single Piece (OB,3P)**

Zones =>	9	14	17	22	23	25	92	96
All Applicable Weights	27.91%	27.91%	44.91%	27.91%	44.91%	44.91%	27.91%	27.91%

Term 1

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
	\$0.00 - \$4,499,999.99	0%
	\$4,500,000.00 - \$6,499,999.99	16%
	\$6,500,000.00 - \$9,499,999.99	18%
	\$9,500,000.00 - \$12,499,999.99	19%
	\$12,500,000.00 - \$15,499,999.99	20%
	\$15,500,000.00 - \$24,499,999.99	20.5%
Ground Domestic Single Piece(OB,IB,RB,3P) Home Delivery Domestic Single Piece(OB,3P)	\$24,500,000.00 +	21%

Ground Domestic Single Piece Commitments:

Ground Domestic Single Piece pricing is based on the following commitments expressed in USD(\$):

- Minimum Average Daily Volume : 963.50
- Average Gross Charge per Package : \$25.90

United States Ground Domestic MWT:

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

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 <https://www.fedex.com/en-us/shipping/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.

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	01/12/2026	06/22/2026	Multiweight Rates in Effect on Date of Shipment	4%
2	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.
- (ii) In the event that FedEx reduces its Weekly or Monthly Fuel Surcharge concurrently with an increase to its list rates, Customer's rate cap will be adjusted accordingly to offset this reduction in fuel.
- (iii) The rate cap contained in this pricing section shall not apply if Customer fails to ship at least 1,000 packages/shipments in the above-referenced service category during the twelve (12) month period preceding the applicable rate cap calculation date (such date to be determined by FedEx in its sole discretion). The aforementioned minimum number of packages/shipments shall be annualized if Customer's applicable calculation period is less than twelve (12) months. This minimum package/shipment requirement applies to each service category for which Customer has a rate cap.

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%

Term 1

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)						

Term 1

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
Home Delivery Domestic MWT(OB,3P)	\$0.00 - \$4,499,999.99	0%
Ground Domestic MWT(OB,IB,RB,3P)	\$4,500,000.00 - \$6,499,999.99	7%
	\$6,500,000.00 - \$9,499,999.99	8%
	\$9,500,000.00 - \$12,499,999.99	10%
	\$12,500,000.00 - \$15,499,999.99	11%
	\$15,500,000.00 - \$24,499,999.99	11.5%
	\$24,500,000.00 +	12%

Please see <https://www.fedex.com/en-us/shipping/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.

United States FedEx Ground Economy:

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

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.

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	01/12/2026	06/22/2026	Service Guide in Effect on Date of Shipment	4%
2	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.
- (ii) In the event that FedEx reduces its Weekly or Monthly Fuel Surcharge concurrently with an increase to its list rates, Customer's rate cap will be adjusted accordingly to offset this reduction in fuel.
- (iii) The rate cap contained in this pricing section shall not apply if Customer fails to ship at least 1,000 packages/shipments in the above-referenced service category during the twelve (12) month period preceding the applicable rate cap calculation date (such date to be determined by FedEx in its sole discretion). The aforementioned minimum number of packages/shipments shall be annualized if Customer's applicable calculation period is less than twelve (12) months. This minimum package/shipment requirement applies to each service category for which Customer has a rate cap.

Term 1

FedEx Ground Economy (by Ounce) (OB)

Zones =>	2-8
All Applicable Weights	45.72%

FedEx Ground Economy (by Ounce) (OB)

Zones =>	9-10	17	26	99
All Applicable Weights	45.72%	45.72%	45.72%	45.72%

FedEx Ground Economy (by Pound) (OB)

Zones =>	2-8
All Applicable Weights	52.72%

FedEx Ground Economy (by Pound) (OB)

Zones =>	9-10	17	26	99
All Applicable Weights	52.72%	52.72%	52.72%	52.72%

Term 1**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
	\$0.00 - \$4,499,999.99	0%
	\$4,500,000.00 - \$6,499,999.99	4%
	\$6,500,000.00 - \$9,499,999.99	4.5%
	\$9,500,000.00 - \$12,499,999.99	5%
	\$12,500,000.00 - \$15,499,999.99	5.5%
	\$15,500,000.00 - \$24,499,999.99	5.75%
	\$24,500,000.00 +	6%
Service(s)	Annualized Transportation Charges	Earned Discount
	\$0.00 - \$4,499,999.99	0%
	\$4,500,000.00 - \$6,499,999.99	0.5%
	\$6,500,000.00 - \$9,499,999.99	1%
	\$9,500,000.00 - \$12,499,999.99	2%
	\$12,500,000.00 - \$15,499,999.99	3%
	\$15,500,000.00 - \$24,499,999.99	3.5%
	\$24,500,000.00 +	4%

FedEx Ground Economy Commitments:

FedEx Ground Economy pricing is based on the following commitments expressed in USD(\$):

- Minimum Average Daily Volume : 900
- Average Gross Charge per Package : \$15.69

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 www.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. The currency for the following minimum amounts or minimum reduction amounts, as applicable, is the currency of the country of shipment origin, except in respect of any Zone Jump (ZJ) and/or TransBorder (TD) services in which case the currency is the country of shipment destination.

Service(s)	Payer Type(s)	Applicable Zones	Minimum Charge	Reduction Amount
Ground Domestic Single Piece	OB,3P,IB,RB	23 25 92	Zn 23, 1.0 LB Zn 25, 1.0 LB Zn 92, 1.0 LB	\$0.51 \$0.53 \$0.51

Service(s)	Payer Type(s)	Applicable Zones	Minimum Charge	Reduction Amount
Ground Domestic Single Piece RM	OB,3P	96	Zn 96, 1.0 LB	\$0.53
		23	Zn 23, 1.0 LB	\$0.51
		25	Zn 25, 1.0 LB	\$0.53
		92	Zn 92, 1.0 LB	\$0.51
		96	Zn 96, 1.0 LB	\$0.53
Home Delivery Domestic Single Piece	OB,3P	23	Zn 23, 1.0 LB	\$0.51
		25	Zn 25, 1.0 LB	\$0.53
		92	Zn 92, 1.0 LB	\$0.51
		96	Zn 96, 1.0 LB	\$0.53

The following minimum reductions are off the published list rates for the billable weight stated. The currency for the following minimum amounts or minimum reduction amounts, as applicable, is the currency of the country of shipment origin, except in respect of any Zone Jump (ZJ) and/or TransBorder (TD) services in which case the currency is the country of shipment destination.

Service(s)	Payer Type(s)	Applicable Zones	Minimum Charge	Reduction Amount
Ground Domestic Single Piece	OB	2-8	Zn 2, 1.0 LB	\$5.19
		9	Zn 9, 1.0 LB	\$1.46
		14	Zn 14, 1.0 LB	\$0.34
		17	Zn 17, 1.0 LB	\$1.46
		22	Zn 22, 1.0 LB	\$0.34
Ground Domestic Single Piece	IB	2-8	Zn 2, 1.0 LB	\$5.19
		9	Zn 9, 1.0 LB	\$1.46
		14	Zn 14, 1.0 LB	\$0.34
		17	Zn 17, 1.0 LB	\$1.46
		22	Zn 22, 1.0 LB	\$0.34
Ground Domestic Single Piece	3P	2-8	Zn 2, 1.0 LB	\$5.19
		9	Zn 9, 1.0 LB	\$1.46
		14	Zn 14, 1.0 LB	\$0.34
		17	Zn 17, 1.0 LB	\$1.46
		22	Zn 22, 1.0 LB	\$0.34
Ground Domestic Single Piece	RB	2-8	Zn 2, 1.0 LB	\$5.19
		9	Zn 9, 1.0 LB	\$1.46
		14	Zn 14, 1.0 LB	\$0.34
		17	Zn 17, 1.0 LB	\$1.46
		22	Zn 22, 1.0 LB	\$0.34
Ground Domestic Single Piece RM	OB	2-8	Zn 2, 1.0 LB	\$5.19
		9	Zn 9, 1.0 LB	\$1.46
		14	Zn 14, 1.0 LB	\$0.34
		17	Zn 17, 1.0 LB	\$1.46
		22	Zn 22, 1.0 LB	\$0.34
Ground Domestic Single Piece RM	3P	2-8	Zn 2, 1.0 LB	\$5.19
		9	Zn 9, 1.0 LB	\$1.46
		14	Zn 14, 1.0 LB	\$0.34
		17	Zn 17, 1.0 LB	\$1.46
		22	Zn 22, 1.0 LB	\$0.34
Home Delivery Domestic Single Piece	OB	2-8	Zn 2, 1.0 LB	\$5.19
		9	Zn 9, 1.0 LB	\$1.46
		14	Zn 14, 1.0 LB	\$0.34
		17	Zn 17, 1.0 LB	\$1.46
		22	Zn 22, 1.0 LB	\$0.34
Home Delivery Domestic Single Piece	3P	2-8	Zn 2, 1.0 LB	\$5.19
		9	Zn 9, 1.0 LB	\$1.46
		14	Zn 14, 1.0 LB	\$0.34
		17	Zn 17, 1.0 LB	\$1.46
		22	Zn 22, 1.0 LB	\$0.34

United States FedEx Ground Economy:

The following minimum reductions are off the published list rates for the billable weight stated. The currency for the following minimum amounts or minimum reduction amounts, as applicable, is the currency of the country of shipment origin, except in respect of any Zone Jump (ZJ) and/or TransBorder (TD) services in which case the currency is the country of shipment destination.

Service(s)	Payer Type(s)	Applicable Zones	Minimum Charge	Reduction Amount
FedEx Ground Economy (by Ounce)	OB	2-8 9 10	Zn 2, 1.0 OZ Zn 9, 1.0 OZ Zn 10, 1.0 OZ	\$3.65 \$9.00 \$9.00

Service(s)	Payer Type(s)	Applicable Zones	Minimum Charge	Reduction Amount
		17	Zn 17, 1.0 OZ	\$9.00
		26	Zn 26, 1.0 OZ	\$9.00
		99	Zn 99, 1.0 OZ	\$9.00
FedEx Ground Economy (by Pound)	OB	2-8	Zn 2, 1.0 LB	\$4.45
		9	Zn 9, 1.0 LB	\$6.00
		10	Zn 10, 1.0 LB	\$6.00
		17	Zn 17, 1.0 LB	\$6.00
		26	Zn 26, 1.0 LB	\$6.00
		99	Zn 99, 1.0 LB	\$6.00

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	01/12/2026	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, Home Delivery US	All Zones	- 50%
Additional Handling Surcharge - Dimension	Ground US, Home Delivery US	All Zones	- 75%
Additional Handling Surcharge - Weight	Ground US, Home Delivery US	All Zones	- 50%
Direct Signature	Ground US, Home Delivery US	All Zones	- 50%
Indirect Signature	Ground US, Home Delivery US	All Zones	- 50%
Email Return Label	Ground US, Home Delivery US	All Zones	- 100%
Charge for Oversized Packages	Ground US, Home Delivery US	All Zones	- 75%
Additional Handling Surcharge - Packaging	Ground US, Home Delivery US	All Zones	- 100%
Demand Surcharge	Ground US, Home Delivery US	All Zones	- 50%

Name of Surcharge	Application	Applicable Zones	Modifications
Address Correction	Ground US, Home Delivery US	All Zones	- 50%
Residential Charge	Home Delivery US	All Zones	- 65%
Demand Surcharge	FedEx Ground Economy (by Ounce), FedEx Ground Economy (by Pound)	All Zones	- 100%
Fuel Charge	FedEx Ground Economy (by Ounce), FedEx Ground Economy (by Pound), Ground US, Home Delivery US	-	- 30%
Demand - Oversize Charge	Ground US, Home Delivery US	All Zones	- 50%
Print Return Label	Ground US, Home Delivery US	All Zones	- 100%
Demand - Additional Handling Surcharge	Ground US, Home Delivery US	All Zones	- 50%
Continental US Ground DAS Standard - Commercial	Ground US	All Zones	- 65%
Continental US Ground DAS Extended - Commercial	Ground US	All Zones	- 65%
DAS Remote Commercial	Ground US	All Zones	- 65%
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%
Home Delivery DAS Remote Residential	Home Delivery US	All Zones	- 65%
Delivery and Returns	FedEx Ground Economy (by Ounce), FedEx Ground Economy (by Pound)	-	- 100%
Non Machinable Option	FedEx Ground Economy (by Ounce), FedEx Ground Economy (by Pound)	-	- 50%
FedEx Ground Economy Delivery Area Surcharge Standard	FedEx Ground Economy (by Ounce), FedEx Ground Economy (by Pound)	-	- 50%
FedEx Ground Economy Delivery Area Surcharge Extended	FedEx Ground Economy (by Ounce), FedEx Ground Economy (by Pound)	-	- 50%
DIM < Breakpoint	Ground US, Home Delivery US	-	250

Name of Surcharge	Application	Applicable Zones	Modifications
DIM >= Breakpoint	Ground US, 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. By executing this Agreement, Customer agrees that in the event it initiates an Early Termination Event, defined below, FedEx reserves the right to assess a Termination Fee in the amount of \$500,000.00. For purposes of this Agreement, "Early Termination Event" shall be defined as the Customer taking any of the following actions: a) terminating this Agreement prior to the latest end date of the pricing terms defined in this Attachment; b) transitioning 20% or more of volume from FedEx to a FedEx competitor prior to the latest end date of the pricing terms defined in this Attachment; c) placing the shipments covered by this Attachment out to bid or soliciting bids or pricing more than 120 days prior to the latest end date of the pricing terms defined in this Attachment, provided that the Customer does not transition more than 20% of the volume away from FedEx as a result of the bid regardless of the bid decision; and/or failing to achieve a yearly minimum of \$5,000,000.00 in combined FedEx Express and FedEx Ground Net Revenue, calculated quarterly ("Minimum Annualized Net Revenue"). The first calculation period will be based on the prior three (3) months of Net Revenue beginning 30 days from the Agreement effective date. Prior to the first anniversary of the Effective Date, Customer's Net Revenue will be annualized for purposes of determining whether the Minimum Annualized Net Revenue has been met. Net Revenue is defined as total transportation charges for Express and Ground services together with any transportation-related fees and surcharges billed to Customer, excluding duties and taxes. This provision takes precedence over any conflicting termination penalty language contained in the Agreement.

Ground Earned Discount Application: If present, Earned Discounts shall not apply to Ground Zones 9, 14, 17, 22, 23, 25, 92 and 96, except for FedEx Ground Economy service.



Pickup Services 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 Pricing

General Terms and Conditions:

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

General Pricing Provisions:

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

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 Fees and Surcharges Modifications ("Surcharge Modifications")

Any modifications listed are based on the published Surcharges base rates that can be found at fedex.com.

The following pricing for Surcharges does not apply to individual FedEx accounts with separate specific pricing from prior agreements. 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.

The below table(s) supersedes all other surcharge pricing for individual FedEx accounts associated with the Customer identified above.

Customer's pricing for the specified surcharges applies to the following account groupings:

Category 1: 488838028 (Country ID)

Term	Term Start	Term End	Base Rate
1	01/12/2026	06/22/2026	Service Guide in Effect on Date of Shipment
2	06/23/2026	Does Not Expire	As Defined Below

Pickup Services Surcharges

Name of Surcharge	Application	Applicable Zones	Modifications
Fuel Surcharge	Pickup Services	Zone All	- 30%

Footnote: If there is not a reduction sign in front of the modification value, then it is a fixed surcharge value.



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.