



Exhibit D
Lightspeed Exclusivity Policy
(For Lightspeed's Affiliate Program)

Effective January 1, 2022, Lightspeed Aviation adopts this exclusivity policy with respect to all of its products that it unilaterally deems would benefit from this policy.

Although we may suggest an exclusivity policy for our products, you are legally free to determine independently and in your sole discretion how and where you would like to advertise and sell our products. We understand that we cannot legally ask for your approval or compliance to this policy.

Nevertheless, after learning that anyone has violated this policy, Lightspeed may, in its sole discretion and without assuming any liability, cancel any current order and refuse to accept any new order with respect to any product covered by this policy.

For so long as you are a Lightspeed Affiliate, Lightspeed may (in its sole discretion) deem this exclusivity policy violated if you breach any of these rules for Lightspeed's Affiliate Program:

1. You must exclusively offer and sell Lightspeed's products as your only ANR aviation headset product (including helmets);
2. In your images, videos, and other content for Lightspeed's products, no competing headset brand may be represented;
3. You must not post, place, or promote any of Lightspeed's links or coupon codes to any coupon or discount website;
4. You must not use any pay-per-click advertising;
5. You must not appoint any agent or use anyone else to sell any of Lightspeed's products.
6. You must not auction any of Lightspeed's products via any auction-based website; and
7. You must not offer or sell any of Lightspeed's products via any third party website.

Nothing in this policy may be constituted as an agreement or contract between Lightspeed and anyone. Lightspeed may modify this policy at any time and from time to time, without notice, in its sole discretion. Lightspeed will not discuss conditions or acceptances relating to this policy, as it is non-negotiable, and Lightspeed will not provide alerts for anyone.

No Lightspeed personnel has any authority to grant exceptions to this policy, to discuss complaints about this policy, to interpret, modify, or deviate from this policy, or to impose other stipulations, so please do not discuss this policy with any Lightspeed personnel. If you choose, you may forward



any information regarding any policy non-compliance to our fax number at 503-968-7664, but no Lightspeed personnel will acknowledge or respond to the fax or discuss enforcement.