

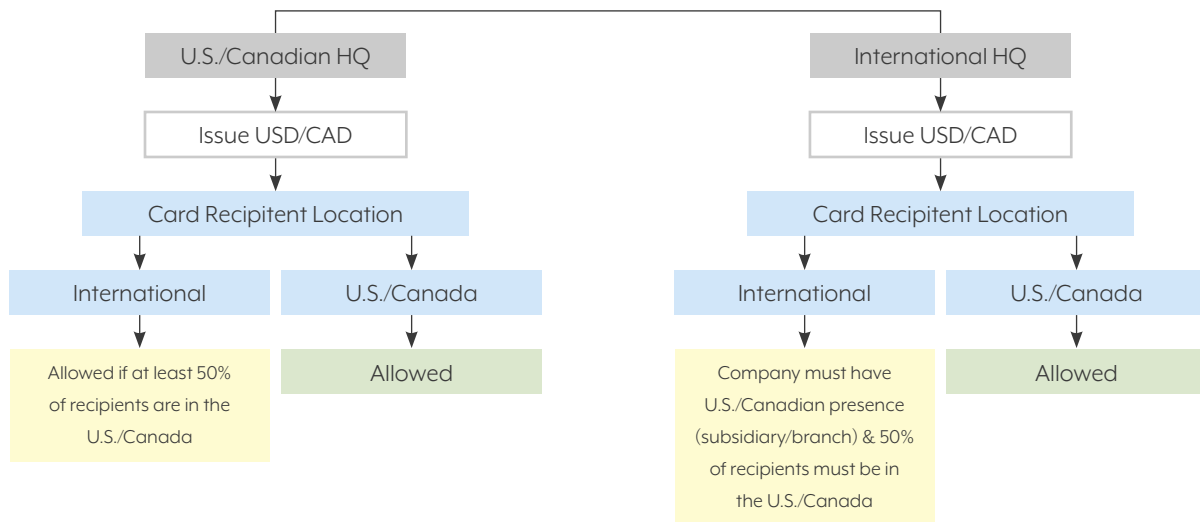
U.S./Canadian Issuance & Visa Guidelines

When processing payments for your program, a variety of partners, including associations like Visa, banks, processors and fulfillment houses, work together to ensure a seamless payment experience for your participants. Our U.S. and Canadian banking partners (Issuers) are federally licensed in the U.S. and Canada, respectively, and have appropriate licensing to issue Visa products within those countries.

Issuance outside the U.S. and Canada are subject to the following requirements:

- Companies headquartered in the U.S. or Canada can issue USD or CAD internationally (cross-border) as long as at least 50% of the program's recipients are located within the U.S. or Canada.
- An International Company that is headquartered outside the U.S. or Canada, can issue USD or CAD internationally as long as:
 1. International Company has a subsidiary or branch in the U.S. or Canada; and
 2. 50% of the program's recipients are located within the U.S. or Canada.¹

U.S./Canadian Visa Issuance by Corporate HQ Location



Scenario 1 ❌
 U.S. company is looking to issue 100% issuance of USD to Australia.

Scenario 2 ✅/❌
 Canada-based company with subsidiary in U.S. is looking to (1) issue 70% CAD to recipients based in Canada, w/remaining 30% to recipients in Ireland; and (2) they want to issue 40% USD to U.S. and 60% to Ireland.

Scenario 3 ✅
 German-based company wants to issue 100% to employees located in the U.S.

Scenario 4 ?
 U.S.-based company wants to issue 90% to Mexico and 10% to Italy during first 6 months of going live but, after that, will issue 90% to U.S. recipients and 10% to Mexico. *This may qualify for an exception, contact your program manager for more details.*

¹ Cross-border issuance is subject to the Issuers' prohibited country list. Exceptions may be granted in certain circumstances and are subject to approval by the Issuers and Visa. Reach out to your program manager for more details as to whether you qualify for applying for an exception.