

Road To Leader Program – Europe

Road To Leader Program Terms & Conditions

These Terms & Conditions (hereinafter “Terms & Conditions” and/or “Agreement”) govern the ROAD to LEADER Program (hereinafter the “Program” and/or “Promotion”). The PROGRAM is administered by Amare Europe B.V., its affiliates, or subsidiaries doing business in Europe, (“Amare”, or “Amare Global”, or the “Company”). Participation in the PROGRAM subjects the Amare Brand Partner to the Terms & Conditions hereof.

1. Eligibility, qualification period, participation, and rewards

By participating in the PROGRAM, the Participant fully and unconditionally agrees to accept the Terms & Conditions contained herein, which are final and binding. VOID WHERE PROHIBITED BY LAW.

The PROGRAM begins on July 1, 2024, at 00:00:01 CET and will extend until AMARE discontinues the program in their sole discretion; AMARE reserves the right to change the rewards at any time, for any reason (please see section V. GENERAL TERMS & CONDITIONS below for more details). The PROGRAM is limited to participants who reside in participating countries.

Participants who qualify under the terms herein are eligible to participate in the PROGRAM which entitles them to the Rewards (as outlined below) earned through specified actions (as set forth below) within the qualification period.

2. Definitions

Monthly Bonus Period: The Commission Period that occurs from the first day of the calendar month to the last day of the calendar month.

Paid Rank: The Rank that the Participant qualifies for in the Monthly Bonus Period. Ranks are determined by participants' ability to achieve specific volume and structure requirements as found within the Amare Compensation Plan.

Career Rank: The highest Paid Rank achieved by Participant for their account historically with Amare. A Brand Partner achieves a new Career Rank by achieving the Paid as Rank requirements for a rank they have never achieved. A Brand Partner who achieves a Career Rank multiple Ranks above their prior Career Rank will have been considered to achieve all up to their new Career Rank.

Enrollment Start Date: The date the Participant enrolls or upgrades their account to a Brand Partner and completes an order containing the Brand Partner Business License.

3. Participation

AMARE reserves the right to make final judgment on all adjustments. Participant may only earn one reward for each Rank listed. Additional information may be required and collected to successfully process the Reward. The value of the Reward(s) may be considered taxable income to the Participants, and all taxes are the sole responsibility of the Participants. Monetary Rewards are paid through Amare’s Monthly Commission period. Payments are made with the Monthly Commission payout in the month following completion of Program requirements. Participants will start the required timeframe to maintain each career rank passed when advancing multiple career ranks within a single month and may earn the rewards concurrently by completing the requirements for a higher rank. See hypothetical examples below for further illustration of Program requirements.

Table A: Road to Leader

Rank	Reward
Silver – Achieve Silver three times within five months after the first month in which the New Career Rank Silver is achieved.	€400 one-time payout deposited into your bank account.

Gold – Achieve Gold three times within five months after the first month in which the New Career Rank Gold is achieved.	€800 one-time payout deposited into your bank account.
Platinum – Achieve Platinum three times within five months after the first month in which the New Career Rank Platinum is achieved.	€1.600 one-time payout deposited into your bank account.

Hypothetical Examples

Advancing Multiple Ranks: A Brand Partner with the Career Rank of Silver achieves a new career rank of Platinum. To earn the Platinum reward of €1600 they must achieve the minimum paid rank Platinum three times within the next five monthly bonus periods. The Brand Partner would also receive the Gold reward of €800 as the Gold requirements were completed as within this same time period. The Reward for meeting the Platinum Rank three times within the five monthly bonus periods would be €2400 total. (€1600 for Platinum + €800 Gold).

Advancing Multiple Ranks: A Brand Partner with the career rank of Bronze achieves a new career rank of Gold which allows them to earn the rewards for both Silver and Gold by achieving the paid rank Gold three additional times within 5 monthly bonus periods. If the Brand Partner fails to achieve gold, but still wants to receive the €400 Silver reward, they must achieve the minimum paid rank of Silver three times within the five monthly bonus periods from when they first achieved the career rank Gold. The reward in this example would be €400 for achieving the Silver requirements. The Brand Partner is unable to earn the rewards for Gold and may next earn rewards at the Platinum Rank.

4. Transition and Termination Process

1.1 Program Duration

The ROAD TO LEADER program will continue in its current form until the end of October 2026.

- Brand Partners must have started their first months under the ROAD TO LEADER program no later than October 2026.
- The requirement to complete 4 out of 6 months of the program will remain in effect.
- No new entries into the Road to Leader program will be allowed from November 1, 2026 forward.

1.2 Payment Period

- For Brand Partners who begin their first month in October 2026, ROAD TO LEADER payments will continue until the end of March 2027.
- No further payments will be made under the ROAD TO LEADER program after this date.

1.3 Time to Achieve a Rank

- As of October 2026, pursuing any new rank paths within the ROAD TO LEADER Program will no longer be considered.
- Rank advancements achieved in October 2026 or later will not entitle you to the ROAD TO LEADER Program.

5. General terms & conditions

Any undefined terms herein shall be understood and construed as set forth and used in the AMARE's current Policies and Procedures and Compensation Plan.

AMARE reserves the right to withhold or deny any or all Rewards based upon Participant's noncompliance with the Policies and Procedures or terms of the Promotion.

AMARE retains the right to disqualify a Participant at any time for what AMARE views, in its sole discretion, as disreputable or adverse behavior.

Rewards may only be achieved through the sales/purchases of products as outlined in the Compensation Plan and in Amare Policies and Procedures, and not for pure recruitment of Brand Partners.

The Participant is subject to AMARE's Policies and Procedures and is also subject to the Brand Partner/Customer Application Agreement Terms and Conditions.

BY PARTICIPATING IN THE PROMOTION, PARTICIPANT AGREES TO RELEASE AND HOLD HARMLESS AMARE AND ITS OFFICERS, DIRECTORS, EMPLOYEES, AFFILIATED COMPANIES AND AGENTS (COLLECTIVELY THE "RELEASED PARTIES") FROM AND AGAINST ANY CLAIM OR CAUSE OF ACTION ARISING OUT OF PARTICIPATION IN THE PROMOTION INCLUDING BUT NOT LIMITED TO:

- a. UNAUTHORIZED HUMAN INTERVENTION IN THE PROMOTION;
- b. TECHNICAL ERRORS RELATED TO COMPUTERS, SERVERS, PROVIDERS OR TELEPHONE OR NETWORK LINES;
- c. PRINTING ERRORS;
- d. ERRORS IN THE ADMINISTRATION OF THE PROMOTION;
- e. INJURY OR DAMAGE TO PERSONS OR PROPERTY WHICH MAY BE CAUSED, DIRECTLY OR INDIRECTLY, IN WHOLE OR IN PART, FROM PARTICIPANT'S OR GUESTS' PARTICIPATION IN THE PROMOTION AND ANY ASSOCIATED EVENTS. PARTICIPANT FURTHER AGREES THAT IN ANY CAUSE OF ACTION, THE RELEASED PARTIES' LIABILITY SHALL BE LIMITED TO THE COST OF PARTICIPATING IN THE PROMOTION, AND IN NO EVENT SHALL THE RELEASED PARTIES BE LIABLE FOR ATTORNEYS FEES AND PARTICIPANT WAIVES THE RIGHT TO CLAIM ANY FURTHER DAMAGES, INCLUDING, BUT NOT LIMITED TO, PUNITIVE, CONSEQUENTIAL, DIRECT OR INDIRECT DAMAGES.

This Agreement shall be governed by the laws of Sweden, regardless of conflict of law principles. In the event of any controversy between Amare and Amare's Brand Partners requires either party to file legal action to interpret or enforce the terms of this Agreement, such action may be brought in the courts of Sweden. In case of disputes, Amare and the Brand Partner may engage in alternative dispute resolution methods such as mediation or arbitration, prior to any legal action. Amare reserves the right to terminate or modify the terms of these Terms & Conditions. Notification of any such changes will be communicated to Participants through being posted on the designated website and where these Terms & Conditions are available. All changes will become effective immediately upon their posting on the website, unless otherwise specified. In cases where changes significantly affect the nature of the promotion, a transition period will be provided to allow Participants adequate time to adjust their plans.

The Participant gives the Company permission to utilize their name, photo, personal narrative, and/ or image in promotional or advertising materials related to the Company's operations, foregoing any right to compensation for such usage. Should a Participant prefer to opt-out of being featured in Amare Global's sales and marketing content, they are required to submit a formal request to the Amare Global Compliance Department. If any provision of these Terms & Conditions is found to be invalid or unenforceable, the remaining provisions will continue in full force and effect. No waiver by Amare of any term or condition set forth in these Terms & Conditions shall be deemed a further or continuing waiver of such term or condition or a waiver of any other term or condition. This Agreement will be provided in English, ensuring accessibility and understanding for all Participants.

Amare will also provide translation support for any inquiries regarding the terms of this Promotion. In case of a conflict between the English version and any translation, the English text shall prevail.

The Participant agrees to the use of his/her name and photograph in broadcasts, newspapers, brochures, and other media without compensation. AMARE will exercise reasonable efforts to respect my privacy and ensure that any personal information captured in the photographs and /or videos will be used in accordance with applicable privacy laws and regulations. However, the Participant understands that AMARE cannot guarantee absolute privacy and confidentiality regarding the use of photographs and/or videos. The Participant hereby releases Amare Global, its representatives, employees, and authorized personnel from all claims, demands, actions cause of actions, suits or liabilities arising from or related to the use, reproductions, distribution, display, or publication of the photographs and/or videos, including but not limited to any claims for defamation, invasion of privacy, or infringement of intellectual property rights. The Participant warrants that all statements made herein are true and correct and understands that the Released Parties have relied on them in allowing the Participant to participate in the Promotion.

** Participation in incentive trips, and other sales promotions are not typical or guaranteed. Qualification requires hard work, skill and meeting specific sales targets. Most people do not qualify. By referring customers, you can earn meaningful supplemental income based on actual product sales. Most people join only to purchase amazing products for personal use and earn little or no income. To see what's possible, visit our Income Disclosure Statement at amare.com.*