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COMPENSATION PLAN

EUROPE

Valid from 1 October 2026



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WELCOME TO THE AMARE EUROPE COMPENSATION PLAN

What makes our plan different?

- Simple to understand
- Clear, achievable steps
- Easy to duplicate
- Built for stability

SHARE
Start with customers who love the products

RETAIN
Build recurring income, month after month

BUILD
Help others do the same, and grow together

One system. Every step rewarded. Built to last.



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TWO ROUTES, YOUR CHOICE

Every Partner starts with customers. Building a team is an option, not a requirement.

ROUTE 1

CUSTOMER FOCUS

Share products you love and look after a loyal customer base. No team needed.

Paid on: First Order Bonus, Customer Bonus up to 38%, Focus on 5 and Power of 1.

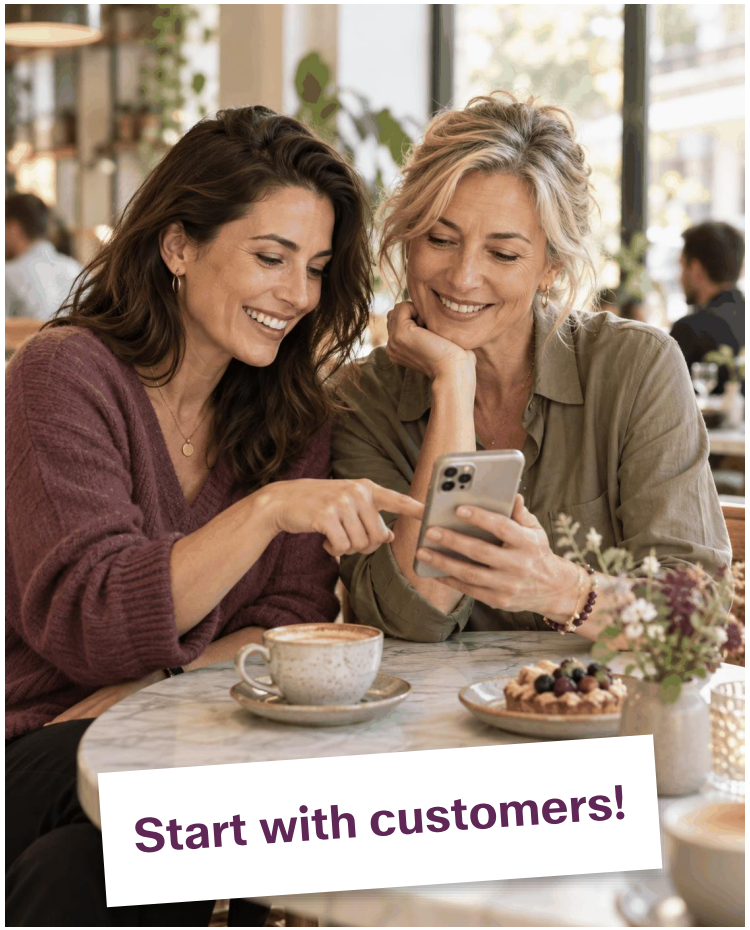
ROUTE 2

TEAM BUILDING

Everything in Route 1, plus helping others build their own customer base.

Adds: Team Bonus, Unilevel, Fast Track, Rise & Reward and Bonus Pools.

Not every customer needs to become a Partner, and not every Partner needs to become a Leader. Both routes are valuable.

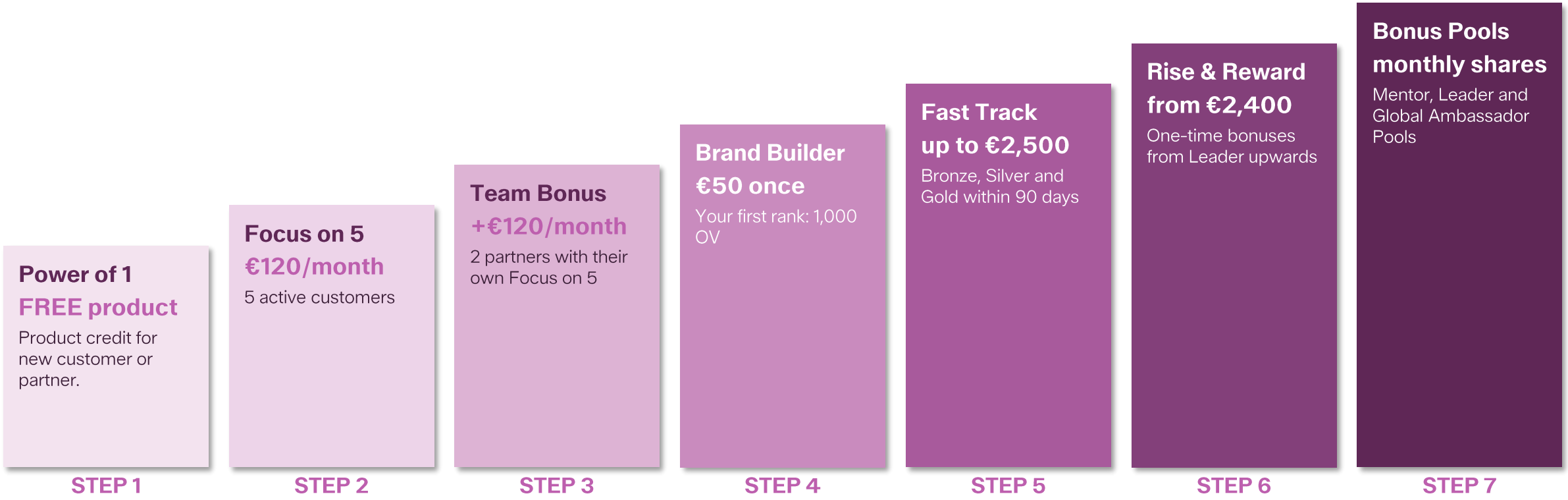


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EVERY STEP REWARDED

One path, with a reward at every step.



Every month on top: commissions on customer orders (10–38%) and team orders (Unilevel 35%). Path to Paradise rewards you along the way.

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AMARE COMMISSIONS OVERVIEW

				Mentor Ranks			Leader Ranks			Global Ambassador Ranks				
	Brand Partner	Brand Builder	Bronze	Silver	Gold	Platinum	Leader	Senior Leader	Executive Leader	Diamond	1-Star Diamond	2-Star Diamond	3-Star Diamond	Presidential Diamond
Brand Builder Bonus		€50												
Fast Track Bonus[1]			€150	€500	€1,850									
Rise & Reward							€2,400	€4,000	€6,000	€8,000	€10,000	€12,400	€14,000	€16,000
PV	100	100	100	100	100	100	100	100	100	100	100	100	100	100
PCV or OV (Placement Tree)		1,000	3,000	5,000	10,000	15,000	25,000	50,000	75,000	125,000	250,000	500,000	750,000	1,000,000
Volume Outside Largest Leg[2]			600	1,500	3,000	4,500	7,500	15,000	22,500	37,500	75,000	150,000	225,000	300,000
Leg Requirement[2] (Enrollment Tree)							3 Bronze	3 Bronze	3 Silver	4 Silver	4 Silver	4 Silver	4 Silver	4 Silver
Level 1	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 2		5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 3			5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 4				5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 5					4%	4%	4%	4%	4%	4%	4%	4%	4%	4%
Level 6						4%	4%	4%	4%	4%	4%	4%	4%	4%
Level 7							3%	3%	3%	3%	3%	3%	3%	3%
Level 8										1%	1%	2%	2%	2%
Level 9											1%	1%	1%	1%
Level 10												1%	1%	1%
Mentor Pool (2% of CV)				1	3	5								
Leader Pool (2% of CV)							2	3	5	7	9	11	13	15
Global Ambassador Pool (4% of CV)										1	2	3	4	5

[1] One-time, for newly enrolled Brand Partners (from 1 October 2026) reaching Bronze, Silver or Gold within the Fast Track periods. [2] VOLL and leg requirements are waived when the rank's PCV threshold is met. Commissions are calculated on CV. Ranks shown are not representative of typical income; Amare does not guarantee any level of income.

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VOCABULARY & DEFINITIONS

Understanding a compensation plan starts with understanding the vocabulary used within it.

Acronym	Term	Meaning in this presentation
BP	Brand Partner	Recommends Amare products and is paid on the sales generated.
C	Customer	Buys through your link for personal use. Customers do not resell or build a team.
S&S	Subscribe & Save	A monthly order: about 10% cheaper, earns SSR points and repeats automatically.
PV	Personal Volume	Your own orders plus the orders of your personally enrolled Customers.
PCV	Personal Customer Volume	The volume of the Customers you enrolled. Your own orders do not count.
PTV	Personal Team Volume	Your PV plus the PV of your personally enrolled Brand Partners.
OV	Organisational Volume	Your PV plus the PV of your whole downline in the Placement Tree.
CV	Commissionable Volume	The volume used to calculate commissions. Not always equal to the euro amount.
VOLL	Volume Outside Largest Leg	OV outside your largest leg.
× 0.8	Conversion factor	Cash conversion factor used in all CV-based examples.
	European volume	Focus on 5, Fast Track, promotions and Road to HQ count only volume from Amare's European markets.



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ROUTE 1 · CUSTOMER FOCUS

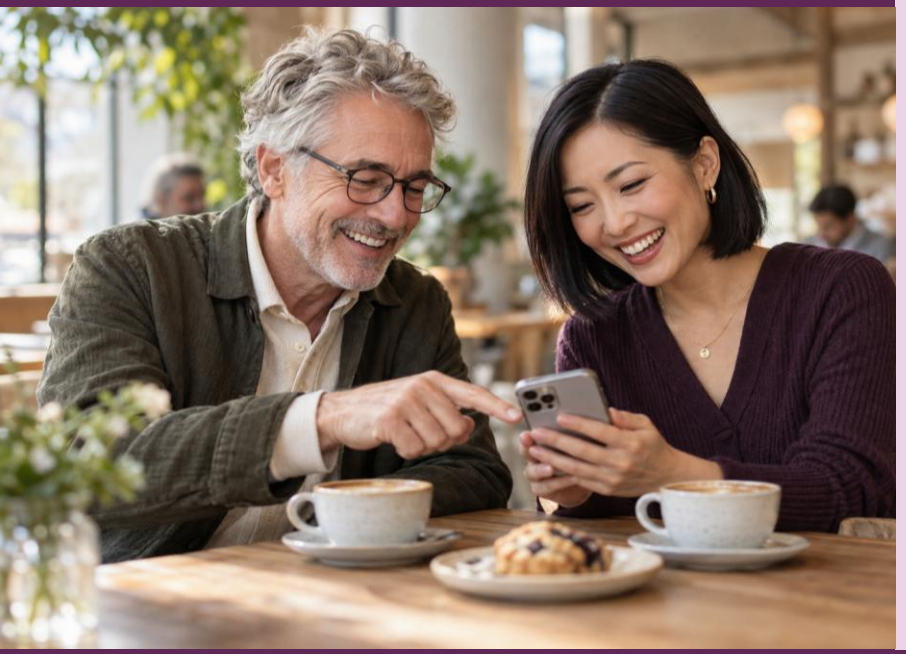
SHARE & RETAIN

Win and keep your customers



Power of 1

Enrol 1 between the 1st and 15th of the month and **earn your FREE product credit!**



Enrol a new Customer or Brand Partner before the 15th of the month.

The new registration must be completed together with a qualifying Subscribe & Save order of at least 100 PV.

In the following month, you will receive a product credit, which you can redeem for a free product in the month after that.

Conditions

- ✓ '**New**' means that the new Customer has **never made a purchase** with Amare before and that the new Brand Partner has **never previously been registered** as a Brand Partner with Amare.
- ✓ An **upgrade** from a Customer account to a Brand Partner account does not qualify.
- ✓ A **maximum of 1 product credit** per month can be earned for Power of 1.

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EARN WITH YOUR CUSTOMERS

Share and retain: paid monthly on your customers' combined volume, from 10% up to 38%[1].

Earn up to 38%

Personal customer volume (PCV)	1 – 499	NEW 500 – 2,999	3,000 – 4,999	5,000 – 6,999	7,000 – 8,999	9,000+
First order	20%	20%	25%	28%	31%	38%
Repeat order	10%	**20%**	25%	28%	31%	38%



20%

on every first order — from your very first customer

20%

on repeat orders from 500 PCV — about 5 active customers

38%

on every order once you reach 9,000+ PCV

1. Percentage is based on overall Personal Customer Volume (PCV) generated in a calendar month. Personal Volume does not qualify as PCV. Personal purchases are not paid in this bonus.

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CUSTOMER FIRST ORDER BONUS

Earn on every new customer's very first order.

When you introduce a new Customer, their first order is shared with three upline levels. Paid weekly.

Level	Percent Commission
Level 1 (Enroller)	20%
Level 2	10%
Level 3	5%

Calculated on CV × % × 0.8. The First Order Bonus is not paid on upgrade orders.

BRAND PARTNER FIRST ORDER BONUS

For new Brand Partner enrollments.

Level	Percent Commission
Enroller	20.0%
Silver	1.0%
Gold	1.0%
Platinum	1.5%
Leader	2.5%
Senior Leader	2.0%
Executive Leader	2.0%
Diamond	1.0%
1-Star Diamond	1.0%
2-Star Diamond	1.0%
3-Star Diamond	1.0%
Presidential Diamond	1.0%

UNILEVEL BONUS

Earn as you build a healthy and deep organisation.

After the first order, you are paid every month on repeat orders, up to 10 levels deep.

Level	Percent Commission
Level 1	5%
Level 2	5%
Level 3	5%
Level 4	5%
Level 5	4%
Level 6	4%
Level 7	3%
Level 8	2%
Level 9	1%
Level 10	1%

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HOW A SALE GETS PAID

Example: a customer orders 100 CV. Every amount is calculated as CV × % × 0.8.

THE CUSTOMER'S FIRST ORDER

FIRST ORDER BONUS: 20%

100 CV × 20% × 0.8 = €16

€16 once

Paid weekly. Your sponsor and their sponsor also earn 10% and 5% on this order.

EVERY ORDER AFTER THAT

UNILEVEL 5% + CUSTOMER BONUS 5%

100 CV × 10% × 0.8 = €8

€8 / month

Paid every month, for as long as the customer keeps ordering (below 500 PCV).



Hypothetical example, not an income guarantee. CV values can differ per product and also depends on used promotions and promocodes. PCV = the volume of the customers you enrolled.

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SUBSCRIBE & SAVE REWARDS

Consistency is key: more consistency = more rewards!

Order through Subscribe & Save and save around 10% compared with one-off orders. On top, you earn **SSR points** to redeem for **Amare products**. The longer you stay, the more you earn.

Months on S&S	SSR points earned
0–4 months	10% of net order value
5–8 months	15% of net order value
9–12 months	20% of net order value
13+ months	25% of net order value

1 point = €0.80 net

HOW IT WORKS

- **Qualify:** one S&S order of at least €40 net each month. Then all your orders that month earn points.
- **Points:** 1 Point = 0,80 € net, without VAT
- **Redeem:** €8 net fee per 100 points redeemed. Add other products and pay as usual.
- **Expiry:** points expire after 12 months, or when no eligible S&S order is placed in a month. One grace month per 12 months.
- Delivery charges apply to every order. Points are non-transferable.

EXAMPLE Mary has ordered on S&S for 13 months (25% level). Her next €200 net order earns **62.5 SSR points** (200 × 25% × 1.25). Shipping spend also earns points; VAT does not.

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AMARE REFER-A-FRIEND PROGRAMME FOR CUSTOMERS

Customers bring customers.

Your customers share their personal link and give friends **€8 off their first order**.

Your customer earns **FREE products**, and every referred friend counts towards your personally enrolled volume for commissions.

1 friend = 1 FREE product



Refer a friend!

CUSTOMERS ONLY

- 1 product credit for each friend who places an S&S order of at least €160 (excl. VAT).
- The credit arrives the month after registration and is redeemed the month after that.
- Maximum 3 product credits per month.

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FOCUS ON 5

The core of the system



FOCUS ON 5: YOUR SYSTEM FOR A STABLE BUSINESS

Customer acquisition starts the process. Retention makes it repeatable.

STEP 1

GET 5

Find and retain 5 active customers.

STEP 2

HELP 2

Help 2 personally sponsored Partners qualify for Focus on 5.

STEP 3

BUILD 2

Develop 2 team builders who can teach and repeat the system.

STEP 4

REPEAT

Keep serving customers and help the next Partners do the same.

This is a business-building framework. Each bonus has its own qualification requirements.

Only eligible sales volume generated within Amare's 13 European markets will count towards qualification for this bonus. All qualifying sales and volumes must comply with the Amare Compensation Plan, Policy Manual, and applicable Promotion Terms & Conditions.

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STEP 1 · GET 5

FOCUS ON 5 BONUS

Keep 5 active customers and earn €120 every month.

Their Subscribe & Save orders, new and recurring, must total at least 500 PCV in the calendar month.

- Customer orders only. Brand Partner orders don’t count.
- At least 600 PTV in total.
- You need 5 active customers: if one stops ordering, add a new one to keep the €120.

€120 every month



Only eligible sales volume generated within Amare’s 13 European markets will count towards qualification for this bonus. All qualifying sales and volumes must comply with the Amare Compensation Plan, Policy Manual, and applicable Promotion Terms & Conditions.

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KEEP 5, EARN EVERY MONTH

Example: your 5 active customers (re)order the Triangle of Wellness every month.

MONTH 1 · THEIR FIRST ORDERS

Focus on 5 bonus	€120
First Order Bonus (20%) 500 CV × 20% × 0.8	€80
TOTAL	**€200**

EVERY MONTH AFTER · REPEAT ORDERS

Focus on 5 bonus	€120
Repeat orders at 500 PCV (20%) 500 CV × 20% × 0.8	€80
TOTAL	**€200 / month**



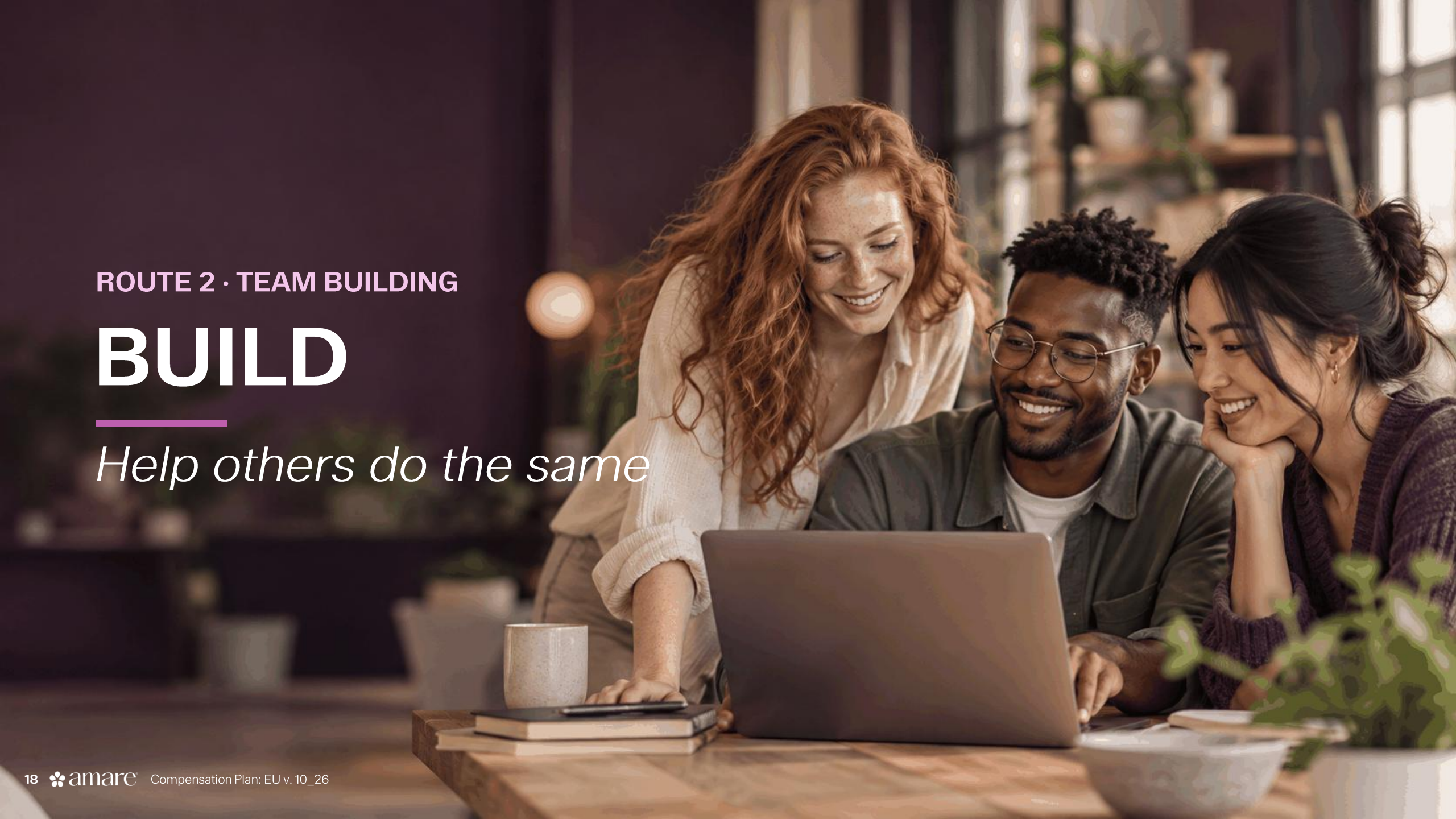
All 5 must stay active!

Next step: help 2 partners build their own Focus on 5 and add a €120 Team Bonus every month.

Customer orders only. Requires total 600 PTV; all Focus on 5 requirements apply. CV = PV for simplicity. CV values can differ per product and also depends on used promotions and promocodes.
Hypothetical example, not an income guarantee. Only eligible sales volume generated within Amare's 13 European markets will count towards qualification for this bonus. All qualifying sales and volumes must comply with the Amare Compensation Plan, Policy Manual, and applicable Promotion Terms & Conditions.

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ROUTE 2 · TEAM BUILDING

BUILD

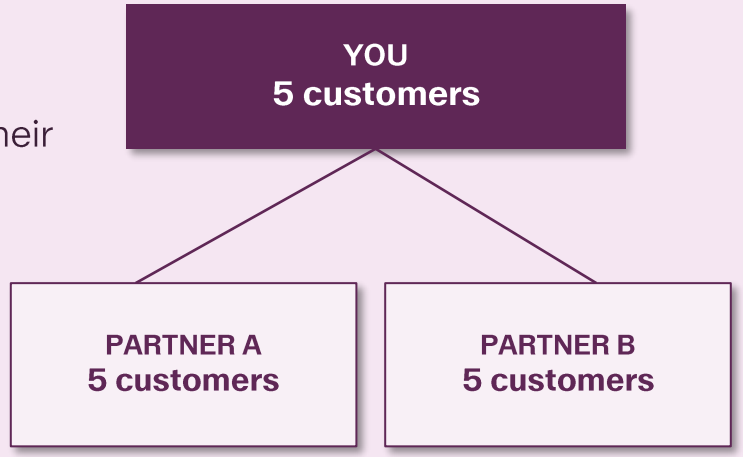
Help others do the same

STEP 2 · HELP 2

FOCUS ON 5 TEAM BONUS

Help 2 personally sponsored Partners achieve Focus on 5 in the same calendar month.

- **2 personally sponsored Partners**, enrolled by you.
- **Both qualify for Focus on 5** with their own 5 customers.
- **At least 1,300 PTV** in total in the same calendar month.



HELP 2: €120 Team Bonus
every month you qualify

Own €120 + Team €120
= €240



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BUILD 2 & REBUILD

Help two Partners become team builders, then teach them to repeat the same process.

BUILD 2

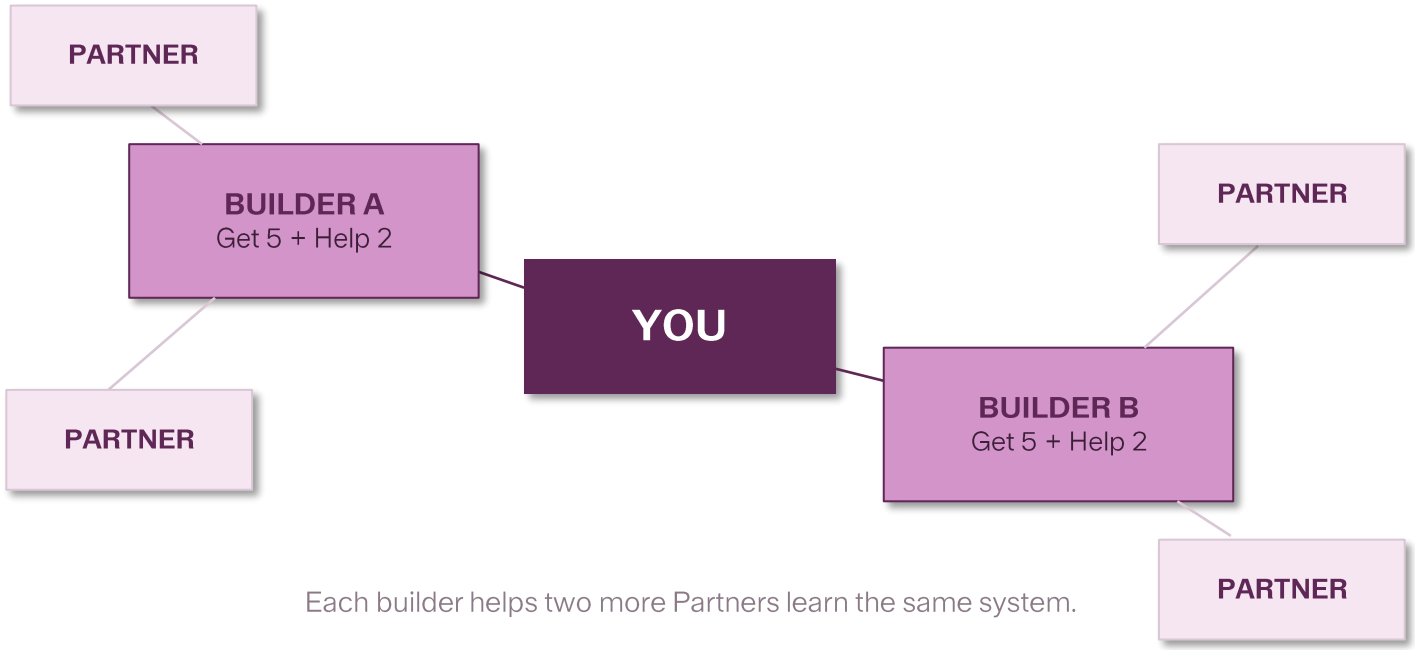
Develop the two Partners you already support into team builders.

Teach customer care, Get 5 and Help 2.

REBUILD

Each builder helps two personally sponsored Partners do the same.

Retain customers and support your team as you repeat.



Each builder helps two more Partners learn the same system.

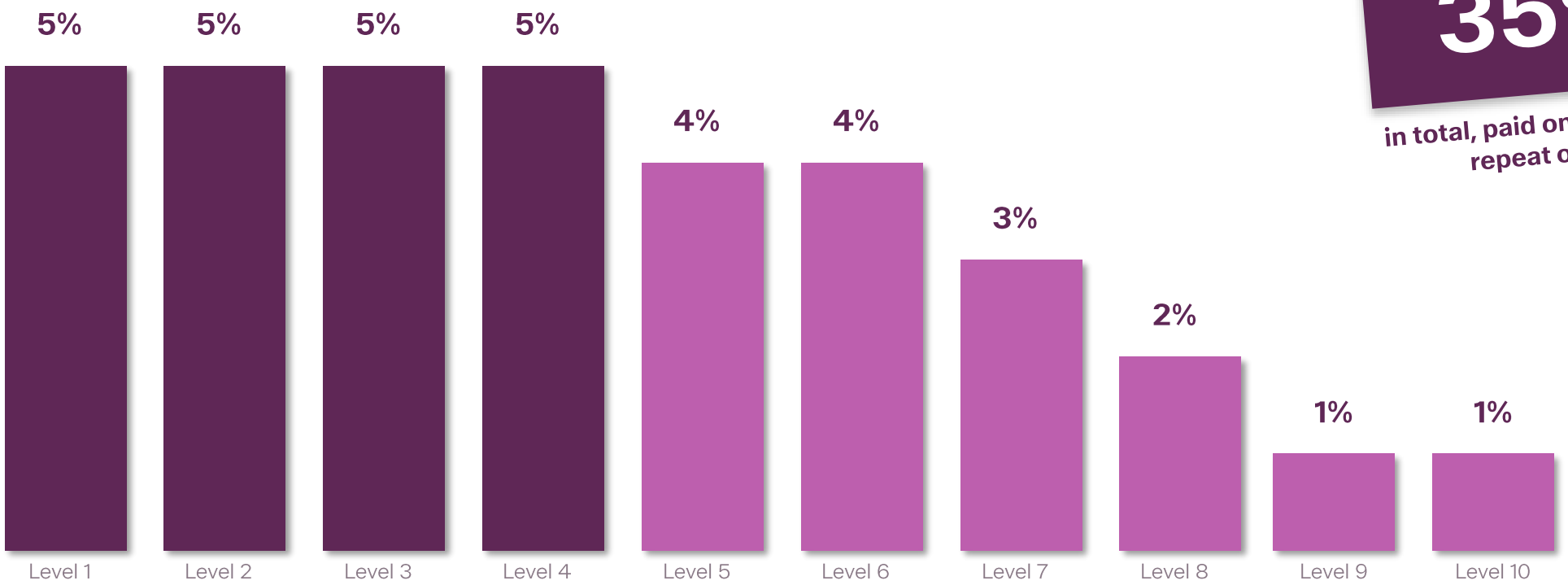
Build 2 and Rebuild describe the business-building system. They do not create a separate bonus or guarantee income.

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BUILD YOUR TEAM: UNILEVEL BONUS

Earn every month from your team's repeat orders, up to 10 levels deep.



35%

in total, paid on your team's repeat orders.

Dual Compression: Combining the best of Standard Compression and Dynamic Compression, Amare's Dual Compression System compresses non-qualified, inactive Brand Partners and people who don't qualify for a specific level of commission payout, allowing you to be paid deeper in your organization.
Standard Compression: When someone is not qualified (100 PV) to receive payment, the downline compresses before paying out. 10 Levels is the LIMIT for potential pay
Dynamic Compression: Ensures that all 35% of the Unilevel Volume is paid out to the upline RANK TITLE that is qualified to receive payments on each level where Volume is present!

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YOUR PATH TO BRAND BUILDER AND €50 BONUS

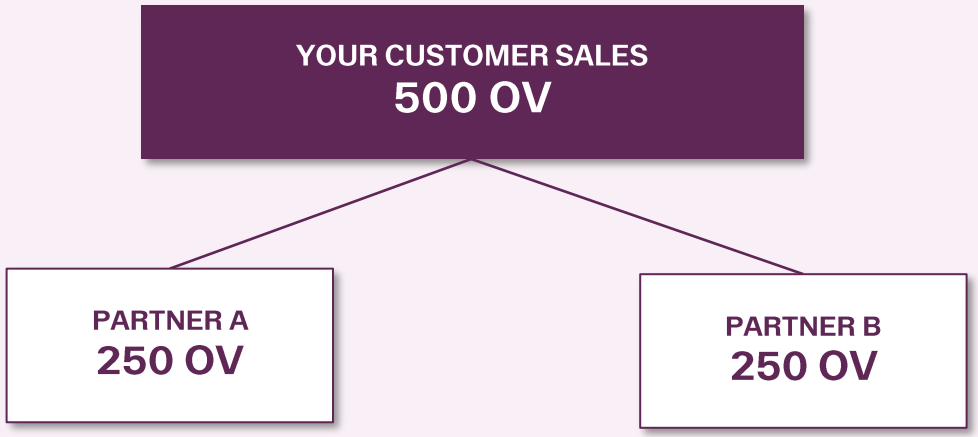
Build your customer foundation and help your team do the same.

1 **Reach 1,000 PCV or OV**
Qualify through personal customer sales or team volume.

2 **Maintain 100 PV**
100 PV from your own and/or your customers' orders.

3 **Use Get 5 + Help 2**
Customer groups can contribute the volume you need.

EXAMPLE: BUILD FROM YOUR OWN CUSTOMERS



500 + 250 + 250 = 1,000 OV

€50 one-time bonus for your first Brand Builder achievement

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GROW

Your career path



RANK QUALIFICATION OVERVIEW

There are 14 ranks. Every rank requires 100 PV in the month.

Rank	PCV or OV	VOLL*	Qualified legs*	Unilevel levels
Brand Partner	—	—	—	1
Brand Builder	1,000	—	—	1–2
Bronze	3,000	600	—	1–3
Silver	5,000	1,500	—	1–4
Gold	10,000	3,000	—	1–5
Platinum	15,000	4,500	—	1–6
Leader	25,000	7,500	3 Bronze	1–7
Senior Leader	50,000	15,000	3 Bronze	1–7
Executive Leader	75,000	22,500	3 Silver	1–7
Diamond	125,000	37,500	4 Silver	1–8
1-Star Diamond	250,000	75,000	4 Silver	1–9
2-Star Diamond	500,000	150,000	4 Silver	1–10
3-Star Diamond	750,000	225,000	4 Silver	1–10
Presidential Diamond	1,000,000	300,000	4 Silver	1–10

Mentor ranks
Silver · Gold · Platinum

Leader ranks
Leader to Executive Leader

Global Ambassadors
Diamond to Presidential Diamond

* VOLL and qualified-leg requirements are waived when the rank's PCV threshold is met. Programme-specific conditions still apply.

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FAST TRACK: 90 DAYS

For newly enrolled Brand Partners: one-time bonuses when you first achieve Bronze, Silver and Gold.

MONTH 0/1

BRONZE

1st-time rank advancement

Within 30 days from registration (month 0), or within the first full calendar month after registration (month 1).

YOUR BONUS
€150

MONTH 2

SILVER

1st-time rank advancement

Within the registration month and the following two (2) calendar months.

YOUR BONUS
€500

MONTH 3

GOLD

1st-time rank advancement

Within the registration month and the following three (3) calendar months.

YOUR BONUS
€1,850

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FAST TRACK EXAMPLES

New Partners: October = Month 0, November = Month 1, December = Month 2, January = Month 3.

Case	October	November	December	January	Bonus outcome
A	Bronze	Silver	Gold	No new rank	€150 + €500 + €1,850 = €2,500
B	No rank	No rank	No rank	Gold	Gold bonus €1,850 in January
C	No rank	Bronze	No Silver	No Gold	Bronze bonus €150 in November only

Go for Gold!

Each bonus is paid once; earlier qualification does not create a second payment. Example C assumes Bronze qualifies within the 30-day or first-full-month route.

Missed Bronze or Silver? You can still earn the Gold Fast Track Bonus by reaching Gold within the qualification period.

Day 1 is your enrolment date; the 30 days stay within your enrolment month and the following month. For Brand Partners enrolled on or after 1 October 2026. Only eligible sales volume generated within Amare's 13 European markets will count towards qualification for the Fast-Track Promotion. Sales and volumes generated outside these participating European markets will not be considered when determining rank advancements or qualification for the bonuses. All qualifying sales and volumes must comply with the Amare Compensation Plan, Policy Manual, and applicable Promotion Terms & Conditions. For detailed qualification requirements please look to the document Fast Track Promotion.

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RISE & REWARD BONUS

One-time bonuses as you rise to the leadership ranks.

Rank	Reward	or Consistency Bonus
Leader	€2,400	—
Senior Leader	€4,000	—
Executive Leader	€6,000	—
Diamond	€8,000	€300/month × 36
1-Star Diamond	€10,000	€400/month × 36
2-Star Diamond	€12,400	€500/month × 36
3-Star Diamond	€14,000	€600/month × 36
Presidential Diamond	€16,000	€700/month × 36

Requirement: achieve the rank for 3 months out of 12 (not necessarily consecutive), with 100 PV in the month you qualify.

Plus additional special rewards for multiple new rank-ups for Diamonds and above.



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MENTOR, LEADER & GLOBAL AMBASSADOR BONUS POOLS

Your qualifying rank sets your base monthly shares. First-time Partner promotions add one-time shares.

MENTOR POOL

€40 per share*

Rank	Silver	Gold	Platinum
Shares	1	3	5

+1 share once for each personally enrolled new Brand Builder.

2%

of Amare Global Europe CV

LEADER POOL

€140 per share*

Rank	Leader	Senior	Exec.	Diam.	1-Star	2-Star	3-Star	Pres.
Shares	2	3	5	7	9	11	13	15

+1 share once for each personally enrolled new Silver.

2%

of Amare Global Europe CV

GLOBAL AMBASSADOR POOL

€1,200 per share*

Rank	Diamond	1-Star	2-Star	3-Star	Pres.
Shares	1	2	3	4	5

+1 share once for each personally enrolled new Gold.

4%

of Amare Global Europe CV

*Illustrative share value. Each extra share is paid only in the first promotion month. Pool eligibility and conditions apply; earnings are not guaranteed.

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INCENTIVES & PROMOTIONS

26/27



FAST-TRACK PROMOTION

Promotion September 2026 – January 2027, for existing Brand Partners who have never achieved Bronze.

STEP 1

BRONZE

STEP 2

SILVER

STEP 3

GOLD

ALL 3 WITHIN 90 DAYS

€2,500

- All three ranks and the required volume must be achieved within a 90-day window.
- Only eligible sales volume generated within Amare's 13 European markets will count towards qualification for the Fast-Track Promotion
- Paid as one total of €2,500 at the end of the 90 days, after confirmation of the total volume requirement.
- Latest entry month: January 2027.
- The promotion terms set the final completion deadline.

European volume only. Only eligible sales volume generated within Amare's 13 European markets will count towards qualification for the Fast-Track Promotion. Sales and volumes generated outside these participating European markets will not be considered when determining rank advancements or qualification for the €2,500 bonus. All qualifying sales and volumes must comply with the Amare Compensation Plan, Policy Manual, and applicable Promotion Terms & Conditions.
For detailed qualification requirements please look to the document Fast Track Promotion.
Newly enrolled Partners earn the per-rank Fast Track bonuses instead (€150 / €500 / €1,850).

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ROAD TO US HEADQUARTERS

Amare Global Headquarters, Mahawa, New Jersey

Starting position: August 2026 paid rank. Qualification period: September 2026 – January 2027.

August 2026 paid rank	Qualification route	Alternative route
Brand Builder	Achieve GOLD + reconfirm GOLD for 1 additional month	–
Bronze / Silver	Achieve GOLD + reconfirm GOLD for 2 additional months	–
Gold	Achieve PLATINUM + reconfirm PLATINUM for 2 additional months	OR achieve LEADER once
Platinum	Achieve LEADER + reconfirm LEADER for 1 additional month	OR achieve SENIOR LEADER once
Leader	Achieve SENIOR LEADER + reconfirm SENIOR LEADER for 1 additional month	OR achieve EXECUTIVE LEADER
Senior Leader	Achieve EXECUTIVE LEADER + reconfirm EXECUTIVE LEADER for 1 additional month	OR achieve DIAMOND
Executive Leader	Achieve DIAMOND + reconfirm DIAMOND for 1 additional month	OR achieve ONE STAR DIAMOND once

See you in Mahawa!

Reconfirmation = achieving the same rank again in the following month.

Fast Track cash bonuses and Headquarters trip qualification have separate requirements. Full eligibility and reward conditions: Road to Headquarters in Amare Hub. Only eligible sales volume generated within Amare's 13 European markets will count towards qualification for this bonus. All qualifying sales and volumes must comply with the Amare Compensation Plan, Policy Manual, and applicable Promotion Terms & Conditions.

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PATH TO PARADISE

Adventure and rewards await you along your Path to Paradise!

As you travel the Path to Paradise, you earn points and rewards for your Customer and Brand Partner enrolments and for hitting and maintaining certain ranks, all while helping others along their own path to mental, physical and financial wellness.

The ultimate reward? A FREE trip to a dream destination to celebrate your accomplishments with your Amare community!

Be celebrated at every step of one of our most beloved reward programmes. Are you ready?

Are you ready?



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TERMS & CONDITIONS

Compensation Plan Europe

INTRODUCTION AND DEFINITIONS

The Amare Compensation Plan rewards Brand Partners for sharing Amare with others and introducing them to Amare Global. As Brand Partners advance through the ranks, income can increase, and so does the opportunity to mentor other Brand Partners and help them do the same. Brand Partners are not required to purchase products or be on Subscribe & Save to earn bonuses or commissions.

* Earnings presented are hypothetical and illustrate how the plan operates in an ideal scenario; they DO NOT represent or guarantee actual earnings. Income varies with the effort and time invested in the business. Building a strong customer base is crucial to success.

1. Vocabulary & Definitions

- **Account Status. Active:** a Brand Partner with 100 PV from personal orders for personal use or resale and/or Customer orders in the current or previous calendar month is commission active and may qualify to earn commissions. **Suspended:** commissions may be held, as set out in the Policies and Procedures. **Cancelled:** cancelled and terminated accounts no longer qualify to earn commissions.

- **Account Types. Brand Partner (BP):** an independent business owner who enrolls with Amare to share the products and may qualify for commissions and rewards. **Customer (C):** buys Amare products for personal use, cannot enroll others or build a downline, and does not earn commissions.

- **Upgrade:** a Customer may upgrade to a Brand Partner account by meeting the requirements in the Policies and Procedures.
- **Brand Partner Membership:** after enrolling under the Policies and Procedures and the Application Agreement Terms and Conditions, the Brand Partner receives an account and Amare ID number.
- **Bonus Periods. Weekly:** Monday 00:00 to Sunday 23:59:59 CET, paid by the following Friday. **Monthly:** the calendar month (CET), paid by the 15th of the following month. Deadlines may vary by one hour where Daylight Saving Time is not observed.
- **Clawback:** bonuses, commissions and rewards paid on an order may be recaptured if that order is returned.
- **Downline. Enrollment Downline Tree:** all personally enrolled Brand Partners and Customers, their enrollees, and so on to the end of the tree. **Placement Downline Tree:** Brand Partners as placed for mentorship; used for the Unilevel Bonus and OV.
- **Leg / Largest Leg:** a frontline Brand Partner and their team form a leg. The leg with the greatest OV in the Placement Downline Tree is the Largest Leg.
- **Enroller:** the Brand Partner who enrolls a new Brand Partner or Customer; the first upline in the Enrollment Downline Tree.
- **Placement:** the position of a Brand Partner under another for mentorship; it determines the Unilevel Bonus and OV.
- **Order / First Order:** an order is assigned PV and CV for qualification and payout. The First Order is the initial order completed by a new Brand Partner or Customer.
- **Price Types:** One-time Purchase Price, or Subscribe & Save Price for a recurring subscription (generates Subscribe & Save Volume).
- **Ranks. Career Rank:** the highest rank ever achieved; rank advancements are based on it. **Recognition Rank:** the highest rank in the last 12 months. **Paid as Rank:** the rank qualified and paid in a month, determined monthly.

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VOLUMES, BONUS PERIODS AND RANK QUALIFICATION

2. Volume Types

Volumes are assigned to an order to determine qualification. They are universal and not currency-dependent.

- **PV (Personal Volume):** the Brand Partner's own orders for personal use or resale, plus the orders of personally enrolled Customers.
- **CV (Commissionable Volume):** the value used to calculate commissions.
- **OV (Organisational Volume):** own PV plus the PV of all downline Brand Partners in the Placement Downline Tree.
- **VOLL (Volume Outside the Largest Leg):** OV outside the Largest Leg (Placement Downline Tree).
- **PCV (Personal Customer Volume):** the PV of the orders of personally enrolled Customers. Own orders do not count.
- **PTV (Personal Team Volume):** own PV plus the PV of personally enrolled Brand Partners (Enrollment Downline Tree).
- **SSV (Subscribe & Save Volume):** the volume of subscription purchases.

3. Bonus Periods

- **Weekly:** First Order Bonus.
- **Monthly:** First Order Bonus true-up, Customer Bonus, Focus on Five Bonus and Team Bonus, Brand Builder Bonus, Fast Track Rank Advancement Bonus, Unilevel Bonus, Rise & Reward and Road to Leader, Mentor, Leader and Global Ambassador Pools, Go Forward Infinity Bonus.

4. Rank Advancement & Qualifications

There are 14 ranks (see the rank qualification overview in this presentation). Rank qualifications are determined at the end of each monthly bonus period and qualify the Brand Partner for the bonuses of the month in which they are paid at that rank. To advance, all requirements of the new rank must be met within one monthly bonus period.

The Paid as Rank is reset at the start of each monthly bonus period. The Career Rank is kept and shows the highest rank ever achieved. Higher ranks give access to additional bonuses and commissions.

- **PV / OV:** the minimum PV and OV created during the monthly bonus period.
- **VOLL:** the minimum OV outside the Largest Leg during the bonus period (Placement Downline Tree).
- **Leg requirements:** the number of legs with a minimum Paid Rank (Enrollment Downline Tree). In Europe there are no leg requirements up to and including Platinum.
- **Customer sales route:** VOLL and leg requirements are waived when the rank's PCV threshold is met.
- **Bonus qualification:** at least 100 PV in the month to be paid any commissions.

* Ranks are not representative of the typical income, if any, a Brand Partner can or will earn. Success depends on personal effort, skill and time invested. Amare does not guarantee any level of income or success.

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FIRST ORDER BONUS AND CUSTOMER BONUS

5. First Order Bonus

The First Order Bonus is paid weekly, with a monthly true-up, on the CV of the first order of every new Customer and Brand Partner.

Customer First Order Bonus, shared with the first three upline Enrollers:

Level	Percent commission
Level 1 (Enroller)	20%
Level 2	10%
Level 3	5%

Brand Partner First Order Bonus for new enrollments:

Level	%	Level	%
Enroller	20.0%	Executive Leader	2.0%
Silver	1.0%	Diamond	1.0%
Gold	1.0%	1-Star Diamond	1.0%
Platinum	1.5%	2-Star Diamond	1.0%
Leader	2.5%	3-Star Diamond	1.0%
Senior Leader	2.0%	Presidential Diamond	1.0%

- To earn the weekly bonus, the Brand Partner must be Active for the current month before the weekly period, or for the prior month. If inactive, the bonus is paid as a True-Up (correction) in the monthly bonus period once Active.
- The Unilevel Bonus is not paid on first orders. Only one order per account can ever generate a First Order Bonus. Upgrades from Customer to Brand Partner do not qualify. First orders from markets outside this plan are not paid.

6. Customer Bonus

The Customer Bonus is paid monthly on the orders of personally enrolled Customers. The monthly PCV determines the percentage. The Brand Partner's own PV is excluded. Customer orders from markets not paid in this plan are not paid.

First orders of Customers

Monthly PCV	First Order Bonus	Customer Bonus	Total
1 – 499	20%	–	20%
500 – 2,999	20%	–	20%
3,000 – 4,999	20%	5%	25%
5,000 – 6,999	20%	8%	28%
7,000 – 8,999	20%	11%	31%
9,000+	20%	18%	38%

Repeat orders of Customers

Monthly PCV	Unilevel Bonus	Customer Bonus	Total
1 – 499	5%	5%	10%
500 – 2,999	5%	15%	20%
3,000 – 4,999	5%	20%	25%
5,000 – 6,999	5%	23%	28%
7,000 – 8,999	5%	26%	31%
9,000+	5%	33%	38%

All values are calculated on CV.

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FOCUS ON FIVE, TEAM BONUS AND BRAND BUILDER BONUS

7. Focus on Five Bonus

Earn **€120 every month** in which you have **five (5) active personally enrolled Customers** whose Subscribe & Save orders, new or recurring, total **at least 500 PCV** in that calendar month.

- Only Customer orders count. Orders of Brand Partners do not count toward this bonus.
- You must be Active with at least 100 PV in the month, and meet the PTV requirement of at least 600 PTV.
- One-time Purchase orders do not qualify. Orders cannot be combined in any way.
- Each Customer must have a unique email, shipping address and billing information.
- Orders from Customers who upgrade to Brand Partner do not count. Accounts placed by Amare in the Brand Partner's organisation do not count.

8. Focus on Five Team Bonus

Earn an additional **€120 every month** in which **two (2) personally enrolled Brand Partners** each qualify for their own Focus on Five Bonus in the same calendar month, with at least 1,300 PTV in total.

9. Brand Builder Bonus

Earn a **one-time €50 bonus** the first time you achieve the rank of **Brand Builder** (1,000 PCV or OV) and are paid as Brand Builder. The bonus is paid once per account.

10. Fast Track Rank Advancement Bonus

Paid monthly to newly enrolled Brand Partners who achieve the following ranks within the qualification periods. Eligibility: Brand Partners who enroll on or after 1 October 2026, in markets designated by Amare.

Rank	Bonus	Qualification period
Bronze	€150	Within 30 calendar days of enrollment, or within the first full calendar month after enrollment
Silver	€500	Within the enrollment month and the following two (2) calendar months
Gold	€1,850	Within the enrollment month and the following three (3) calendar months

- Day 1 is the enrollment date. The 30-day period stays within a two-month window; otherwise it ends on the last day of the second calendar month. Enrollment on the last day of a month counts as the enrollment month.
- The Brand Partner must be paid as the rank in the relevant month. Missing Bronze does not prevent Silver or Gold. Only one Fast Track bonus can be earned per commission month; a higher rank in a later eligible month can still qualify. Bonuses not achieved in time are forfeited and are not paid retroactively.
- Example: enrollment on 31 October 2026 → Bronze deadline 30 November, Silver 31 December 2026, Gold 31 January 2027.

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UNILEVEL BONUS AND SUBSCRIBE & SAVE RANK REWARDS

11. Unilevel Bonus

The Unilevel Bonus is paid monthly on the repeat orders in the Placement Downline Tree. The monthly Paid Rank determines how many levels are paid (see Build Your Team). All requirements of the Paid Rank must be met in the monthly bonus period. Orders from markets outside this plan are not paid.

Level	%	Level	%
Level 1	5%	Level 6	4%
Level 2	5%	Level 7	3%
Level 3	5%	Level 8	2%
Level 4	5%	Level 9	1%
Level 5	4%	Level 10	1%

- **Dual Compression:** Standard Compression rolls volume past Brand Partners who are not Active with 100 PV (maximum ten pay levels). Dynamic Compression ensures that all 35% of the Unilevel volume is paid to the upline qualified for each level where volume is present.

12. Subscribe & Save Rank Reward Points

Rank-based Subscribe & Save Reward Points (SSR points) are awarded one time only, in the month of rank advancement, when the Brand Partner personally purchases an order containing 100 SSV. SSV from personally enrolled Customers does not count. 1 Point = 0,80 € net, without VAT

Rank advancement	Reward
Brand Builder	75 SSR points
Bronze	200 SSR points
Silver	200 SSR points
Gold	200 SSR points
Platinum	200 SSR points

- SSR points are issued after the close of the monthly bonus period and can be redeemed the following calendar month. Example: points earned in September are pending on 15 October and can be redeemed from 1 November.
- See the Subscribe & Save Rewards programme in your Back Office for redemption rules.

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RISE & REWARD AND BONUS POOLS

13. Rise & Reward

While the Rise & Reward Promotion is active, the Participant must advance to a new Career Rank and be paid at that rank in two (2) additional monthly bonus periods, for a total of three (3) months, during the Program period. Rewards are earned once per account. All details are in the Rise & Reward Program Terms and Conditions.

14. Mentor, Leader & Global Ambassador Bonus Pools

The Bonus Pools are earned and paid each month and together represent 8% of the qualified CV of the markets in this plan: Mentor Pool 2%, Leader Pool 2%, Global Ambassador Pool 4%. Share value = qualified CV × pool % ÷ total shares of the month. Shares reset every month; Amare may set a minimum share value.

Pool	Base shares by rank	Extra share*
Mentor (2%)	Silver 1 · Gold 3 · Platinum 5	new Brand Builder
Leader (2%)	Leader 2 · Senior Leader 3 · Executive Leader 5 · Diamond 7 · 1-Star 9 · 2-Star 11 · 3-Star 13 · Presidential 15	new Silver
Global Ambassador (4%)	Diamond 1 · 1-Star 2 · 2-Star 3 · 3-Star 4 · Presidential 5	new Gold

* One-time additional share for each personally enrolled Brand Partner who reaches that rank for the first time ever in the bonus month. The Brand Partner must qualify for the pool when earning the extra share.

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GO FORWARD INFINITY BONUS AND GENERAL CONDITIONS

15. Go Forward Infinity Bonus

When a Brand Partner reaches the Diamond ranks, they earn a **1% bonus** on the CV of all new legs, and the organisations that start from those legs, from the date the rank is achieved, paid to unlimited depth.

- Every account carries a Diamond code. If the Enroller is Diamond or above, the new Brand Partner or Customer receives the Enroller's Diamond code; otherwise they receive the same code as the Enroller.
- A Brand Partner who achieves Diamond in a bonus period has all new Brand Partners and Customers enrolled from the next month coded to them, even if the Diamond Paid Rank is not maintained. Example: Diamond in September → enrollments from October onwards are coded.
- Once assigned, a code does not change; Amare may make modifications at its sole discretion. Orders from countries not paid in this plan are excluded.

16. Additional Programmes and Disclaimers

- Amare continues to create programmes that are not listed in this Compensation Plan, such as the Fast-Track Promotion, Road to Headquarters and Path to Paradise. These programmes have their own Terms and Conditions, which add to these Compensation Plan Terms and Conditions.
- Volume generated under a different plan is first paid under the plan where it was generated. Volume from markets not in this plan is excluded. A volume factor applies to cross-border enrolling or sponsoring and affects all volume calculations, including OV, VOLL, PTV and all bonus payouts.
- Currency amounts are converted to local currency using the Bonus Rate used for commission calculation. The Bonus Rate is determined at Amare's sole discretion and may change without notice.
- Amare may provide translations of marketing, sales and policy materials. If the English version and a translation differ in wording, meaning or interpretation, the English version prevails.
- The Compensation Plan is governed by the applicable laws relevant to our industry, which supersede any provision in this document.
- Results, participation in incentive trips and other sales promotions are not typical or guaranteed and require hard work, skill and meeting specific sales targets. Most people do not qualify. By referring customers, Brand Partners can earn meaningful supplemental income based on actual product sales. Most people join to buy products for personal use and earn little or no income. See our Income Disclosure Statement on www.amare.com.

Amare Europe B.V., Strawinskylaan 903, 1077XX Amsterdam, The Netherlands. Version 10.2026, valid from 1 October 2026.

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