



REWARD TRIP

ROAD TO HEADQUARTERS Mahwah, New Jersey

Turn your momentum into an unforgettable experience at Amare Global Headquarters.

Qualification period: September 2026 - January 2027

TARGET TRIP • MARCH 2027
(SUBJECT TO CHANGE)



ROAD TO HEADQUARTERS

A new journey has officially begun

As announced in Berlin, this incentive gives European Partners the opportunity to turn their business momentum into an unforgettable Amare experience in the USA.

Earn your way to Amare Headquarters in Mahwah, New Jersey.

There are different qualification requirements depending on the paid rank you held in August 2026. Your starting rank determines what you need to achieve or reconfirm by January 2027.

For Partners who are below paid rank Gold.

Reach Gold and then complete the required reconfirmation period.

For Partners already at Gold rank or above.

Advance beyond your August 2026 paid rank and complete the applicable rank or reconfirmation requirement.

The following pages explain each qualification path step by step.

Qualification must be achieved through legitimate product sales activities conducted in compliance with the Amare Compensation Plan, Policy Manual and applicable laws. Qualification is not based on recruitment activity alone.

PATH 1

If you are below Bronze (paid rank in August 2026)

Your goal is to achieve paid rank Gold - and then show that you can maintain the required Gold volume.

1

ACHIEVE GOLD

Reach Gold paid rank.

MAHWAH, NJ

2

RECONFIRM GOLD VOLUME

After reaching Gold, reconfirm the Gold volume for 1 additional month.

3

QUALIFICATION COMPLETE (Subject to Verification)

Once both steps are completed, you have met the path requirements, pending verification by Amare.

PATH 1

If you are Bronze or Silver (paid rank in August 2026)

Advance to Gold paid rank, then demonstrate consistency for two additional months.

1 ADVANCE TO GOLD

Reach Gold paid rank.

MAHWAH, NJ

2 RECONFIRM GOLD VOLUME – MONTH 1

Maintain the required volume for Gold rank for the first additional month.

3 RECONFIRM GOLD VOLUME – MONTH 2

Maintain the required volume for Gold rank for a second additional month.

PATH 2

If your rank is Gold (paid rank in August 2026)

Your next target is Leader. Or rank up to Platinum and reconfirm two times.

AUGUST 2026

GOLD (paid rank)

BY JANUARY 2027

LEADER (paid rank)

MAHWAH, NJ

OR

Advance to PLATINUM paid rank and reconfirm PLATINUM in two additional months till January 2027.

Advance to Leader by January 2027.

PATH 2

If your August rank was Platinum (paid rank in August 2026)

You have two ways to complete the qualification by January 2027.

OPTION A

Advance to LEADER paid rank and reconfirm Leader in one of the following months.

MAHWAH, NJ

OPTION B

Advance to SENIOR LEADER one time.

You must complete either option by January 2027.

PATH 2

For ranks above Leader (paid rank in August 2026)

The same principle continues for higher starting ranks.

ROUTE 1

ADVANCE BY 1 RANK

Move rank above your August paid rank and reconfirm that new rank in one of the following months by January 2027.

ROUTE 2

ADVANCE BY 2 RANKS

Move two ranks above your August paid rank one time by January 2027.

You must complete either option by January 2027.

THE REWARD

Complete the qualification. Earn the experience.

€

TRAVEL EXPENSE REIMBURSEMENT UP TO €1,000

2

HOTEL NIGHTS COVERED BY AMARE

HQ

VISIT TO AMARE GLOBAL HQ IN NEW JERSEY

TOGETHER TIME WITH CORPORATE LEADERSHIP

NYC

AND OF COURSE - NEW YORK!

IMPORTANT DETAILS

European sales only & target timing

These conditions apply to the promotion as supplied.

EUROPEAN SALES VOLUMES ONLY

Only sales completed within the 13 European markets count toward this promotion.

TARGET TRIP: MARCH 2027

The trip is being targeted for March 2027, around the US Convention period, giving those who want to the opportunity to combine both experiences.

Target travel period: March 2027 (subject to change).



ROAD TO HEADQUARTERS

Your next rank can take you all the way to AMARE Global Headquarters

MAHWAH, NJ

Build the momentum.
Complete the qualification.
Earn your place on the Road to Headquarters.

MAHWAH, NEW JERSEY • TARGET TRIP MARCH 2027
(SUBJECT TO CHANGE)

TERMS AND CONDITIONS:

1. PROMOTION OVERVIEW

The Road to Headquarters 2027 (“Promotion”) is an incentive offered by Amare to eligible European Brand Partners. The Promotion gives qualifying Brand Partners the opportunity to earn a trip to Amare Global Headquarters in Mahwah, New Jersey, USA, currently targeted for March 2027. The trip is planned around the period of the Amare US Convention, giving qualifying Partners who wish to do so the opportunity to combine both experiences. The exact travel dates, itinerary and program will be communicated to qualifiers separately. Participation in the Promotion constitutes acceptance of these Terms & Conditions, as well as the applicable Amare Brand Partner Agreement, Policy Manual and Compensation Plan.

2. QUALIFICATION PERIOD

The qualification period runs from: September 1, 2026 through January 31, 2027.
All required rank advancements and applicable rank reconfirmations must be achieved within this qualification period.
The Partner’s August 2026 rank serves as the starting point for determining which qualification path applies.

3. HOW TO QUALIFY

Qualification requirements depend on the Partner’s paid rank prior to the start of the Promotion. Qualification must be achieved through legitimate product sales activities conducted in compliance with the Amare Compensation Plan, Policy Manual and applicable laws. Qualification is not based on recruitment activity alone. Refunded, cancelled, reversed, non-compliant or otherwise ineligible transactions may be excluded from qualification calculations.

A. PARTNERS BELOW PAID RANK BRONZE IN AUGUST 2026

Partners who are below paid rank Bronze must:

- 1. Achieve paid rank Gold during the Qualification Period; and
- 2. Reconfirm the required Gold volume for one (1) additional month during the Qualification Period.

Both requirements must be completed no later than January 31, 2027.

B. PARTNERS WHOSE PAID RANK WAS BRONZE OR SILVER IN AUGUST 2026

Partners whose paid rank is Bronze or Silver must:

1. Advance to paid rank Gold during the Qualification Period; and
2. Reconfirm the required Gold volume for two (2) additional months during the Qualification Period.

Both additional Gold volume reconfirmations must be completed no later than January 31, 2027.

C. PARTNERS WHOSE PAID RANK WAS GOLD IN AUGUST 2026

Partners whose paid rank is Gold must:

Option 1: Advance to Leader paid rank for one time by January 31, 2027.

OR Option 2: Advance to Platinum paid rank and reconfirm the required Platinum volume for two (2) additional months during the Qualification Period.

D. PARTNERS WHOSE PAID RANK WAS PLATINUM IN AUGUST 2026

Partners whose August 2026 paid rank was Platinum may qualify through either of the following two routes:

Option 1: Advance to Leader rank during the Qualification Period and reconfirm Leader rank in one of the following months within the Qualification Period OR Option 2: Advance to Senior Leader rank at least once during the Qualification Period.

E. PARTNERS WHOSE PAID RANK WAS LEADER IN AUGUST 2026

Partners whose August 2026 paid rank was Leader may qualify through either of the following two routes:

Option 1: Advance to Senior Leader paid rank and reconfirm Senior Leader paid rank in one of the following months within the Qualification Period OR Option 2: Advance to Executive Leader paid rank at least once during the Qualification Period.

F. PARTNERS ABOVE PAID RANK LEADER IN AUGUST 2026

For Partners whose August 2026 paid rank was higher than Leader, the same qualification principle applies based on their individual starting rank.

A Partner may qualify by: Option 1: Advancing one paid rank above their August 2026 rank and reconfirming that achieved rank in one of the following months within the Qualification Period OR Option 2: Advancing two ranks above their August 2026 paid rank at least once during the Qualification Period. All applicable rank advancements and reconfirmations must be completed by January 31, 2027.

4. RANK AND VOLUME VERIFICATION

All rank advancements, reconfirmations and sales volumes are subject to verification by Amare based on Amare's official records and the applicable Compensation Plan. A rank, volume or qualification requirement will only be considered completed once it has been confirmed in Amare's official

systems. Any orders, volumes, rank achievements or other activity that is cancelled, refunded, returned, reversed or otherwise determined not to qualify may be excluded from the Promotion and may affect a Partner's final qualification status. Final qualification will be determined by Amare after completion of the Qualification Period.

5. ELIGIBLE EUROPEAN SALES VOLUME

Only eligible sales volume generated within Amare's 13 European markets counts toward qualification for this Promotion.

Sales and volumes generated outside the participating European markets do not count toward the Road to Headquarters qualification requirements.

Orders and sales volume must otherwise comply with the Amare Compensation Plan, Policy Manual and applicable Promotion rules.

6. THE REWARD

Brand Partners who successfully complete the applicable qualification requirements and whose qualification is verified by Amare will earn the Road to Headquarters 2027 experience.

The reward currently includes:

- Travel expense reimbursement up to a maximum of €1,000 per qualifying Partner
- Two (2) hotel nights covered by Amare
- Visit to Amare Global Headquarters in Mahwah, New Jersey
- Time and activities with Amare corporate leadership
- A New York experience as part of the trip program

The final itinerary, accommodation arrangements, activities and exact program will be communicated to qualifying Partners separately.

7. TRAVEL EXPENSE REIMBURSEMENT

Each qualifying Partner is eligible for reimbursement of eligible travel expenses related to the Road to Headquarters trip, up to a maximum total amount of €1,000. The travel expense reimbursement of up to €1,000 is not an automatic cash payment. Reimbursement will not exceed the actual eligible travel expenses incurred by the qualifying Partner. Amare may require receipts, invoices, proof of payment and/or other supporting documentation before reimbursement is approved. Detailed information regarding eligible travel expenses, documentation requirements and the reimbursement process will be communicated to qualifying Partners before the trip. Any travel expenses exceeding the maximum €1,000 reimbursement are the responsibility of the qualifying Partner.

8. HOTEL ACCOMMODATION

Amare will provide two (2) hotel nights for each qualifying Partner as part of the Road to Headquarters experience.

Hotel selection, room arrangements, check-in and check-out dates and other accommodation details will be determined by Amare and communicated to qualifiers before the trip. Any additional hotel nights, room upgrades, incidental charges, additional guests or other personal accommodation expenses are not included unless expressly confirmed otherwise by Amare.

9. TRAVEL DOCUMENTS AND ENTRY REQUIREMENTS

Each qualifying Partner is responsible for ensuring that they are legally able to travel to the United States.

This includes obtaining and maintaining, where applicable:

- a valid passport;
- ESTA authorization or an appropriate US visa;
- any other documentation required for entry into or transit through the United States; and
- compliance with applicable immigration, customs, health or travel requirements.

Qualification for the Promotion does not guarantee entry into the United States. Amare is not responsible for a Partner being denied a passport, ESTA, visa, entry permission or otherwise being unable to travel due to personal documentation or immigration requirements.

10. PERSONAL EXPENSES

Unless specifically stated as included in these Terms & Conditions or subsequently confirmed in writing by Amare, qualifying Partners are responsible for their own personal expenses. These may include, but are not limited to, expenses exceeding the travel reimbursement limit, additional hotel nights, room upgrades, personal meals, personal transportation, travel insurance, passport or visa/ESTA fees and other personal expenses.

11. REWARD CONDITIONS

The Road to Headquarters reward is awarded only to the individual Brand Partner who successfully completes the applicable qualification requirements. The reward may not be transferred, assigned or sold to another person. There is no cash alternative for unused portions of the trip or benefits unless expressly determined otherwise by Amare. If a qualifying Partner chooses not to participate in the trip or is unable to travel, unused trip benefits will not automatically be converted into cash or another reward.

12. CHANGES TO THE TRIP

The Road to Headquarters trip is currently targeted for March 2027, around the US Convention period. Travel dates, itinerary, activities, hotel arrangements and other elements of the trip may be subject to change. Amare reserves the right to modify, reschedule or, where necessary, cancel elements of the trip due to circumstances beyond its reasonable control or where reasonably necessary for operational, safety, legal or business reasons. Qualifying Partners will be informed of material changes as soon as reasonably practicable.

13. COMPLIANCE

Any undefined terms used in these Terms & Conditions shall be understood and construed in accordance with Amare's then-current Brand Partner Agreement, Policy Manual and Compensation Plan. Participants must remain in good standing with Amare and comply with all applicable Amare policies throughout the Qualification Period and through fulfillment of the reward. Good standing means compliance with the Brand Partner Agreement, Compensation Plan, Policy Manual and applicable laws and regulations. Amare reserves the right to withhold or deny qualification or any Promotion reward where a Participant has failed to comply with the Brand Partner Agreement, Policy Manual, Compensation Plan or these Terms & Conditions. Any fraudulent, manipulated or otherwise non-compliant orders, sales volumes, accounts or activities may be excluded from qualification.

14. PROMOTION ADMINISTRATION

Amare's determination regarding qualification, rank achievement, eligible volume and satisfaction of the Promotion requirements will be based on Amare's official records. Amare reserves the right to correct errors in the administration or communication of the Promotion and to take reasonable measures necessary to preserve the integrity and intended operation of the Promotion. Amare reserves the right to modify, suspend or terminate the Promotion where reasonably necessary, including in response to circumstances beyond Amare's reasonable control, regulatory requirements, technical issues or other circumstances affecting the proper administration of the Promotion. Any material changes to the Promotion will be communicated to participating Partners through the appropriate Amare communication channels.

15. LIMITATION OF LIABILITY

To the maximum extent permitted by applicable law, Amare and its officers, directors, employees, affiliated companies and agents shall not be responsible for loss, damage, delay or additional costs resulting from circumstances outside their reasonable control, including but not limited to flight cancellations or delays, transportation disruptions, weather conditions, government actions, entry restrictions or decisions of immigration authorities. Nothing in these Terms & Conditions excludes or limits any liability that cannot lawfully be excluded or limited under applicable law.

16. USE OF NAME AND IMAGE

Where permitted by applicable law and subject to any required consent, participants may be invited to allow Amare to use their name, image, photograph or audiovisual recordings taken in connection with the Promotion or Road to Headquarters experience for Amare communications, recognition and promotional purposes. Any such processing of personal data will be subject to applicable privacy and data protection requirements. Participation in the Promotion is not conditional upon granting consent for marketing communications or image-use activities where consent is required by applicable law.

17. LANGUAGE

These Terms & Conditions may be made available in multiple languages for the convenience of European Brand Partners. In the event of any inconsistency or discrepancy between translated versions, the English-language version shall prevail, to the extent permitted by applicable law.

18. GENERAL

Participation in the Promotion is subject to these Terms & Conditions and the applicable Amare Brand Partner Agreement, Policy Manual and Compensation Plan.

If any provision of these Terms & Conditions is determined to be invalid or unenforceable, the remaining provisions shall remain in effect to the extent permitted by applicable law.

These Terms & Conditions should be read together with any additional official Promotion communications issued by Amare.

IMPORTANT

Qualification Period: September 1, 2026 – January 31, 2027

Target Travel Period: March 2027 (subject to change)

Destination: Amare Global Headquarters, Mahwah, New Jersey, USA

Maximum Travel Reimbursement: €1,000 per qualifying Partner

Hotel: 2 nights covered by Amare

Eligible Volume: European sales and volumes within the 13 participating European markets only