

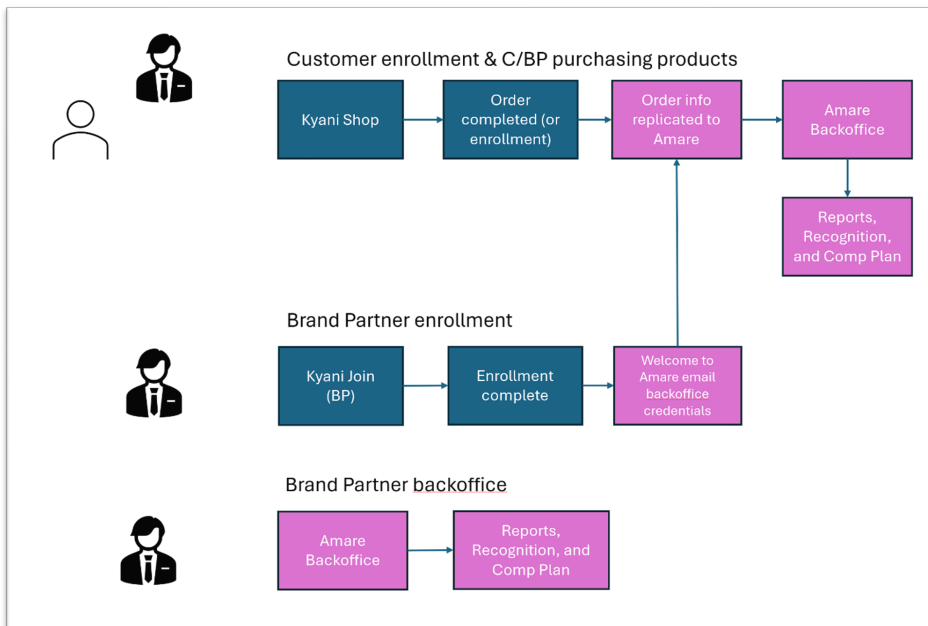
Strategy and Timeline

Asia markets will integrate to the Amare platforms in two phases. Phase 1 is the Asia Compensation Plan Migration. Phase 2 is the Amare.com Shop migration. Phase 1 is scheduled for November 1st for ALL Asia Markets. Phase 2 is scheduled in phases.

Phase 1: Asia Compensation Plan Migration

Launch Date: November 1st

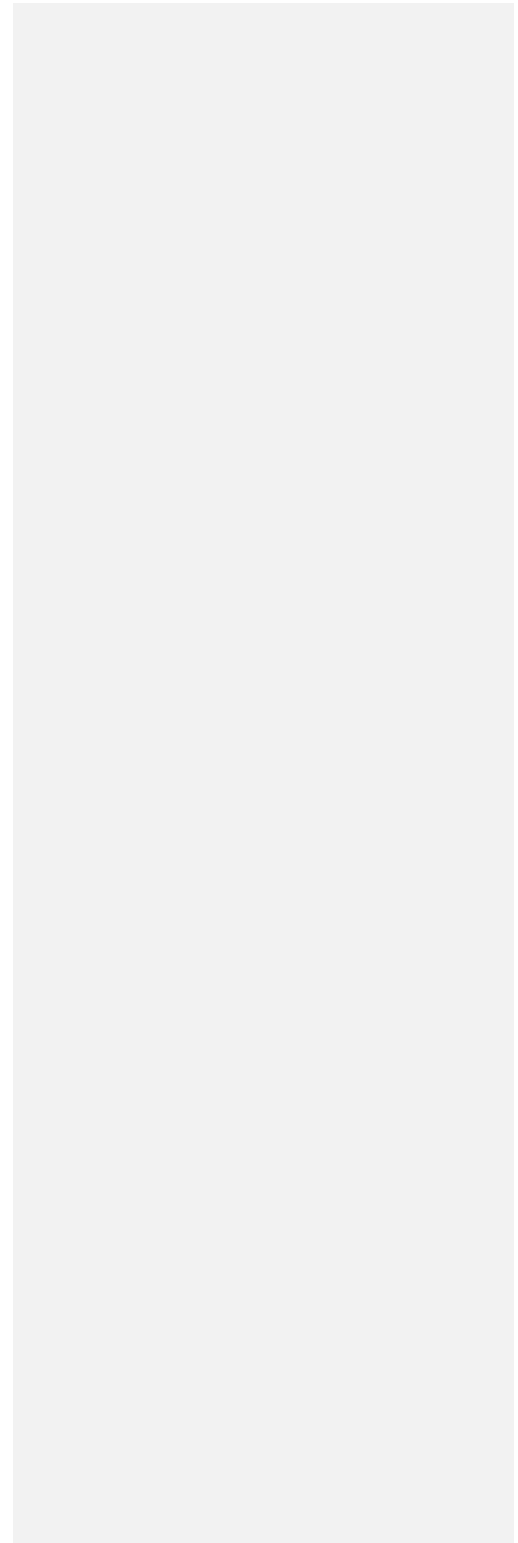
- All Asia markets will receive their Amare ID and Backoffice URL. This will be where they go to see their commission, ranks, downline.
- All markets will continue to enroll and shop through existing websites, tools, processes until their Phase 2 shop migration date. No change or impact here. See diagram below:
 - o Blue = Kyani platform applications
 - o Pink = Amare platform applications



Phase 2: Amare.com Shop Migration Schedule

Asia markets will begin to shop and enroll new accounts through the Amare.com shop on this date starting November 2024 through February 2025.

- When a market's shop is migrated, that market's Kyani.com applications will be disabled and redirected to Amare.com. All shopping and enrollment and account management activities will occur on the new Amare platforms.



General Questions – Amare Backoffice and Credentials

Q: Where do I find my Amare Login credentials?

A: Brand Partners will use their existing ID credentials when they try to log in from the Kyäni website to enroll or shop. To access their Amare Backoffice, every Brand Partner will be emailed their Amare credentials starting November 1st, 2024. As this is one of the first emails you will receive from Amare, there is a chance it will be in your Spam folder if you do not find it in your Inbox. To log in to your Amare account, you will need to use your new login information, which will consist of your Amare ID number and your current Kyäni password.

Q: I did not receive my ID Number by email, what should I do?

A: Since the Amare ID Number email is one of the first emails you receive from Amare, there is a chance that it will be in your Spam folder if you do not find it in your Inbox. If you do not find it in your Spam folder either, please contact our Amare Customer Experience team at email/phone at, [Insert phone numbers and emails here]

Q: Why can't I log in to my account?

A: Please use your Amare ID number and current Kyäni password. If you continue to have issues, please click here: [Reset My Password](#). If you need further assistance, you can contact our Amare Customer Experience team at email/phone: [Insert phone numbers and emails here]

Q: I want to change my Amare ID Number, is this possible?

A: Each Amare account is assigned a unique ID number and cannot be changed.

Q: When will I have access to my new Back Office?

A: You will have access to your new Amare Back Office starting November 1, 2024.

Q: I forgot my Customer ID or password. How do I get that information?

A: Use the Forgot Password link from [Amare.com/BackOffice](#). An email will be sent with the details.

Q: How do I update my personal information and password for the new Amare Back Office?

A: Login to [Amare.com/Backoffice](#) - click your name in top right - click My Account menu option and the EDIT button on item to updated.

Q: Will all historical data remain in my Kyäni Back Office?

A: Yes, all of your independent business data will remain in your old Kyäni Back Office through integration.

Q: Do I still use Kyani.com?

A: Yes, continue to use Kyani.com and Shop.Kyani.com as you normally would to shop or enroll until your market's web and shopping cart experience is fully migrated.

Q: What happened to my Kyäni ID Number? How do I use my Amare ID Number?

A: You will keep using your current Kyäni ID. The Amare ID is only used to log into the Amare Backoffice.

Q: How do I enroll new people?

A: Nothing has changed here in shopping or enrollment. Continue to use the existing websites to shop and enroll new people. The only change is that your Backoffice will exist at Amare.com/Backoffice instead and your commissions will be calculated with the new Amare Asia Compensation Plan.

Q: Why am I missing people in my downline in the Amare Backoffice?

A: If you feel your downline is not accurately reflected, you may contact our Amare Customer Experience team at email/phone: [Insert phone numbers and emails here]

Q: I am not receiving emails, text messages or other communications from Amare.

A: To ensure you receive all forms of Amare corporate communication, please check your contact information in your account profile and confirm that it is current and accurate. Please also check your Spam Inbox, and check or change your communication subscriptions in the "Notification Status" section of your account information.

Please note that after November 1, all new accounts in the Amare system must have a unique email address. If multiple accounts use the same email address, then there could be issues with receiving email notifications and Corporate messages until this is resolved.

Q: What happened to the reports I used to receive from the Kyäni Back Office?

A: You will begin receiving new reports in your Amare Back Office as part of the integration process.

Q: Will I be able to see my old Kyäni Back Office?

A: Yes, the Kyäni Back Office will remain available for a short period of time after the integration.

Q: What products can I sell or enroll with?

A: During the transition, you can continue to enroll and purchase your favorite products using Kyani.com. Nothing has changed here.

Amare Asia Compensation Plan and Commissions

Q: What commissions will be paid weekly and what day are they paid?

A: The Product Pack bonus will be paid weekly every business Friday at the end of the day. All other bonuses will be paid monthly.

Your weekly bonus funds will arrive in your account on Fridays at the end of the business day. The weekly period starts every Monday at 00:00:00 and ends on Sunday at 23:59:59 in the Pacific Time Zone, irrespective of the month.

Q: What day will I receive my monthly commissions?

A: Monthly commissions will be paid on or before the 15th of each month. The monthly period starts at 00:00:00 PST on the first day of the calendar month and ends at 11:59:59 PST on the last day of the calendar month.

Q: Will I get the volume generated by the legs of my organization that are still in the Kyäni Compensation Plan markets?

A: Yes, volume generated from your organizations in the Kyani Compensation Plan will still count towards your qualifications. Please note, November 1 all Asia Markets will start earning commissions base on the new Amare Asia Compensation Plan.

Q: Can I still enroll people in other countries?

A: Yes! To enroll Brand Partners or Customers in any market by continuing using join.Kyani.com and your Kyäni ID number. Once your market's shopping cart is migrated, you will use your Amare.com website and Amare ID.

Q: Will I need to sign a new Agreement with Amare?

A: Yes, you will be required to sign a new Agreement stating that you will follow the Terms & Conditions, Policies and Procedures applicable to all Brand Partners participating in the Amare Asia Compensation Plan. When you log into your new Amare account for the first time, your new Agreement will appear in a pop-up window and you will be able to sign it electronically.

Q: Will I need to set up new payment details to receive my commission as direct deposit?

A: No, payment information will be automatically transferred to your Amare account.

Q: What will happen to my accrued commissions in my Kyäni account?

A: Your accrued commission data at Kyäni will be transferred to Amare systems and will be available in your new Amare Back Office.

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Q: What happens to all my Kyani order and commission history?

A: Your order and commission history will not be available in the new Amare Backoffice for periods prior to November 1, 2024. You can continue to use your Kyani.com Backoffice to see your order and commission history. All order and commission history from November 1, 2024 forward will be available in your new Amare Backoffice.

Q: What will my rank be within the Amare Asia Compensation Plan?

A: Your Kyani ranks will be used to map you to equivalent ranks in the Amare Asia Compensation Plan.

Your Amare Recognition Rank will be calculated by using your highest lifetime rank in Kyani, for example a Kyani Ruby will now become an Amare Leader.

Your Amare Transition Rank will be based on the highest paid-as rank you have achieved from November 2023 - October 2024, for example if your highest paid-as Kyani rank in the last year was Pearl, your Transition Rank will be set as Silver.

You can find your new ranks in your Amare back office. In the "Rank Meter" section on the main page, "Prior Month" is your "Paid as Rank".

Q: Do both Brand Partner and Customer volume count for Rank Advancement?

A: Yes! Volume from both Brand Partners and Customers is used to calculate Rank Advancement.

Q: Where can I get a copy of the Amare Asia Compensation Plan?

A: You can find all information regarding the Amare Asia Compensation Plan at introtoamare.com, Amare's onboarding site. You can find the details of the Amare Asia Compensation Plan [here](#).

Q: Where can I find my KV Settlement information?

A: Your KV Settlement information and eligibility information will be available in your new Amare Back Office.

Q: What will happen with the Kyani Car Program after integration?

A: The Kyäni Car Program will be discontinued with the transition to the new Amare Asia plan on Nov 1, 2024. If you have previously accumulated Kyäni Car Program accruals and payouts, you will be paid according to the Car Program Transition plan when you meet qualifications. For more information on the Amare compensation and transition plan, click [here](#).

Q: Will there be any bridge payments for Brand Partners who have lost revenue because of the new comp plan requirements?

A: There will be no bridge payments for those who have lost revenue. Instead Amare has instituted a Transition Plan with reduced volume and structure requirements for each rank for up to nine (9) months. This will allow you to build up your business over time to meet the full requirements of the Amare Asia Compensation Plan. The details of the Transition Plan can be found in your new Amare Back Office.

Q: What training will be available on the new Asia Comp Plan?

A: The Amare Asia Comp Plan brochure will be available in your new Amare Back Office Resources section.

Q: (Hedy) Will the pricing be the same for products and packs after go-live?

A: Pricing and volume for certain products and packs will be adjusted to more closely align with pricing in all markets for Amare around the world.

Q: Will volume from multi-month orders (Kyani enrollment packs with 3 months volume, 12 month family pack, etc) placed in Kyani be rolled over into the Amare Asia Compensation plan?

A: No. There will be no more packs that allow BP's to purchase volume ahead of time. Volume accrued in Kyani for periods from Nov 1, 2024 forward will not be counted.

Q: Will I still earn double PSB?

A: The Kyani Double PSB program will not be a part of the Amare Asia Compensation Plan and will be ending as of November 1, 2024. If all qualifications for Kyani Double PSB are met by the close of October, then you will earn the bonus for October, which will be paid through the Kyani system for your October monthly payment.

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Q: Will Kyani orders with future volume placed before Nov 1, 2024 be carried forward into the new Amare Asia Compensation Plan?

A: The Amare Asia Compensation Plan does not support volume in future periods. Existing Kyani auto-orders that contain future volume only, e.g. no payment or product shipments, will not be brought forward. Protated reimbursements for future lost volume will be given for accepted orders placed in the Kyani system prior to November 1, 2024. [Calculation TBD]

Q: What are the requirements to become 'commission active' for weekly commissions in the Amare Asia Compensation Plan?

A: To be commission active for the weekly bonuses, you must be commission active with 100PV in the current month OR the previous calendar month.

Example 1: If you were commission active in August and are not active for September yet and you enroll someone on Sept 6, you will be paid the Product Pack bonus for the order from Sept 6.

Example 2: If you were NOT commission active in August and are not active for September yet and you enroll someone on Sept 6, you will NOT be paid the Product Pack bonus for the order from Sept 6. However, if you become active in by the end of September, we will true-up all Product Pack bonuses that you missed in the month of September and pay those in the September monthly commissions.

Q: How do I place my new downline?

A: Placing a newly enrolled Brand Partner is not required in the Amare Asia Compensation Plan. Your Enroller and Sponsor are set as the Brand Partner you designate during enrollment. Upline Brand Partners have 10 days from the date of enrollment to change the Sponsor of a newly enrolled Brand Partner using the Placement Suite functionality in the new Amare Back Office. If a Brand Partner is not placed during the 10 day period, their Enroller and Sponsor remain unchanged. After the 10 day period expires, any Enroller or Sponsor changes must be submitted to the Exceptions Committee for review.

Q: When will I get paid the Product Pack Bonus?

A: The Product Pack Level 1 bonus for Enrollers will be paid weekly every business Friday at the end of the day. Product Pack Level 2 & 3 bonus for upline leaders will be paid monthly after the calculations for Rank are complete.

Q: Can I earn the Me & Three Bonuses FOR EVERY 3 qualified downlines for both the \$50 and \$250?

A: Me & Three Retention and Me & Three Team Group are limited to one payout each, per month.

Q: Will I earn the Customer Bonus on Customers not in Asian markets?

A: The Customer Bonus only pays on the CV from Customers from Asian markets. PV/QV from non-Asian market Customers will be counted for OV/VOLL calculations.

Q: Can I earn multiple levels of Road to Leader in the same commission period (month)?

A: Yes! If your highest achieved Career Rank advances multiple ranks during the qualification period, then you will be paid the bonus for each rank achieved.

Example: If your highest Career Rank was Bronze and you rank up to Silver and Gold in the same month, you will earn both Silver (\$500 USD) and Gold (\$1000 USD) portions of the Road to Leader bonus in the monthly bonus.

Q: Can I earn multiple levels of Road to Leader and Rise & Reward Bonuses in the same commission period (month)?

A: Yes! If your highest achieved Career Rank advances multiple ranks during the qualification period, then you will be paid the bonus for each rank achieved.

Example: If your highest Career Rank was Platinum and you rank up to Leader and Senior Leader in the same month, you will earn both Leader (\$3000 USD) and Senior Leader (\$5000 USD) portions of the Rise & Reward bonus in the monthly bonus.

Q: For the Balance Bonus, if the total volume of my Combined leg is higher than my Base Leg, which leg will I be paid on?

A: The Balance Bonus combines Placement Tree legs into two legs. The Base Leg is the single leg with the highest CV. All other legs are combined into one leg referred to as the Combined Leg, which includes the total CV from all other legs. The Balance Bonus pays based on the leg that has less CV, also referred to as the Pay Leg.

Example: Your Base Leg has 5000 CV and your Combined Leg has 7000 CV then your Balance Bonus would be paid on your Base Leg.

Q: Do I get paid on all the volume in my organization in the Infinity Bonus?

A: Yes! If your rank in the Amare Asia Compensation plan is Silver or higher, you will be paid up to 1% on ALL of the volume in your Non-Pay Leg. Your Non-Pay Leg is the leg that did not get paid in the Balance Bonus.

Example: Your Base Leg has 5000 CV and your Combined Leg has 7000 CV then your Infinity Bonus would be paid on your Combined Leg.

Q: How does the Check Match Bonus work?

A: The Check Match Bonus pays you a percentage of the earnings from the Balance Bonus made by those in your organization ranked Silver or higher. Based on your Paid Rank, you can earn a Check Match up to seven (7) generations deep in your organization for every Enrollment tree leg.

Where do i find more information on the Amare Asia Compensation Plan?

Please see the Terms & Conditions document [[link](#)] for detailed requirements.

Q: How will Compensation Plan Bonuses that began before November 1st be handled if the qualification period extends into the new compensation structure in November and December?

A: All Compensation Plan Bonuses initiated before the new compensation plan implementation date of November 1st will conclude on that date, unless specified otherwise.

General Questions - Compliance

Q: Amare's policy is one account per address, phone number and email. What happens if I have more than one account with Kyäni?

A: All pre-existing Kyäni accounts will be transferred to Amare. No additional accounts with the same address, phone number, or email will be added after the integration.

Q: If I cancelled my Kyäni business account less than 12 months ago, do I need to wait before re-enrolling in Amare?

A: These situations will be handled on a case-by-case basis through Amare's Compliance Department. Please email compliance@amare.com for more information.