



# COMPENSATION PLAN 2024

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AMARE ASIA





## WELCOME TO THE AMARE ASIA COMPENSATION PLAN!

The world is on the cusp of a complete paradigm shift around mental wellness. As The Mental Wellness Company®, Amare is proud to lead the mental wellness movement with our unique, clinically and scientifically studied, and award-winning products that help facilitate the pursuit of happiness.

The good news is that Amare's Compensation Plan is one of the most competitive and innovative business models in the industry.

We've created lots of tools and resources to help support your Amare journey, and we've made it simple.

Mental wellness is something we should all enjoy. With the help from you and the rest of the Amare community, Amare will reach our #MarchToAMillion goal of being in 1 million homes globally within five years.



# VOCABULARY & DEFINITIONS

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

| Acronym | Term                       | Definition  |
|---------|----------------------------|---|
| BP      | Brand Partner              | A person who enrolls with a membership and wants to share the products with other people. As independent business owners, Brand Partners may also qualify to earn commissions and other rewards based on their efforts.   |
| C       | Customer                   | A person who purchases Amare products without enrolling as a Brand Partner. Customers are not allowed to sponsor (build a downline) and do not receive commissions.   |
| PV      | Personal Volume            | The total volume of a single BP from orders placed personally and by their personally enrolled Customers.   |
| PCV     | Personal Customer Volume   | The total volume purchased by your personally enrolled customers. The volume from personal orders does not qualify toward this volume requirement.  |
| PTV     | Personal Team Volume       | Your PV plus the PV of your personally enrolled Brand Partners and Customers.   |
| OV      | Organizational Volume      | The combined total of all qualifying volume from a Brand Partner and their entire downline.   |
| VOLL    | Volume Outside Largest Leg | The Organizational Volume a Brand Partner has outside of their largest leg based on the Placement Tree.   |
| CV      | Commissionable Volume      | The volume on which commissions to Brand Partners are paid. Each product has a CV value that is not always equal to the dollar amount spent.  |
| QV      | Qualifying Volume          | A value assigned to the order used to determine the qualification status for Volume and Rank Qualifications.  |
|         | Commission Active          | A Brand Partner must maintain at least 100 PV to be considered active and earn commissions for that month. Otherwise, they are considered inactive, and will not qualify to earn any commissions.   |
|         | Enroller*                  | When a Brand Partner enrolls another Brand Partner or Customer, the enrolling Brand Partner is considered the 'Enroller' and the person who was enrolled is considered the 'Enrollee.'  |
|         | Placement Sponsor*         | The Placement Sponsor is based on the Placement Tree. When a Brand Partner joins the company, the person who introduced them to the company (the Enroller) may choose a downline location to place the new Brand Partner under someone else within the downline of the Enroller. This is the new placement sponsor. |
|         | Rank Qualifications        | Your monthly rank is determined by your ability to achieve specific volume and structure requirements established by the Career Path. Paid Rank determines commission payouts.  |
|         | Base Leg                   | The leg with the highest CV in your organization.   |
|         | Combined Leg               | The sum of the CV of all the legs outside of your Base Leg in your organization.  |

\*For more info, see full terms and conditions.



# 5

# Ways

# to

# Earn

## 1.

### FAST START BONUSES

#### *Product Pack Bonus and Me and Three Bonuses*

Stay motivated and get rewarded for dedication to your personally enrolled Brand Partners. Plus, earn additional income when they stay consistent!

## 2.

### SOCIAL SELLING BONUS

#### *Customer Sales Bonus*

Earn up to 10% in commissions by selling 1k+ in Personal Customer Volume!

## 3.

### RANK ADVANCEMENT BONUSES

#### *Road to Leader and Rise & Reward*

Earn rewards or cash prizes at every rank starting at Silver to get you started on the right foot.

## 4.

### CREATE A LEGACY

#### *Balance Bonus and Infinity Bonus*

As you grow with Amare, get paid up to 12% with the Balance Bonus on your combined leg structure (2nd strongest and beyond). Plus, earn up to 1% with our Infinity Bonus!

## 5.

### CHECK MATCH

Building a strong foundation unlocks the potential of up to 7 generations in the Check Match Bonus. Strive for our Leader and Global Ambassador ranks and unlock your path to depth on your team's Balance Bonus earnings.

# CAREER PATH

| Rank                 | Personal Volume (PV) | Organizational Volume (OV) | Volume Outside Largest Leg (VOLL) | Leg Requirements - Enrollment Tree |
|----------------------|----------------------|----------------------------|-----------------------------------|------------------------------------|
| Brand Partner        | 100                  | 100                        |                                   |                                    |
| Brand Builder        | 100                  | 1,000                      | 500                               |                                    |
| Bronze               | 100                  | 2,000                      | 1,000                             |                                    |
| Silver               | 100                  | 4,000                      | 2,000                             | 1 Brand Builder                    |
| Gold                 | 100                  | 8,000                      | 4,000                             | 2 Brand Builder                    |
| Platinum             | 100                  | 15,000                     | 7,500                             | 2 Bronze                           |
| Leader               | 100                  | 25,000                     | 12,500                            | 2 Bronze                           |
| Senior Leader        | 100                  | 50,000                     | 25,000                            | 2 Silver                           |
| Executive Leader     | 100                  | 75,000                     | 37,500                            | 2 Silver                           |
| Diamond              | 100                  | 125,000                    | 62,500                            | 2 Gold                             |
| 1 Star Diamond       | 100                  | 250,000                    | 125,000                           | 2 Gold                             |
| 2 Star Diamond       | 100                  | 500,000                    | 250,000                           | 2 Platinum                         |
| 3 Star Diamond       | 100                  | 750,000                    | 375,000                           | 2 Platinum                         |
| Presidential Diamond | 100                  | 1,000,000                  | 500,000                           | 2 Leader                           |

# 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 |
| Personal Volume            | 100           | 100           | 100    | 100             | 100             | 100         | 100          | 100           | 100              | 100                     | 100            | 100            | 100            | 100                  |
| Organizational Volume      |               | 1,000         | 2,000  | 4,000           | 8,000           | 15,000      | 25,000       | 50,000        | 75,000           | 125,000                 | 250,000        | 500,000        | 750,000        | 1,000,000            |
| Volume Outside Largest Leg |               | 500           | 1,000  | 2,000           | 4,000           | 7,500       | 12,500       | 25,000        | 37,500           | 62,500                  | 125,000        | 250,000        | 375,000        | 500,000              |
| Leg Requirements           |               |               |        | 1 Brand Builder | 2 Brand Builder | 2 Bronze    | 2 Bronze     | 2 Silver      | 2 Silver         | 2 Gold                  | 2 Gold         | 2 Platinum     | 2 Platinum     | 2 Leader             |
| Road to Leader             |               |               |        | \$500 USD       | \$1,000 USD     | \$2,000 USD |              |               |                  |                         |                |                |                |                      |
| Rise & Reward              |               |               |        |                 |                 |             | \$3,000 USD  | \$5,000 USD   | \$7,000 USD      | \$10,000 USD            | \$12,500 USD   | \$15,000 USD   | \$17,500 USD   | \$20,000 USD         |
| Balance Bonus              | 7%            | 9%            | 10%    | 11%             | 12%             | 12%         | 12%          | 12%           | 12%              | 12%                     | 12%            | 12%            | 12%            | 12%                  |
| Infinity Bonus             |               |               |        | 0.50%           | 0.50%           | 0.50%       | 0.75%        | 0.75%         | 0.75%            | 1.00%                   | 1.00%          | 1.00%          | 1.00%          | 1.00%                |
| Check Match                |               |               |        |                 |                 |             |              |               |                  |                         |                |                |                |                      |
| Generation 1               |               |               |        |                 |                 | 10%         | 10%          | 10%           | 10%              | 10%                     | 10%            | 10%            | 10%            | 10%                  |
| Generation 2               |               |               |        |                 |                 | 10%         | 15%          | 18%           | 20%              | 20%                     | 20%            | 20%            | 20%            | 20%                  |
| Generation 3               |               |               |        |                 |                 |             | 8%           | 10%           | 12%              | 15%                     | 15%            | 15%            | 15%            | 15%                  |
| Generation 4               |               |               |        |                 |                 |             |              | 8%            | 10%              | 12%                     | 12%            | 12%            | 12%            | 12%                  |
| Generation 5               |               |               |        |                 |                 |             |              |               | 5%               | 8%                      | 10%            | 10%            | 10%            | 10%                  |
| Generation 6               |               |               |        |                 |                 |             |              |               |                  | 3%                      | 5%             | 8%             | 10%            | 10%                  |
| Generation 7               |               |               |        |                 |                 |             |              |               |                  |                         | 3%             | 5%             | 8%             | 10%                  |



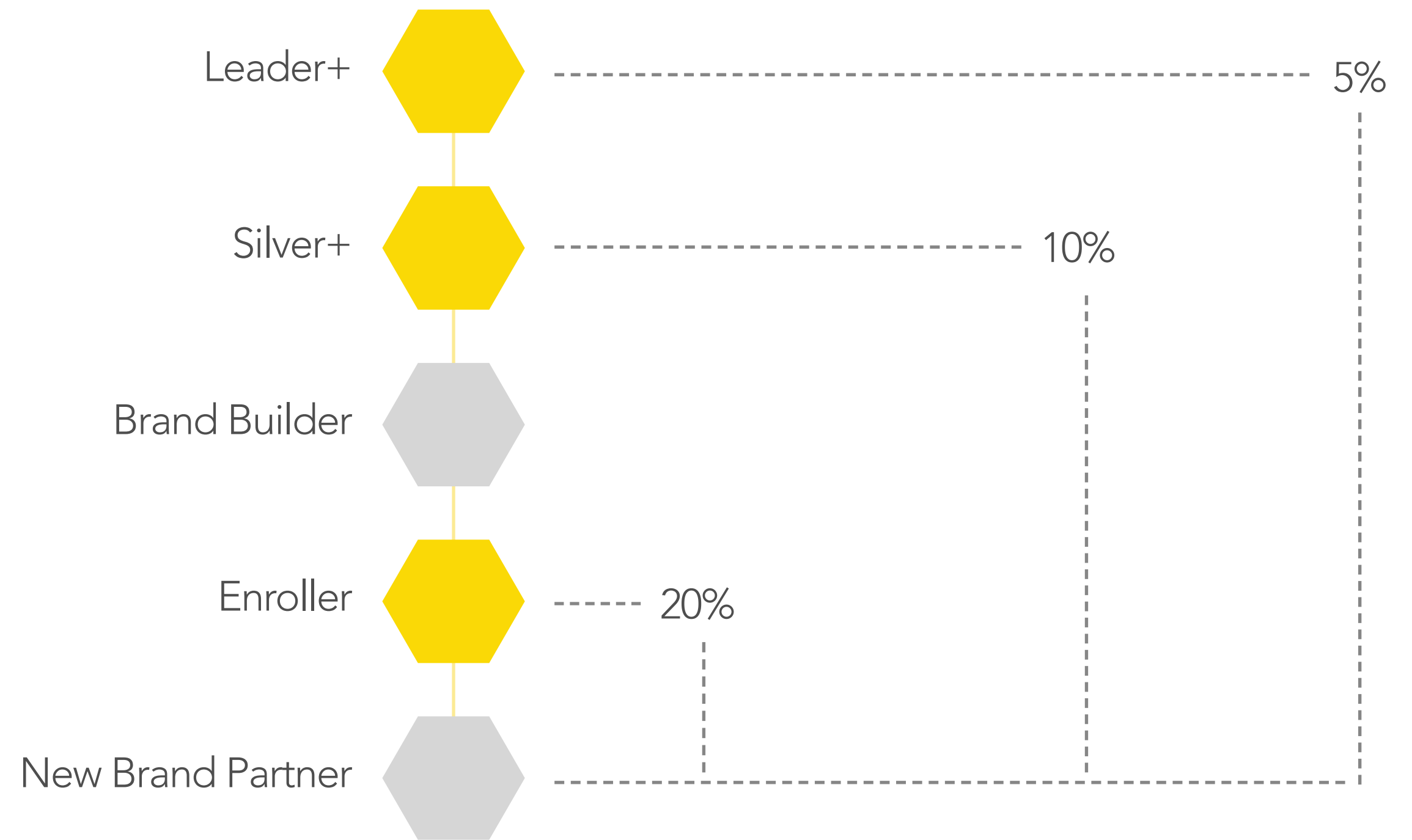
# PRODUCT PACK BONUS

With weekly and monthly payouts to help keep you motivated, you'll earn generous bonuses based on eligible product pack purchases and Commissionable Volume. Reach Silver to start earning first order bonuses from your growing downline.

**All ranks:** Enroll a new Brand Partner who purchases an eligible product pack at the time of enrollment and earn an enroller bonus on the CV from that purchase.

**Silver and above:** Collect an additional Product Pack Bonus on the CV of Brand Partners enrolled by others in your downline.

| Paid To:                 | Commission |
|--------------------------|------------|
| Level 1 - Enroller       | 20%        |
| Next Upline Paid Silver+ | 10%        |
| Next Upline Paid Leader+ | 5%         |



The Level 1 Enroller pays weekly. The title-based bonuses pay monthly. The Product Pack Bonus will be calculated based on the Enrollment Tree. You must have at least 100 PV to receive this bonus. After the Product Pack Bonus is paid, the product pack CV will be reduced by 50% to be paid on by the other bonuses.

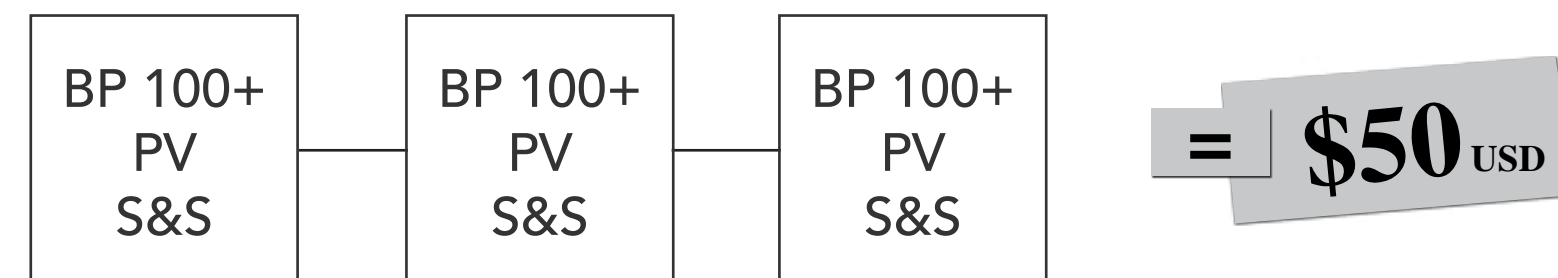
# ME & THREE BONUS

Earn more when you and your team are consistent.

The Me & Three Bonus is paid monthly and is built around our primary method of operation – you earn a \$50 USD bonus when you personally retain three Brand Partners who purchase on Subscribe & Save with at least 100 PV that month. Additionally, you will earn a \$250 bonus when three people on your team earn their own Me & Three Bonus. You must have 100 PV to receive these bonuses.

Close to 100% payout in commissions on your first 3 monthly enrollments!

## Personal Retention Bonus



Each month that you maintain three personally enrolled existing Brand Partners with 100+ PV on Subscribe & Save and 1,000 PTV, you'll earn a \$50 USD bonus. Subscribe & Save volume on enrollment orders does not count toward this bonus.

## Team Group Bonus

Earn an ADDITIONAL \$250 USD monthly bonus when you and three of your personally enrolled Brand Partners each earn the Me & Three Personal Retention Bonus.





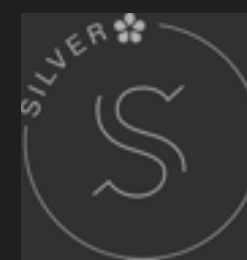
## CUSTOMER BONUS

Earn bonuses based on the Commissionable Volume of purchases made by your personally enrolled Customers. You must have 100 PV to receive this bonus. This bonus will be paid monthly.

| Personal Customer Volume | Commission |
|--------------------------|------------|
| 1-999                    | 5%         |
| 1000+                    | 10%        |



# ROAD *to* LEADER



SILVER

**\$500** USD  
BONUS

Get rolling quickly and earn a \$500 USD bonus at your first stop on the Road to Leader.

## HOW TO QUALIFY

Achieve New Career Rank of Silver 4 times within 6 months.\*



GOLD

**\$1,000** USD  
BONUS

Establish a steady pace and earn a \$1,000 USD bonus.

## HOW TO QUALIFY

Achieve New Career Rank of Gold 4 times within 6 months.\*



PLATINUM

**\$2,000** USD  
BONUS

Keep up your momentum and earn a \$2,000 USD bonus!

## HOW TO QUALIFY

Achieve New Career Rank of Platinum 4 times within 6 months.\*

Four (4) months do not have to be consecutive but must be achieved within 6 months of Rank Advancing to the qualification rank including the rank advancement month. This bonus will be paid monthly. You must have 100 PV to receive this bonus.



# RISE & REWARD

CHART  
YOUR PATH

BUILD  
MOMENTUM

REACH  
YOUR REWARD

WONDERING HOW TO  
TAKE YOUR BUSINESS TO  
THE NEXT LEVEL?

*PARTICIPATE IN RISE & REWARD!*

Designed to help you chart your path towards our highest levels of excellence, this program **rewards and recognizes** you as you rank up from Leader to Presidential Diamond.

## HOW TO EARN

Meet the qualifications for Leader and above to receive a one-time bonus at each step.

| RANK                 | REQUIREMENT   | REWARD                                     |
|----------------------|---|--|
| LEADER               | Achieve the career rank three (3) times within six (6) months.* | \$3,000 <sub>USD</sub><br>ONE-TIME PAYOUT  |
| SENIOR LEADER        | Achieve the career rank three (3) times within six (6) months.* | \$5,000 <sub>USD</sub><br>ONE-TIME PAYOUT  |
| EXECUTIVE LEADER     | Achieve the career rank three (3) times within six (6) months.* | \$7,000 <sub>USD</sub><br>ONE-TIME PAYOUT  |
| DIAMOND              | Achieve the career rank three (3) times within six (6) months.* | \$10,000 <sub>USD</sub><br>ONE-TIME PAYOUT |
| 1 STAR DIAMOND       | Achieve the career rank three (3) times within six (6) months.* | \$12,500 <sub>USD</sub><br>ONE-TIME PAYOUT |
| 2 STAR DIAMOND       | Achieve the career rank three (3) times within six (6) months.* | \$15,000 <sub>USD</sub><br>ONE-TIME PAYOUT |
| 3 STAR DIAMOND       | Achieve the career rank three (3) times within six (6) months.* | \$17,500 <sub>USD</sub><br>ONE-TIME PAYOUT |
| PRESIDENTIAL DIAMOND | Achieve the career rank three (3) times within six (6) months.* | \$20,000 <sub>USD</sub><br>ONE-TIME PAYOUT |

\* Three months do not have to be consecutive but must be achieved within 6 months of Rank Advancing to the qualification rank including the rank advancement month. This bonus will be paid monthly. You must have 100 PV to receive this bonus.

\*See Terms & Conditions for full qualification details [HERE](#).



# BALANCE BONUS

Build your business *your way* at any rank.

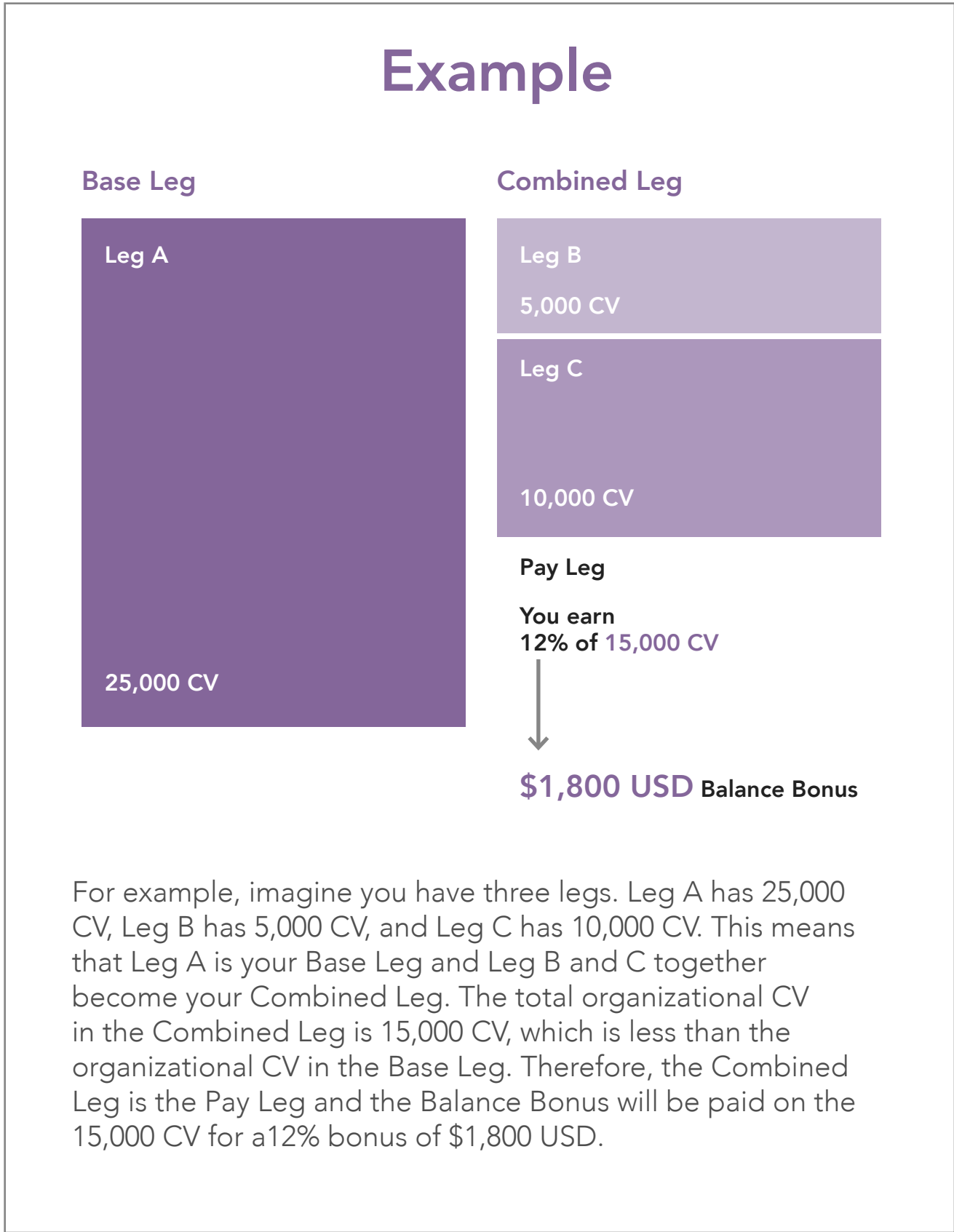
## Accumulate volume all month for maximum payout!

Simplify your Placement Tree into two legs with a unique bonus designed to maximize your monthly earnings. The Balance Bonus<sup>1</sup> combines all your Placement Tree legs into the Base Leg, your leg with the highest organizational CV, and the Combined Leg made up of the sum of the organizational CV for all other legs. Your Pay Leg is the leg with the lesser amount of organizational CV. You must have 100 PV to receive this bonus.

<sup>1</sup> The Balance Bonus will pay out a maximum of 35% of Asian market CV in this plan. If the total payout for the Balance Bonus exceeds 35% of Asian market CV, then all Balance Bonuses will be adjusted by an equal percentage to stay within that cap.

| Rank                 | Bonus | Monthly Cap Asian Markets |
|----------------------|-------|---------------------------|
| Brand Partner        | 7%    | \$200 USD                 |
| Brand Builder        | 9%    | \$500 USD                 |
| Bronze               | 10%   | \$750 USD                 |
| Silver               | 11%   | \$1,000 USD               |
| Gold                 | 12%   | \$2,500 USD               |
| Platinum             | 12%   | \$5,000 USD               |
| Leader               | 12%   | \$7,500 USD               |
| Senior Leader        | 12%   | \$10,000 USD              |
| Executive Leader     | 12%   | \$15,000 USD              |
| Diamond              | 12%   | \$25,000 USD*             |
| 1 Star Diamond       | 12%   | \$30,000 USD*             |
| 2 Star Diamond       | 12%   | \$35,000 USD*             |
| 3 Star Diamond       | 12%   | \$40,000 USD*             |
| Presidential Diamond | 12%   | \$50,000 USD*             |

\* Brand Partners not residing in Asia and paid as Diamond and above have a cap of \$25,000 or 2% of all Asian CV – whichever is greater.





# INFINITY BONUS

When you are paid as Silver or higher, you can earn a monthly Infinity Bonus<sup>1</sup> on all the Asian Market CV in your non-Pay Leg. The percentage of the bonus is calculated based on your paid rank and is paid in addition to your Balance Bonus. You must have 100 PV to receive this bonus.

### Example

**Base Leg**

Leg A

---

25,000 CV

The Infinity Bonus is paid on the Base Leg CV.

**Combined Leg**

Leg B

5,000 CV

Leg C

---

10,000 CV

15,000 Total CV

Pay Leg

For example, imagine you have 25,000 organizational CV in your Base Leg and 15,000 organizational CV in your Combined Leg. Your Combined Leg is your Pay Leg so you will earn the Balance Bonus on that volume and the Infinity Bonus on the volume in your Base Leg.

| Paid Rank            | % of CV | Monthly Cap  |
|----------------------|---------|--------------|
| Silver               | 0.5%    | \$250 USD    |
| Gold                 | 0.5%    | \$400 USD    |
| Platinum             | 0.5%    | \$600 USD    |
| Leader               | 0.75%   | \$1,000 USD  |
| Senior Leader        | 0.75%   | \$2,000 USD  |
| Executive Leader     | 0.75%   | \$3,000 USD  |
| Diamond              | 1%      | \$5,000 USD  |
| 1 Star Diamond       | 1%      | \$7,000 USD  |
| 2 Star Diamond       | 1%      | \$10,000 USD |
| 3 Star Diamond       | 1%      | \$12,500 USD |
| Presidential Diamond | 1%      | \$15,000 USD |

**Paid**  
**in addition**  
to  
**all other commissions** !



<sup>1</sup> The Infinity Bonus will pay out a maximum of 7% of Asian market CV in this plan. If the total payout for the Infinity Bonus exceeds 7% of Asian market CV, then all bonuses will be adjusted by an equal percentage to stay within that cap. Brand Partners not residing in Asia are eligible for this bonus on volume from BPs that enroll after the launch of this plan.

# CHECK MATCH BONUS

Get paid in greater depth than competing check match bonuses!

The Check Match Bonus<sup>1</sup> pays you on the earnings from the Balance Bonus made by those paid as Silver and higher in your Enrollment Tree Generations. You must have 100 PV to receive this bonus.

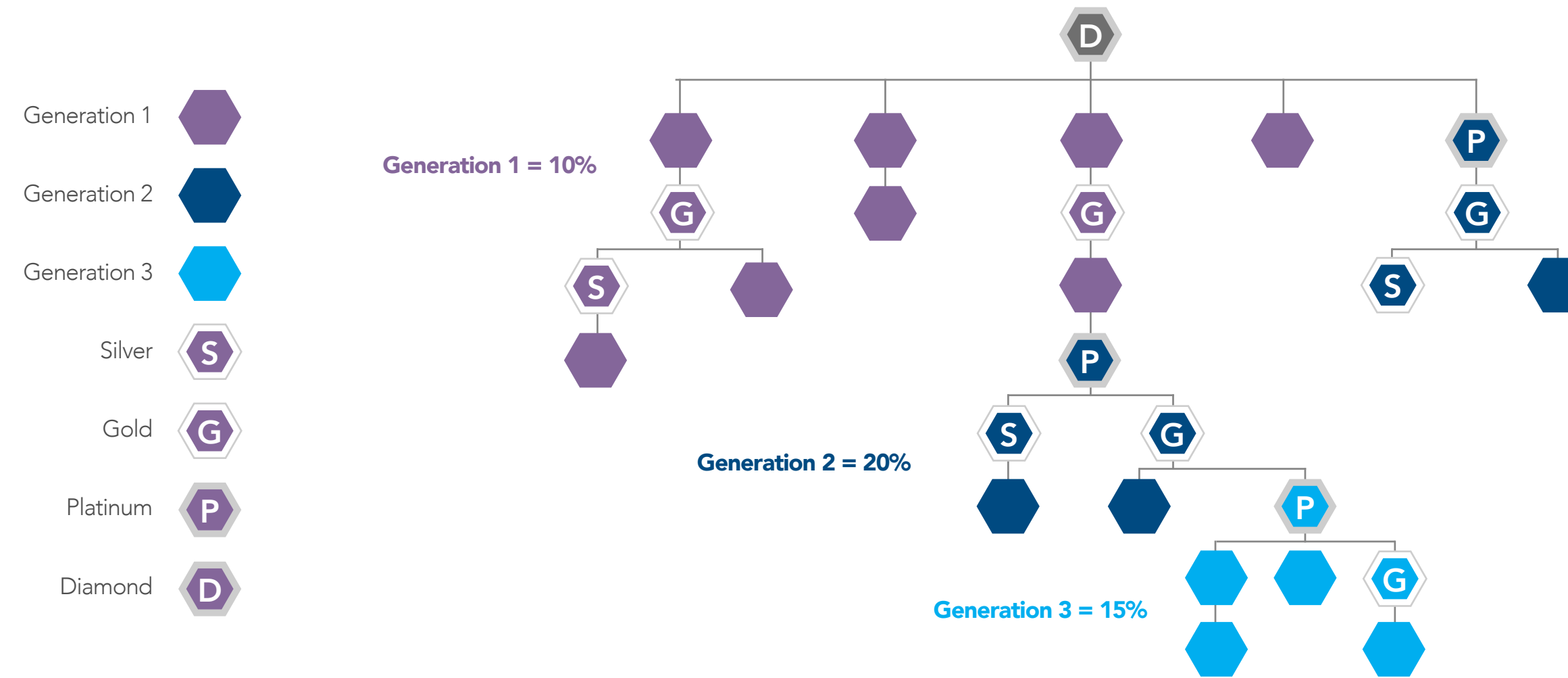
## Here's the breakdown...

**A Generation starts** with a Brand Partner paid as Platinum or higher in your Enrollment Tree.

**Generation one begins** with those directly below you in your Enrollment Tree who are not paid as Platinum and includes everyone below them, up to the next paid Platinum.

**Generation two starts** with the first paid Platinum and includes everyone below them, up to the next paid-as Platinum, marking the start of the third Generation.

<sup>1</sup> The Check Match Bonus will pay out a maximum of 13% of Asian market CV in this plan. If the total payout for the Check Match Bonus exceeds 13% of Asian market CV, then all bonuses will be adjusted by an equal percentage to stay within that cap. Brand Partners not residing in Asia are eligible for this bonus on qualified matching for earnings from BPs that enroll after the launch of this plan.



Payouts are based on your paid rank, including the percentage you earn, the number of generations you are paid on, and the maximum amount you can earn per person you are matching – up to \$10,000 USD per person!

|                             | Platinum  | Leader      | Senior Leader | Executive Leader | Diamond     | 1 Star Diamond | 2 Star Diamond | 3 Star Diamond | Presidential Diamond |
|-----------------------------|-----------|-------------|---------------|------------------|-------------|----------------|----------------|----------------|----------------------|
| Generation 1                | 10%       | 10%         | 10%           | 10%              | 10%         | 10%            | 10%            | 10%            | 10%                  |
| Generation 2                | 10%       | 15%         | 18%           | 20%              | 20%         | 20%            | 20%            | 20%            | 20%                  |
| Generation 3                |           | 8%          | 10%           | 12%              | 15%         | 15%            | 15%            | 15%            | 15%                  |
| Generation 4                |           |             | 8%            | 10%              | 12%         | 12%            | 12%            | 12%            | 12%                  |
| Generation 5                |           |             |               | 5%               | 8%          | 10%            | 10%            | 10%            | 10%                  |
| Generation 6                |           |             |               |                  | 3%          | 5%             | 8%             | 10%            | 10%                  |
| Generation 7                |           |             |               |                  |             | 3%             | 5%             | 8%             | 10%                  |
| Per Person Check Match Cap* | \$500 USD | \$1,000 USD | \$2,000 USD   | \$3,000 USD      | \$4,000 USD | \$5,000 USD    | \$6,000 USD    | \$8,000 USD    | \$10,000 USD         |

\* The per person Check Match cap is the maximum amount of commissions you can earn from one Brand Partner in your downline. It does not limit your overall Check Match earnings.



# AMARE GLOBAL COMPENSATION PLAN TERMS & CONDITIONS – ASIA

The Amare Compensation Plan Program is designed to help accelerate Brand Partner success. As Brand Partners advance through the ranks, income will increase and so will the opportunity to mentor other Brand Partners and help them do the same. Amare Global's top ranks are called Global Ambassadors. It is our intention that as a Brand Partner advances to the rank of Global Ambassador, Brand Partners will have the resources to create social change and awareness around mental wellness.

## I. Vocabulary & Definitions

**Account Status:** There are multiple account statuses.

**Active:** Brand Partners who share Amare products with other people.

**Commission Active:** To qualify to earn commissions or bonuses, a Brand Partner must have at least 100 Personal Volume during the qualifying period.

**Suspended:** Brand Partner accounts may enter suspended status for various reasons set forth in the Amare Policy Manual. Calculated commissions on the account will be held due to a Suspended Status.

**Terminated:** An account may be placed in terminated status for various reasons set forth in Amare's Policy Manual. Terminated accounts are no longer qualified to earn commissions.

**Account Types:** There are two (2) account types:

**Brand Partner (BP):** A person who enrolls with Amare and wants to share the products with other people. As independent business owners, Brand Partners have the opportunity to qualify to earn commissions and other rewards based on their efforts.

**Customer (C):** A person who purchases Amare products. Customers are not allowed to sponsor (build a downline) and do not receive commissions.

**Upgrade:** A Customer may upgrade their account to a Brand Partner by meeting the requirements of a Brand Partner set forth in Amare's Policy Manual.

**Brand Partner Membership:** Once a Brand Partner has enrolled pursuant to Amare's Policy Manual the Brand Partner will be assigned an account. The Brand Partner Membership is renewed annually based on the Brand Partner Membership start date. The Brand Partner's Membership will continue without interruption as the annual fee is successfully paid each year.

**Bonuses, Commissions, Incentives, or Rewards:** Brand Partners can participate in the Compensation Plan and earn bonuses, commissions, incentives, and rewards pursuant to this Compensation Plan and other promotional activities as published by Amare Global from time to time.

**Bonus Period:** A Bonus Period represents the beginning and end date for which qualifications, bonuses, and commissions are paid. There are two types of bonus periods:

**Weekly:** Occurs from Monday 12:00:00 AM PST to Sunday 11:59:59 PM PST.

**Monthly:** Occurs from the 1st of the month 12:00:00 AM PST to the last day of the calendar month 11:59:59 PM PST.

**Clawback:** The process of recapturing bonuses, commissions, rewards, all volume qualifications, and other incentives that were paid to Brand Partners. A clawback may be triggered when an order that bonuses, commissions, or volume were paid on is returned.

**Organization:** The entire downline of a Brand Partner.

**Downline:** There are two (2) downline organizations:

**Enrollment Tree:** All personally enrolled first-level (i.e., front-line) Brand Partners, Customers, and their personally enrolled first-level Brand Partners, Customers, and so on, until the end of the tree is reached.

**Placement Tree:** Brand Partners that are placed according to the Placement relationship.

**Enroller:** The person who introduces Brand Partners and Customers to Amare. An Enroller is the first upline Brand Partner of any given Brand Partner or Customer in the Enrollment Tree.

**Placement:** The Brand Partner is assigned to another Brand Partner for mentorship with growing their business. This relationship is determined by the placement within the Placement Tree and impacts various bonuses and Organizational Volume (OV) calculation.

**Leg:** A Brand Partner on your first level based on placement structure. A new leg is added to your organization when you personally enroll a new BP. A BP has as many legs as they have first-level BP's.

**Largest Leg:** The greatest sum of OV from a single leg's Placement Tree establishes the Largest Leg.

**Personally Enrolled Leg:** A Brand Partner has a personally enrolled leg when a Paid Rank is reached by a personally enrolled Brand Partner or their downline based on the Enrollment Tree.

**Order:** A transaction of goods or services with Amare for remuneration from the Brand Partner or Customer. They are assigned Qualifying Volume (QV) and Commissionable Volume (CV), which are used to determine qualification and bonus payout. QV may also be referred to as PV.

**Price Types:** There are two (2) price types:

**One-time Purchase Price:** The price assigned for a purchase that does not have a recurring subscription.

**Subscribe & Save Price:** The price assigned for a purchase that has a recurring subscription created. This price generates Subscribe & Save Volume.

**Rank:** A title assigned to a Brand Partner based on completion of requirements assigned to each Rank. There are three (3) types of Rank:

**Career Rank:** The highest rank a Brand Partner has obtained in their Amare career. Rank Advancements are based on a Brand Partner's Career Rank.

**Recognition Rank:** A Brand Partner's highest paid-as rank in the last twelve months. This rank will typically be used for recognition purposes.

**Paid Rank:** The rank at which a Brand Partner qualifies and is paid within a specific commission period. Paid Rank is determined monthly.

**Volume Types:** Volumes are values assigned to an Order to determine bonus qualification:

**Personal Volume (PV):** - The total volume of a single Brand Partner from orders placed personally and by their personally enrolled Customers.

**Qualifying Volume (QV):** Qualifying volume is a value assigned to the order used to determine the qualification status for bonuses and commissions, ranks, and to calculate bonuses.

**Commissionable Volume (CV):** A value assigned to an order to be used for commission calculation.



**Organizational Volume (OV):** A Brand Partner’s OV is the sum of the Brand Partner’s PV (which is based on QV) and the QV from all downline Brand Partners and Customers in the Placement Tree.

**Volume Outside Largest Leg (VOLL):** A Brand Partner’s VOLL is the sum of the Brand Partner’s Organizational Volume (which is based on QV) minus the volume from the largest leg. This is based on the Placement Tree and includes the Brand Partner’s PV as well as the volume of their personally enrolled Customers..

**Personal Customer Volume (PCV):** Personal Customer Volume is the sum of the PV (which is based on QV) of a Brand Partner’s personally enrolled customer’s order. The volume from personal orders does not qualify toward this volume requirement.

**Personal Team Volume (PTV):** A Brand Partner’s PTV is the sum of the Brand Partner’s own PV (which is based on QV) and the PV from their personally enrolled Brand Partner and Customers. The Enrollment Tree is used to calculate PTV.

**Subscribe & Save Volume (SSV):** The value assigned to product subscription purchases.

## II. Bonus Period

The Amare Compensation Plan contains the following bonuses in each Bonus Period:

|                    | Weekly | Monthly |
|--------------------|--------|---------|
| Product Pack Bonus | X      | X       |
| Me & Three Bonuses |        | X       |
| Customer Bonus     |        | X       |
| Road to Leader     |        | X       |
| Rise & Reward      |        | X       |
| Balance Bonus      |        | X       |
| Infinity Bonus     |        | X       |
| Check Match        |        | X       |

### III. Career Path

There are 14 ranks to achieve in the Amare Global Compensation Plan. Rank qualifications are determined at the end of the monthly bonus period and qualify the Brand Partner for bonuses for the month they are paid as such rank. The rank requirements are listed in the table below:

|                                   | 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 |
|-----------------------------------|---------------|---------------|--------|-----------------|-----------------|----------|----------|---------------|------------------|---------|----------------|----------------|----------------|----------------------|
| Personal Volume (PV)              | 100           | 100           | 100    | 100             | 100             | 100      | 100      | 100           | 100              | 100     | 100            | 100            | 100            | 100                  |
| Organizational Volume (OV)        |               | 1,000         | 2,000  | 4,000           | 8,000           | 15,000   | 25,000   | 50,000        | 75,000           | 125,000 | 250,000        | 500,000        | 750,000        | 1,000,000            |
| Volume Outside Largest Leg (VOLL) |               | 500           | 1,000  | 2,000           | 4,000           | 7,500    | 12,500   | 25,000        | 37,500           | 62,500  | 125,000        | 250,000        | 375,000        | 500,000              |
| Leg Requirements                  |               |               |        | 1 Brand Builder | 2 Brand Builder | 2 Bronze | 2 Bronze | 2 Silver      | 2 Silver         | 2 Gold  | 2 Gold         | 2 Platinum     | 2 Platinum     | 2 Leader             |

To achieve a new rank advancement, the Brand Partner must meet the requirements of the new rank set forth in a monthly bonus period. Paid As Rank for all Brand Partners is reset at the beginning of each monthly bonus period. Career ranks are saved and identify the highest rank the Brand Partner has ever achieved. Achieving higher ranks corresponds to gaining access to additional bonuses and commissions. For recognition purposes, a Brand Partner's Recognition Rank is represented as the highest Paid Rank they achieved within a 12-month period.

**PV:** Minimum PV generated during the monthly bonus period.

**OV:** Minimum OV generated during the monthly bonus period.

**Volume Outside Largest Leg:** Minimum OV outside of your Largest Leg during the bonus period. This is based on the Placement Tree.

**Leg Requirements:** The number of Legs in a Brand Partner's organization that meet or exceed the minimum Paid Rank requirement during the monthly bonus period. This is based on the Enrollment Tree. For example, for a Brand Partner to be paid as a Silver, they must have 1 Brand Builder legs in their Enrollment Tree.

**Bonus Qualifications:** To be paid any commissions for a qualifying month, a Brand Partner must have at least 100 PV in the qualifying month.

### IV. Product Pack Bonus

When you enroll a new Brand Partner who purchases an eligible Product Pack at the time of their enrollment, you will earn an Enroller Bonus on the CV from that purchase. When you are paid as a Silver or higher, you can also earn a Product Pack Bonus on the CV of Brand Partners enrolled by others in your downline. Product Pack Bonuses are always paid to three eligible upline Brand Partners. The CV from the product packs will be reduced by 50% to be paid on by the other bonuses.

The Enroller Bonus pays weekly and monthly. The first-level enroller bonus pays weekly, and the Rank-based bonuses pay monthly. The Product Pack Bonus will be calculated using the Enrollment Tree. You must have at least 100 PV to receive this bonus.

| Paid To:                 | Commission |
|--------------------------|------------|
| Level 1 - Enroller       | 20%        |
| Next Upline Paid Silver+ | 10%        |
| Next Upline Paid Leader+ | 5%         |



If a first-level Enroller Brand Partner is not commission active for the weekly bonus period for which they could have qualified for a Product Pack Bonus, they will not be paid the weekly bonus. However, should the Brand Partner become Commission Active for the monthly bonus period, they will receive a “True Up” which will pay the Brand Partner all unpaid Product Pack Bonuses that occurred within the qualifying month. This is paid in the Product Pack Bonus (Monthly). The upline Silver and Leader levels will be paid based on the qualified paid rank for the qualified month.

## v. Me & Three Bonuses

The Me and Three Bonus is paid monthly and is built around the primary method of operation – generate sales from three Brand Partners and then teach each of them to do the same with three more! Brand Partners must be Commission Active and have 1,000 PTV for the month to earn these bonuses. The Enrollment Tree is used for this bonus. The Me & Three Bonuses pay monthly. You must have at least 100 PV to receive these bonuses.

### Me & Three Personal Retention Bonus

Each month a Brand Partner maintains three (3) personally enrolled existing Brand Partners with 100 PV or more on Subscribe & Save and 1,000 PTV, they will earn a \$50 USD bonus. This bonus can be earned each month using the same qualified downline. Subscribe & Save volume on enrollment orders does not count towards this bonus. Brand Partners residing outside of Asia will still count towards this qualification.

### Me & Three Team Group Bonus

Each month a Brand Partner has three (3) personally enrolled Brand Partners that earn their own Me & Three Personal Retention Bonus, they will earn an additional \$250 bonus. The Brand Partner must have 1,000 PTV and be commission active to earn this bonus. If the downline resides outside of the Asia market, they will still count toward this qualification. Brand Partners outside of Asia must qualify based on their market’s compensation plan.

## vi. Customer Bonus

When a Brand Partner personally enrolls a Customer, they will earn commissions on the Commissionable Volume of that Customer’s purchases. The Customer Bonus is paid monthly. A Brand Partner must have 100 PV to receive this bonus.

| Personal Customer Volume | Commission |
|--------------------------|------------|
| 1 - 999                  | 5%         |
| 1000+                    | 10%        |

## vii. Road to Leader

When a Brand Partner advances to Silver, Gold or Platinum and is paid at that rank at least four (4) months out of six (6) months after rank advancing, they will earn the Road to Leader Rank Advancement Bonuses. A rank advancement occurs when a Brand Partner achieves a new rank from their Career Rank. The month of advancement is counted as the first month of the six (6) month qualification period. The four (4) months of being paid as the new career rank do not have to be consecutive. Each award tier may be achieved only once, but multiple bonuses may be earned in the same period if multiple rank advancements are achieved. All rewards must be completed during the first six (6) months of advancing to a new Career Rank. Rank Advancement Bonuses not earned within the six (6) month qualification period will not be paid and may not be earned in the future. If an award tier is missed because the Brand Partner did not qualify, they may still earn the next tier if they qualify for it.

The Road to Leader Bonus is paid monthly. You must have at least 100 PV to receive these bonuses.

|                | Silver    | Gold        | Platinum    |
|----------------|-----------|-------------|-------------|
| Road to Leader | \$500 USD | \$1,000 USD | \$2,000 USD |

Example: A Brand Partner with the Career Rank of Silver achieves a new Career Rank of Platinum in January 2025. This Brand Partner can earn the Rank Advancement Bonuses for Gold and Platinum ranks. To qualify, they must be paid as a Platinum for four (4) out of six (6) months between the qualification period of January to June 2025. If qualified, this Brand Partner will earn a total of \$3,000 USD which is \$1,000 USD for Gold and \$2,000 USD for Platinum. If this Brand Partner only qualifies for the Gold Rank Advancement Bonus and does not qualify at Platinum for four (4) months out of six (6), the Platinum Rank Advancement will not be paid and may not be earned in the future.

### VIII. Rise & Reward

When a Brand Partner advances to Leader and above and is paid at that rank at least three (3) months out of six (6) months after rank advancing, they will earn the Road to Leader Rank Advancement Bonuses. A rank advancement occurs when a Brand Partner achieves a new rank from their Career Rank. The month of advancement is counted as the first month of the six (6) month period. The three (3) months of being paid as the new career rank do not have to be consecutive. Each award tier may be achieved only once, but multiple bonuses may be earned in the same period if multiple rank advancements are achieved. All rewards must be completed during the first six (6) months of advancing to a new Career Rank. Rank Advancement Bonuses not earned within the six (6) month qualification period will not be paid and may not be earned in the future. If an award tier is missed because the Brand Partner did not qualify, they may still earn the next tier if they qualify for it.

The Rise & Reward Bonus is paid monthly. You must have at least 100 PV to receive these bonuses.

|               | Leader      | Senior Leader | Executive Leader | Diamond      | 1 Star Diamond | 2 Star Diamond | 3 Star Diamond | Presidential Diamond |
|---------------|-------------|---------------|------------------|--------------|----------------|----------------|----------------|----------------------|
| Rise & Reward | \$3,000 USD | \$5,000 USD   | \$7,000 USD      | \$10,000 USD | \$12,500 USD   | \$15,000 USD   | \$17,500 USD   | \$20,000 USD         |

Example: A Brand Partner with the Career Rank of Platinum achieves a new Career Rank of Senior Leader in January 2025. This Brand Partner can earn the Rank Advancement Bonuses for Leader and Senior Leader ranks. To qualify, they must be paid as a Senior Leader for three (3) out of six (6) months between the qualification period of January to June 2025. If qualified, this Brand Partner will earn a total of \$8,000 USD which is \$3,000 USD for Leader and \$5,000 USD for Senior Leader. If this Brand Partner only qualifies for the Leader Rank Advancement Bonus and does not qualify at Senior Leader for three (3) months out of six (6), the Senior Leader Rank Advancement will not be paid and may not be earned in the future.



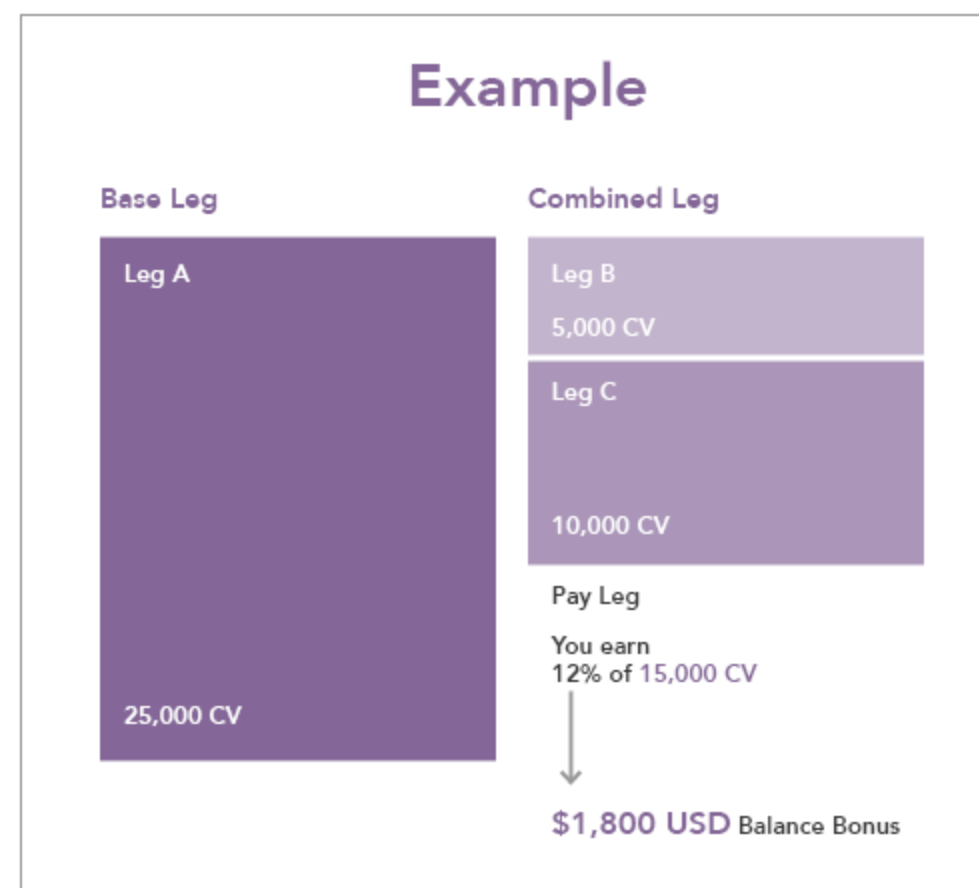
## IX. Balance Bonus

The Balance Bonus rewards Brand Partners for building a balanced organization. Brand Partners may receive a percentage on the Commissionable Volume (CV) of their downline in Asian Markets. The percentage that an individual receives is based on their Paid Rank. The Balance Bonus combines Placement Tree legs into two legs. The first leg is the leg with the highest CV referred to as the Base Leg. 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. Only CV from orders originating in Asia Markets will be considered. A Brand Partner's Personal Volume or Personal Customer Volume will not be paid in the bonus. The Balance Bonus is paid monthly. You must have at least 100 PV to receive this bonus.

Each paid rank has an associated monthly cap, which is the maximum amount an individual may earn in the Balance Bonus. For instance, if a Brand Partner is paid as a Silver, the most they can earn from the Balance Bonus is \$1,000 USD in that qualifying month. The Balance Bonus will pay out a maximum of 35% of Asian market CV in this plan. If the total payout for the Balance Bonus exceeds 35% of Asian market CV, then all Balance Bonuses will be adjusted by an equal percentage to stay within that cap. Amare Global reserves the right to equally reduce the total payment of the Balance Bonus if the total payment exceeds a predetermined threshold in Asian markets. The monthly paid title cap will be applied prior to this monthly total bonus cap.

|                       | 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 |
|-----------------------|---------------|---------------|-----------|-------------|-------------|-------------|-------------|---------------|------------------|---------------|----------------|----------------|----------------|----------------------|
| % of CV               | 7%            | 9%            | 10%       | 11%         | 12%         | 12%         | 12%         | 12%           | 12%              | 12%           | 12%            | 12%            | 12%            | 12%                  |
| Asia BP Monthly Cap   | \$200 USD     | \$500 USD     | \$750 USD | \$1,000 USD | \$2,500 USD | \$5,000 USD | \$7,500 USD | \$10,000 USD  | \$15,000 USD     | \$25,000 USD  | \$30,000 USD   | \$35,000 USD   | \$40,000 USD   | \$50,000 USD         |
| Amare 2.0 Monthly Cap | \$200 USD     | \$500 USD     | \$750 USD | \$1,000 USD | \$2,500 USD | \$5,000 USD | \$7,500 USD | \$10,000 USD  | \$15,000 USD     | \$25,000 USD* | \$25,000 USD*  | \$25,000 USD*  | \$25,000 USD*  | \$25,000 USD*        |

\*Amare 2.0 BPs paid as Diamond and higher have a cap of \$25,000 or 2% of all Asian CV, whichever is greater.



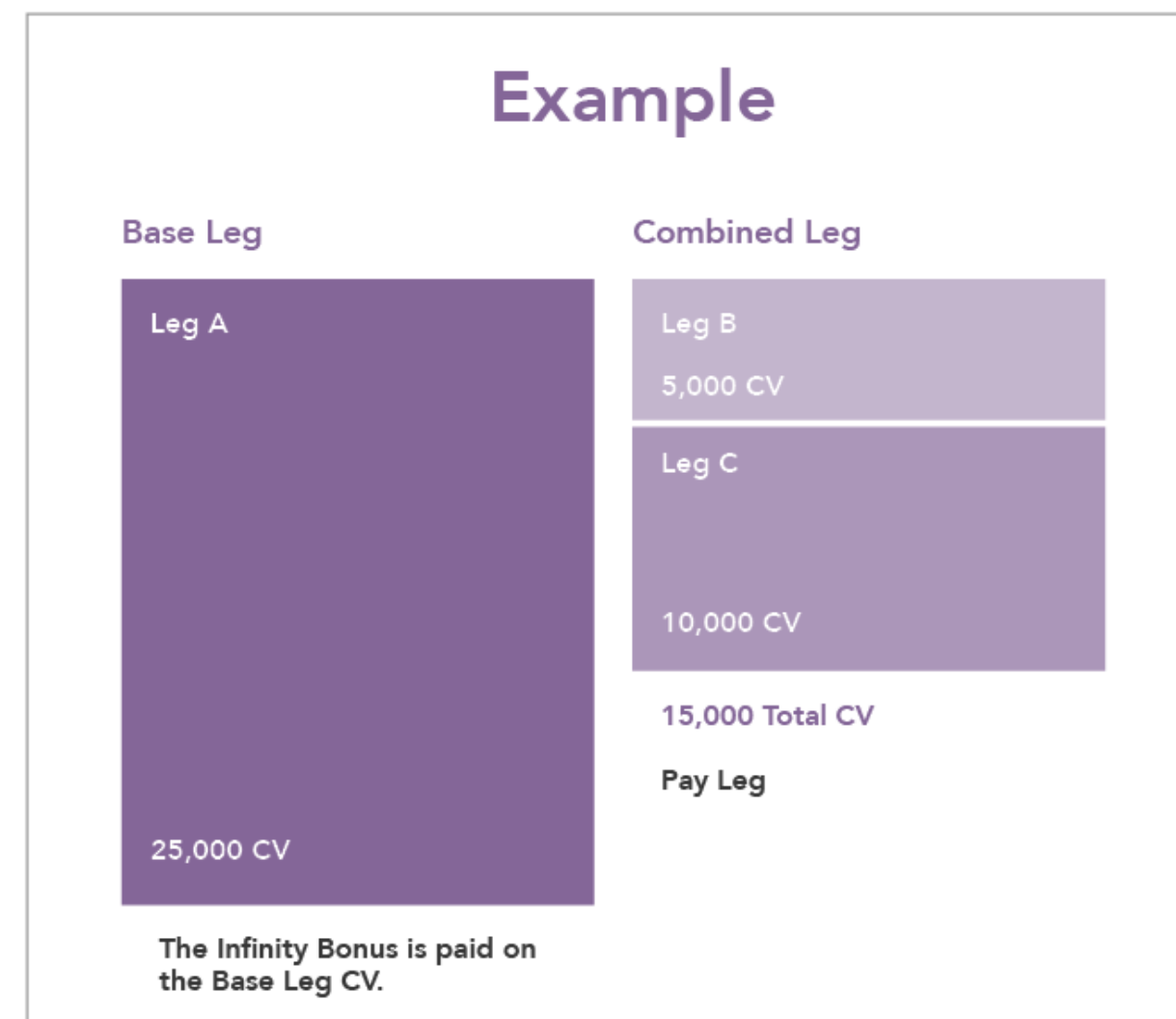
For example, imagine you have three legs. Leg A has 25,000 CV, Leg B has 5,000 CV, and Leg C has 10,000 CV. This means that Leg A is your Base Leg and Leg B and C together become your Combined Leg. The total organizational CV in the Combined Leg is 15,000 CV, which is less than the organizational CV in the Base Leg. Therefore, the Combined Leg is the Pay Leg, and the Balance Bonus will be paid on the 15,000 CV for a 12% bonus of \$1,800 USD.

## x. Infinity Bonus

When you are paid as Silver or higher, you can earn a monthly Infinity Bonus on all the Asian Market CV in your non-Pay Leg. The non-Pay Leg is the leg that was not paid in the Balance Bonus. The percentage of the bonus is calculated based on your paid rank and is paid in addition to your Balance Bonus. The Infinity Bonus is paid monthly. You must have 100 PV to receive this bonus.

Each paid rank has an associated monthly cap, which is the maximum amount an individual may earn in the Infinity Bonus. For instance, if a Brand Partner is paid as a Silver, the most they can earn from the Infinity Bonus is \$250 USD in that qualifying month. The Infinity Bonus will pay out a maximum of 7% of Asian market CV in this plan. If the total payout for the Infinity Bonus exceeds 7% of Asian market CV, then all bonuses will be adjusted by an equal percentage to stay within that cap. Brand Partners residing outside of the Asia Markets are eligible for this bonus on volume from Brand Partners that enroll after August 1, 2024, at 12:00:00am PST. Brand Partners residing outside of Asia (on the Amare 2.0 Compensation Plan) will not qualify to earn the Infinity Bonus from Brand Partners who enrolled prior to July 31, 2024, at 11:59:59 PST. Amare Global reserves the right to equally reduce the total payment of the Infinity Bonus if the total payment exceeds a predetermined threshold in Asian markets. The monthly paid title cap will be applied prior to this monthly total bonus cap.

|                    | Silver    | Gold      | Platinum  | Leader      | Senior Leader | Executive Leader | Diamond     | 1 Star Diamond | 2 Star Diamond | 3 Star Diamond | Presidential Diamond |
|--------------------|-----------|-----------|-----------|-------------|---------------|------------------|-------------|----------------|----------------|----------------|----------------------|
| Payout %           | 0.50%     | 0.50%     | 0.50%     | 0.75%       | 0.75%         | 0.75%            | 1.00%       | 1.00%          | 1.00%          | 1.00%          | 1.00%                |
| Monthly Cap per BP | \$250 USD | \$400 USD | \$600 USD | \$1,000 USD | \$2,000 USD   | \$3,000 USD      | \$5,000 USD | \$7,000 USD    | \$10,000 USD   | \$12,500 USD   | \$15,000 USD         |



For example, imagine you have 25,000 organizational CV in your Base Leg and 15,000 organizational CV in your Combined Leg. Your Combined Leg is your Pay Leg so you will earn the Balance Bonus on that volume and the Infinity Bonus on the volume in your Base Leg.





## XII. Additional Terms

### Country of Origin

Amare recognizes that Brand Partners may build their business in international countries pursuant to the Amare Global Policy Manual. Any volume that is generated pursuant to the specific compensation plan in a market outside of the Brand Partner's country of residence will be paid according to the compensation plan where the volume was generated and not under this plan. Brand Partners in any market may earn bonuses on volume in any other market, subject to the rules of the bonuses based on the country of origin. For instance, Asian Market Brand Partners may earn the Unilevel Bonus on volume outside of the Asia Market but will not earn any pools from the Amare 2.0 plan. Amare encourages Brand Partners to read and understand the Amare Compensation Plan Terms and Conditions for each market in which the Brand Partner plans to build an organization.

Brand Partners residing outside of Asia may earn the Balance Bonus, Product Pack Bonus, and Customer Bonus on Amare Asia volume. Brand Partners residing outside of Asia may also earn the Infinity Bonus or Check Match from Brand Partners that enrolled after August 1, 2024, at 12:00:00 PST. Brand Partners residing outside of Asia (on the Amare 2.0 Compensation Plan) will not qualify to earn the Infinity Bonus or Check Match from Brand Partners who enrolled prior to July 31, 2024, at 11:59:59 PST.

### Internationalization Factor

Commissions paid pursuant to country-specific compensation plans will be factored using the bonus peg rate and the actual exchange rate between currencies which is called the Internationalization Factor. Amare will apply the Internationalization Factor to the volume generated from each country where the Brand Partner conducts business. The Internationalization Factor will be used to calculate the source amount for Commissionable Volume for each order. The Internationalization Factor will be calculated and updated each quarter based on the country's bonus peg rate and the current exchange rate.

### Change of Country

If a Brand Partner requests to change their country of residence, the Brand Partner must provide the necessary documentation to prove residency in the requested country. Amare may approve or deny a change of country in its sole discretion based on the information provided to Amare. Amare will take into consideration some of the following criteria:

- If a Brand Partner is a Silver or above and maintains dual residency and requests a change of country, they will be required to prove that they have lived in the country for more than 180 days each year; and
- Whether the Brand Partner maintains at least 60% of their Organizational Volume in the requested market for at least 3 months in the last 12 months.

Each request will be reviewed on a case-by-case basis.

Amare continues to create innovative and engaging programs that are not listed within this Compensation Plan to reward the success of all Brand Partners. Any programs not expressly described may contain separate Terms and Conditions that augment these Compensation Plan Terms and Conditions.





## **A MILLION STARTS WITH ONE.**

Global mental wellness is a \$120 billion economy with no sign of slowing down.

There is something special about the timing of all this. The business, the science, and the growing societal need for mental wellness have aligned in a rare and remarkable way. And now you can see how Amare's compensation plan is unique and competitive. It makes sharing Amare rewarding for those you help—and you—with bonuses that make your business simple from day one and programs that reward and delight.

By linking arms with our Brand Partners, this community will unquestionably make a difference around the world, and the rewards will be much greater than compensation alone.

We're poised for exponential growth and new market expansion to bring the benefits of Amare to more people all over the world. With your help, we can bring mental wellness and Amare to a million homes in five years with our #MarchToAMillion goal.

A million starts with one. **A MILLION STARTS WITH YOU.**