



COMPENSATION PLAN 2025

AMARE CANADA

Effective Date: September 1, 2025



WELCOME TO THE AMARE GLOBAL 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 validated, and award-winning products.

We expect the typical participant to earn annually between \$0 and \$500 CAD in commissions and bonuses, excluding retail profit.

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

VOCABULARY & DEFINITIONS

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

Acronym	Term	Definition
BP	Brand Partner	A person who wants to share the products with other people. As independent business owners, BP's may also qualify to earn commissions and other rewards based on their efforts.
C	Customer	A person who purchases Amare products. 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 BP's. PTV is used for your Me and Three Bonus qualification purposes only.
OV	Organizational Volume	The combined total of all of the PV from a BP 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 Downline Tree.
CV	Commissionable Volume	The sales volume on which commissions to BP's are paid. Each product has a CV value that is not always equal to the dollar amount spent.
QV	Qualifying Volume	The volume assigned to products and used for qualification purposes. The QV is used to calculate PV, OV, VOLL, and PTV as well as other bonuses and programs.
	Commission Active	A BP must maintain at least 100 PV to be considered active, and to earn commissions for that month. Otherwise they are considered inactive.
	Enroller	When you introduce or enroll a Customer or Brand Partner to Amare Global, you become their enroller.
	Placement Sponsor	The BP directly above another BP in the organization.
	Rank	Your monthly rank is determined by your ability to achieve specific volume and structure requirements. Rank determines commission payouts.
	Leg	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.



*For more info, see full terms and conditions.

8

Ways

to

Earn

1. FAST START BONUSES

First Sale Bonus, Me & Three Bonus and Focus On 5 Bonus: Brand Partners can earn by introducing Amare products and retaining new Customers and Brand Partners.

2. SOCIAL SELLING BONUS

Personal Customer Bonus: Earn and rank advance without building a team! Combined with our First Sale and Unilevel Bonuses, you can **earn up to 38%¹ in commission** by selling 9k+ Personal Customer Volume from product sales and even earn a spot on the annual international trip!

3. MINIMUM MONTHLY REWARD

At our early Mentor ranks you will earn a Minimum Monthly Reward starting at \$1,350 CAD per month at the rank of Silver, and up to \$3,375 CAD a month at the rank of Platinum.²

4. REWARDS & CASH PRIZES

Love Your Journey: Earn rewards or cash prizes at every rank starting at Silver. **Earn rewards such as International trips, shopping sprees, and more!³**

5. CAR PROGRAM

Luxury, sports, or family ... YOU choose! Earn a vehicle lease option starting at Executive Leader.⁴

6. VACATIONS OF A LIFETIME

Path To Paradise: Provides incentives to earn vacations, prizes and cash (deposited in your bank account) as you go.

7. CREATE A LEGACY

As you grow with Amare, get paid 10 levels deep. Our **Dual Compression System** ensures that all 35% of the Unilevel Volume is paid out to the Rank Title that is qualified to receive payments on each level where volume is present. Plus, earn an additional 1% with our **Go Forward Infinity Bonus!**

8. BONUS POOLS

Earn Bonus Pools at different ranks based on company revenue — up to 4% commissionable volume for the company.

¹Qualify 38% for generating \$9K in Personal Customer Volume to Brand Partners and/or Customers. ²To qualify and maintain the Minimum Monthly Reward, Brand Partners must maintain their rank by meeting the rank requirements. ³See Amare's Love Your Journey Terms and conditions to qualify. ⁴See Car Program Terms and Conditions.

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
Love Your Journey				\$650	\$1,350	\$2,700	\$4,050	\$6,750	\$9,450	\$13,500	\$16,875	\$20,250	\$23,625	\$27,000
Minimum Monthly Reward				\$1,350	\$2,700	\$3,375								
Free Product Rewards	75	200	200	200	200	200	200	200	200	200	200	200	200	200
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* (Placement Tree)	600	1500	3,000	4,500	7,500	15,000	22,500	37,500	75,000	150,000	225,000	300,000		
Leg Requirement* (Enrollment Tree)	1 Brand Partner	1 Brand Partner	2 Brand Builders	3 Brand Builders	3 Brand Builders	3 Bronze	3 Bronze	3 Silver	4 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%	5%
Level 3	5%	5%	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%	5%	5%	5%
Level 5	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 6	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 7	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 8	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 9	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 10	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Mentor Pool (2% of CV)	1	3	5											
Leader Pool (2% of CV)	2	3	5											
Global Ambassador Pool (4% of CV)	1	2	3	4	5									

FIRST SALE BONUS

Bonuses designed to help you earn income.

In order to get your business thriving right away, Amare’s First Sale Bonus is designed to help you earn income quickly. As you generate sales from new Customers and Brand Partners, you will be rewarded with bonuses on their first commissionable volume order.

The First Sale Bonus is paid weekly to the new Customer or Brand Partner’s first, second, and third level upline Enrollers. The first upline level Enroller receives 20%, the second level upline Enroller receives 10%, and the third level upline Enroller receives 5%.*

Level	Percent Commission	Paid
— Level 1 —	20%	Daily*
— Level 2 —	10%	Weekly
— Level 3 —	5%	Weekly

*First Sale Bonus does not pay on upgrade orders

*Daily Pay is only available in the US and CA for Brand Partners with a Payment Method of Payment Card.

UNILEVEL BONUS

Earn as you build a healthy and deep organization

After the First Sale Bonus, Brand Partners are paid on the Unilevel Bonus up to 10 levels. You can earn the largest percentage of commissions as you build a healthy and deep organization.

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%



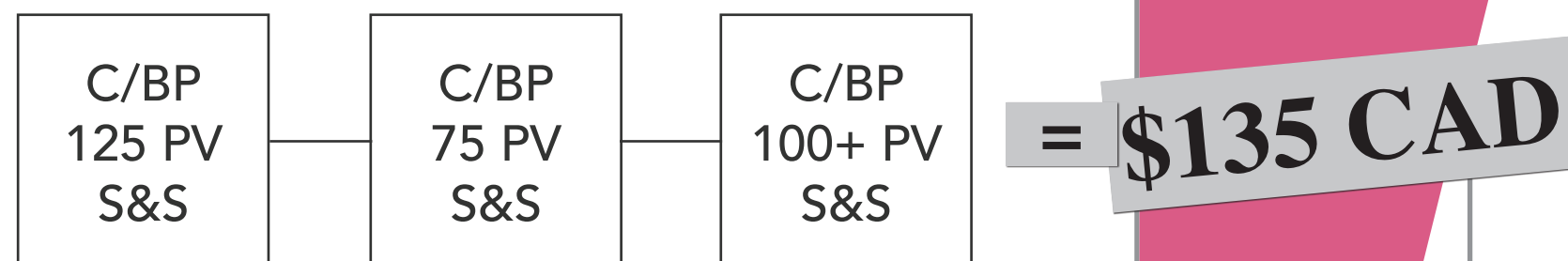
ME & THREE BONUS

Helps you pay for your own product, then earn additional income.

The Me & Three Bonus is paid monthly and is built around our primary method of operation – You earn when you retain or personally introduce products to at least three Customers or Brand Partners who total 300 PV or more in that month. Then you will earn an ADDITIONAL \$337.50 CAD bonus when you have three people on your team that earn their own Me & Three Bonus.

ENROLL 3

(with 600 PTV)



OR

= \$67.50 CAD

AND

= \$337.50 CAD

Personal Retention Bonus

Maintain three Customers or Brand Partners with a combined 300PV or more on S&S and 600 PTV and earn \$67.50 CAD Bonus (if you don't earn the ENROLL 3 personal enrollment bonus). Sales through new enrollments also count towards this Bonus.

Team Group Bonus

Earn an additional \$337.50 CAD bonus when three people on your team earn their own Me & Three Bonus.

FOCUS ON 5 BONUS

Just share Amare with 5 people!

Introduce products and enroll a total of 5 new Customers or Brand Partners who total 500 PV or more on Subscribe & Save orders by the end of month and earn multiple bonuses.

For Example:

ENROLL 1

+

ENROLL 2

MORE

+

ENROLL 2

MORE

BP or Customer by the 15th of the month who generate 100 PV through Subscribe & Save and earn a product credit

BPs or Customers who total at least 200 PV combined S&S orders and earn your \$135 CAD Me & Three Bonus

BPs or Customers with at least 200 PV combined S&S orders and earn \$405 CAD Focus on 5 Bonus. Combine with the First Sale Bonus to grow your income!

Fast
Start

Bonuses



*First Sale Bonus is calculated based on a percentage of CV and is subject to change if CV is discounted for any reason.

PERSONAL CUSTOMER BONUS

When the volume of your personally enrolled Customers reaches certain amounts, you are paid between **5%-38%** in Personal Customer Volume Bonuses*.

Personal Customer Bonus For First Sale Bonus Orders	Personal Customer Volume	First Order Bonus	Customer Bonus	Total Payout
	1 - 999	20%		20%
	1,000 - 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%

Personal Customer Bonus For Unilevel Orders	Personal Customer Volume	Unilevel Bonus	Customer Bonus	Total Payout
	1 - 999	5%	5%	10%
	1,000 - 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%

The illustration features a hand holding a smartphone against a green circular background. Above the hand, a trail of yellow dots leads to a purple circular background where another hand holds a smartphone. Product images for 'ENERGY' and 'MOOD+' are shown. A large text overlay reads 'Earn up to 38%*'. The 'ENERGY' product is a white box with purple and blue accents, labeled 'ALL NATURAL HERBAL ENERGY MOTIVATION'. The 'MOOD+' product is a white bottle with a blue label, labeled 'MOOD+ mood support'. Several yellow heart icons are scattered around the products.

Amare Refer-A-Friend Program:

Reward yourself and your friends through our referral program. Share your special link to give them a discount off their first order.

Encourage your Customers to participate in our referral program so they can get a FREE products. Not only does your Customer get rewarded but this new referred Customer now counts towards your personally enrolled volume for commissions.

*Personal Volume from your purchases are not considered and does not qualify as Personal Customer Volume or calculations in this bonus.



SUBSCRIBE & SAVE REWARDS

Consistency is KEY - more consistent = more rewards!

As you order Amare products through the Subscribe & Save program, not only do you save on those purchases, but you'll also earn Rewards Points (SSR Points) that can be redeemed to purchase additional Amare products.*

The best part? The longer you participate, the more Points you'll earn! You can also earn 100% of your order shipping amount paid as SSR Points!

Months	Points Earned
0-4 Months	10% of Order
5-8 Months	15% of Order
9-12 Months	20% of Order
13+ Months	25% of Order



SSR Example: Stacey has ordered consistently for 13+ months and achieved the 25% SSR level. She places a \$250 CAD S&S order and earns 62 SSR Points.

*A redemption fee is applied for each 100 SSR Points redeemed. For more info, see full [terms and conditions](#).

MINIMUM MONTHLY REWARD

Earn bonus SSR Points and MORE each month!

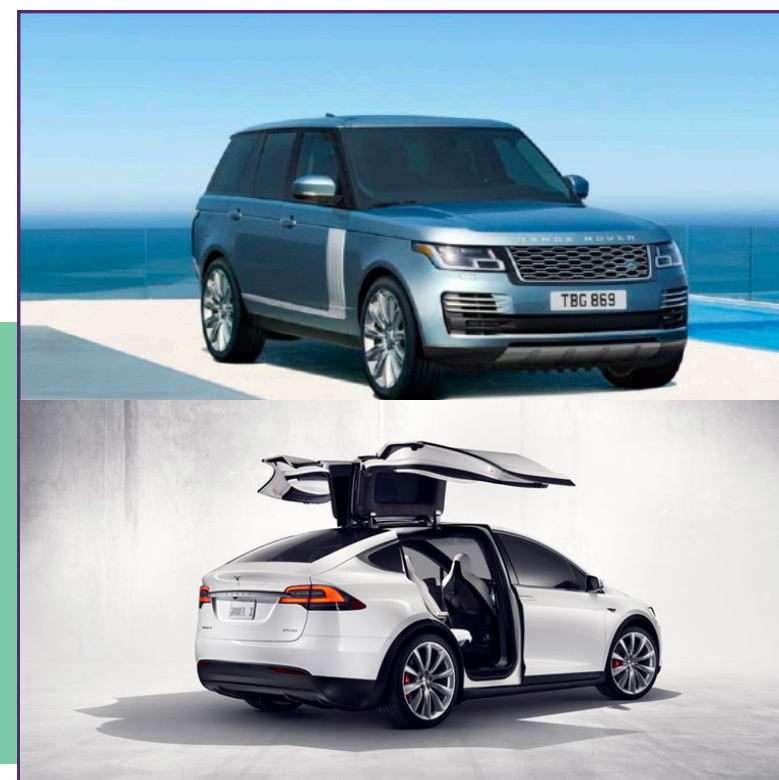
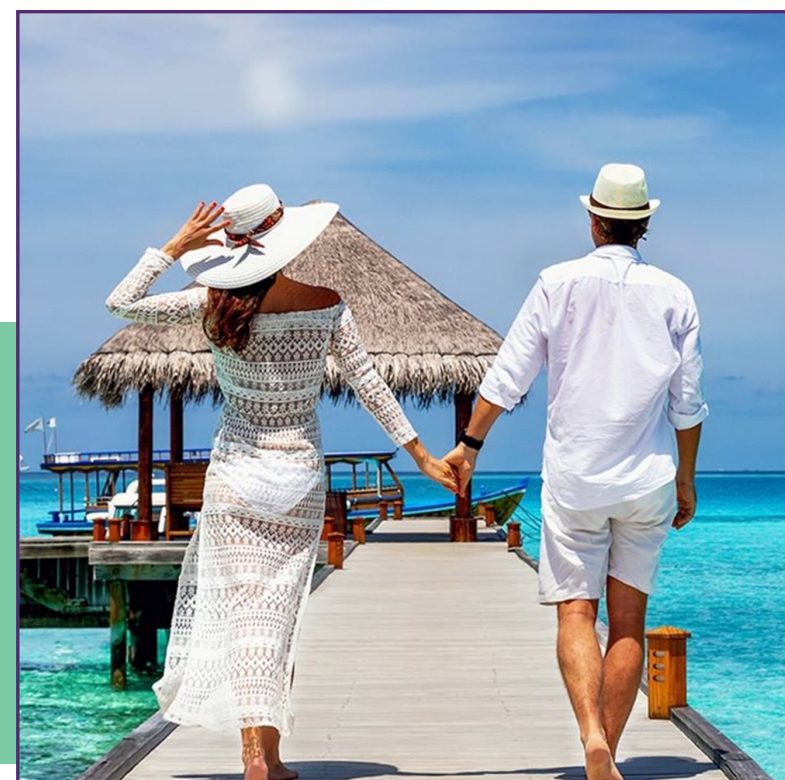
Get money and product credits in your pocket quicker! The month you HIT IT, YOU GET IT! All new and existing Brand Partners can participate! Advance to the ranks of Bronze and above and start earning these additional reward points and a minimum monthly reward for up to 6 months! Qualifying order of 100 PV on Subscribe & Save required to receive SSR bonus points.

Rank	Rewards
Brand Builder	75 SSR Points
Bronze	200 SSR Points
Silver	200 SSR Points and \$1,350 CAD Minimum Monthly Reward
Gold	200 SSR Points and \$2,700 CAD Minimum Monthly Reward
Platinum	200 SSR Points and \$3,375 CAD Minimum Monthly Reward

LOVE_{your} journey

Amare= Love. Love for yourself. Love for others. Love for high quality products. We want you to truly love your journey, which is why we created this program to reward and recognize Brand Partners as they share Amare and rank up from Silver to Presidential Diamond. When you rank up and maintain that specific rank for at least 3 months in a 12-month period, you get to choose from different reward options ranging from Apple products, designer handbags, cash and exotic humanitarian service trips.

More love = more success!



Rank	Reward Value*
Silver	\$650
Gold	\$1,350
Platinum	\$2,700
Leader	\$4,050
Senior Leader	\$6,750
Executive Leader	\$9,450
Diamond	\$13,500
1 Star Diamond	\$16,875
2 Star Diamond	\$20,250
3 Star Diamond	\$23,625
Presidential Diamond	\$27,000

*Structure needed if volume comes outside Customer volume only.

**Reward Values are presented in CAD."



PLUS, for each Leader and Above LYJ Reward, Amare will donate 5% to The Children's Center Utah in your name!

[Learn More About LOVE Your Journey](#)



PATH_{to} PARADISE

Path to Paradise is a rewards program created to celebrate your efforts in helping others and sharing the love with Amare!

On your Path to Paradise, you'll earn points and rewards when you introduce products and enroll Customers and Brand Partners and for hitting and maintaining certain Ranks — all while you help others be mentally, physically, and financially well.

The ultimate reward? A free trip to paradise to celebrate your success and enjoy time with other like minded, passionate individuals. We can't wait to see you there!

[Learn More About Path to Paradise](#)

DUAL COMPRESSION SYSTEM

Combining the best of Standard Compression and Dynamic Compression, Amare’s Dual Compression System not only compresses non-qualified, inactive Brand Partners but also compresses 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

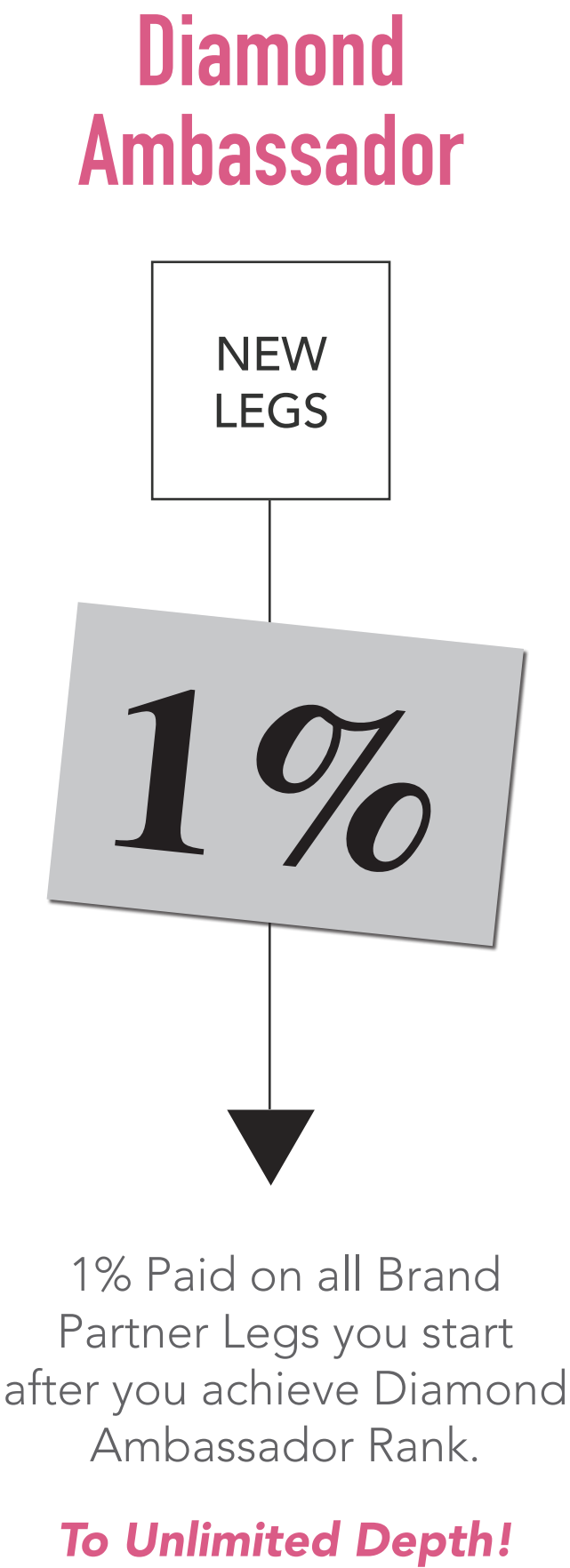
Ensures that all 35% of the Unilevel Volume is paid out to the upline that is qualified to receive payments on each level where Volume is present!



GO FORWARD INFINITY BONUS

When a Brand Partner reaches Diamond Ambassador Rank they begin to earn Go Forward Infinity Bonuses (1%) on all new legs and organizations they start after the rank is achieved.

This is paid to unlimited depth!



MENTOR, LEADER, & GLOBAL AMBASSADOR BONUS POOLS

In true partnership, Amare believes in sharing in the success of the company revenues with those Mentors, Leaders and Global Ambassadors who truly share in our mission. The Revenue Bonus Pools are earned and paid each month to Silver ranks and above. They collectively represent eight percent of the Company Commissionable Volume—the Mentor Pool (2%), the Leader Pool (2%), and the Global Ambassador Pool (4%). A Brand Partner qualifies to earn one or more shares from these pools, paid pro rata, each month that they meet the rank requirements

Mentor Bonus Pools			
	Silver	Gold	Platinum
# of Shares	1	3	5
Extra Shares*	1+	1+	1+

2%
Of the Company
CV



*Earn a one-time additional share for each new Brand Builder you introduce products and personally enroll in the month they first promote.

Leader Bonus Pools								
	Leader	Senior Leader	Executive Leader	Diamond	1 Star Diamond	2 Star Diamond	3 Star Diamond	Presidential Diamond
# of Shares	2	3	5	7	9	11	13	15
Extra Shares*	1+	1+	1+	1+	1+	1+	1+	1+

2%
Of the Company
CV

*Earn a one-time additional share for each new Silver you introduce products and personally enroll in the month they first promote.

	Global Ambassador Bonus Pools				
	Diamond	1 Star Diamond	2 Star Diamond	3 Star Diamond	Presidential Diamond
# of Shares	1	2	3	4	5
Extra Shares*	1+	1+	1+	1+	1+

4%
Of the Company
CV

*Earn a one-time additional share for each new Gold you introduce products and personally enroll in the month they first promote.



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.**

Generating meaningful income and rewards takes dedication and work. The typical Brand Partner earns \$300.48/yearly. See the Income Disclosure Statement found at amare.com/ids. The representation of income does not include expenses.

AMARE GLOBAL COMPENSATION PLAN TERMS & CONDITIONS – CANADA

The Amare Compensation Plan Program is designed to help accelerate Brand Partner’s success so they can begin generating a profit. 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 Diamond. It is our intention that as a Brand Partner advances to the rank of Diamond, Brand Partners will have the resources to create social change and awareness around mental wellness. Brand Partners are not required to purchase products or be on Subscribe & Save to earn bonuses or commissions.

I. Vocabulary & Definitions

Account Status: There are multiple Account Statuses:

- Active:** Brand Partners who have completed a first order or have a personal customer order and maintained a current Brand Partner Membership are considered Active and may qualify to earn commissions.
- Commission Active:** To qualify to earn commissions or bonuses, a Brand Partner must have at least 100 PV during the qualifying month.
- Suspended:** Brand Partners account may be considered on 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 a 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. Brand Partners are considered 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 for personal use. Customers are not allowed to enroll other customers or Brand Partners, (build a downline) and do not have the opportunity to earn 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 begin and end date for which qualifications, bonuses, and commissions are paid. There are three types of bonus periods:

- Daily:** Occurs from 12:00 AM PST to 11:59 PM PST every day. NOTE: Daily Period will not be paid the first 5 days of each month.
- Weekly:** Occurs from Monday 12:00 AM PST to Sunday 11:59 PM PST paid by the Friday following the end of the period.
- Monthly:** Occurs from 1st of the month 12:00 AM PST to the last day of the month 11:59 PM PST paid by the 15th of the following calendar month.
- Yearly:** Occurs from January 1st of the year 12:00 AM PST to December 31st of the year 11:59 PM PST paid by January 31st of the following calendar year.

Clawback: The process of recapturing bonuses, commissions, rewards and other incentives that were paid to Brand Partners. A clawback may be triggered when an order (that bonuses/commissions were paid on) is returned.

Organization: The entire downline of a Brand Partner.

Downline: There are two (2) downline organizations:

Enrollment Downline 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 Downline Tree: All Brand Partners that are placed according to the Placement relationship. This tree is used for Organizational Volume (OV), Volume Outside of Largest Leg (VOLL), and Unilevel purposes.

Leg: The entire organization of a Brand Partner on your frontline. The Brand Partner and their team constitute a Leg in your network. There can be legs in both the Enrollment and Placement Downline Trees.

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

Enroller: A Brand Partner that enrolls another Brand Partner or Customer when they join Amare Global. An Enroller is the first upline Brand Partner of any given Brand Partner or Customer in the Enrollment Downline 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 Downline Tree and impacts bonuses such as Unilevel and Organization Volume (OV) calculation.

Order: A transaction of goods or services with Amare for remuneration from the Brand Partner or Customer. They are assigned Personal Volume (PV) and Commissionable Volume (CV) that is used to determine qualification and bonus payout.

First Order: The initial order completed by the Brand Partners or Customer.

Price Types: There are two (2) Price Types:

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

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

Qualified: A Brand Partner is considered qualified if they meet the paid-as rank requirements for a particular bonus or rank.

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

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: The highest rank a Brand Partner has obtained in in their Career. This rank is 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): Personal Volume (PV) is the sum of Qualifying Volume (QV) from:

- The Brand Partner’s personal orders for personal use or resale, plus
- The Brand Partner’s personally enrolled Customer orders.

Qualifying Volume (QV): Qualifying Volume (QV) 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. This value is used to pay commission and bonuses.

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

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 includes their personal order QV plus that of their customers) plus the PV from their personally enrolled Brand Partners. The Enrollment Downline 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:

Bonus Type	Daily	Weekly	Monthly	Annually
FIRST ORDER BONUS (WEEKLY)	X	X		
FIRST ORDER BONUS (MONTHLY)			X	
CUSTOMER BONUS	X		X	
ME AND THREE PERSONAL BONUS			X	
ME AND THREE TEAM BONUS			X	
UNILEVEL BONUS			X	
FOCUS ON FIVE BONUS			X	

Bonus Type	Daily	Weekly	Monthly	Annually
MINIMUM MONTHLY REWARD BONUS			X	
LOVE YOUR JOURNEY BONUSES			X	
MENTOR BONUS POOL			X	
LEADER BONUS POOL			X	
GLOBAL AMBASSADOR BONUS POOL			X	
GO FORWARD INFINITY BONUS			X	
FOUNDING LEADER POOL				X

III. Rank Advancement & Qualifications:

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. A Brand Partner has two paths to qualify for rank:

1. For a Brand Partner that wishes to build their business by enrolling Customers, the sum of the Personal Customer Volume (PCV) must equate to the OV requirement amounts to qualify for that rank. For instance, if a Brand Partner has 25,000 in Personal Customer Volume, they will be paid as a Leader. Personal Volume does not count toward this requirement.

			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
	PV		100	100	100	100	100	100	100	100	100	100	100	100	100	100
	PCV			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

2. For a Brand Partner that wishes to build their business by enrolling other Brand Partners and building an organization and structure, the rank requirements are listed in the table below:

			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
PV			100	100	100	100	100	100	100	100	100	100	100	100	100	100
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* (Placement Tree)					600	1500	3,000	4,500	7,500	15,000	22,500	37,500	75,000	150,000	225,000	300,000
Leg Requirement&* (Enrollment Tree)				1 Brand Partner	1 Brand Partner	2 Brand Builders	3 Brand Builders	3 Brand Builders	3 Bronze	3 Bronze	3 Silver	4 Silver	4 Silver	4 Silver	4 Silver	4 Silver

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 every Brand Partner is reset at the beginning of each monthly bonus period. Career Ranks are saved and identifies 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 created during the monthly bonus period.

OV: Minimum OV created 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 Downline Tree.

Leg Requirements: The number of Legs in a Brand Partner’s organization, where the leg has a minimum Paid Rank or above during the monthly bonus period. This is based on the Enrollment Downline Tree. For example, for a Brand Partner to be paid as a Silver, they must have 2 Brand Builders legs in their Enrollment Downline Tree.

Bonus Qualification: In order to be paid any commissions for a qualifying month, a Brand Partner must have at least 100 PV in the qualifying month.

Generating meaningful income and rewards takes dedication and work. The typical Brand Partner earns \$300.48/yearly. See the Income Disclosure Statement found at amare.com/ids. The representation of income does not include expenses.

IV. First Order Bonus

The First Order Bonus is paid on the first commissionable volume order placed by a personally enrolled Brand Partner or Customer. This bonus is paid daily, weekly and monthly to the first, second, and third level in the Enrollment Downline Tree based on the table below:

The immediate enroller of the Brand Partner is paid Level 1 at 20%, then the enroller of the immediate enroller is paid Level 2 at 10%, and finally, the third enroller is paid Level 3 at 5%. To earn the First Order Bonus during the weekly bonus period, the Brand Partner must be Commission Active with at least 100 PV for the current or prior month. Orders placed by the Amare X Customer are not paid in the First Order Bonus. Orders will be paid in accordance with the Amare X Compensation plan.

The Daily bonus period is effective September 15, 2025. Daily Pay is available in US and CA for Brand Partners with a Payment Method of Payment Card only. Daily Pay will not be paid from the 1st through the 5th of the month to account for the close of the monthly period. Daily pay will not be paid on Level 2 and Level 3 of this bonus.

If a Brand Partner is inactive for the weekly bonus period for which they could have qualified for a First Order bonus, they will not be paid the weekly bonus. However, should the Brand Partner become Active for the monthly bonus period, they will receive a “True Up,” which will pay the Brand Partner all unpaid First Order bonuses that occurred within the qualifying month. This is paid in the First Order Bonus (Monthly).

Unilevel Bonus is not paid on First Orders. Only one order per account may generate a First Order Bonus. Orders from Customer upgrading to Brand Partners do not qualify for this bonus. The First Order Bonus is paid on Commissionable Volume. Volume paid in other compensation plans and/or from other markets will not be paid this bonus.

Level	Percent Commission	Paid
Level 1	20%	Daily*
Level 2	10%	Weekly
Level 3	5%	Weekly

V. Me and Three Bonus

The Me and Three Bonus is paid monthly and is built around the primary method of operation – Generate sales from three Brand Partners or Customers and then teach each of them to do the same with three more! Brand Partners must be Commission Active and have 600 PTV for the month to earn this bonus. The Enrollment Downline Tree is used for this bonus.

Me and Three Personal Bonus: Generate a total of 300 PV or more through Subscribe and Save in sales from three brand new Customers or Brand Partners and have 600 PTV in sales and earn \$135 CAD that month. Generate a total of 300 PV or more and 600 PTV in sales through Subscribe & Save from at least three Customers or Brand Partner that ordered in their second qualified month on Subscribe and Save and earn \$67.50 CAD that month. Only one qualification is applicable. The max for this bonus is \$135 CAD.

Team Group Bonus: Maintain three personally enrolled Brand Partners that earned their own Me & Three Personal Bonus and maintain 600 PTV in sales, and earn \$337.50 CAD.

VI. Focus On Five Bonus

Focus On Five Bonus: Generate sales to five (5) brand new Customers or new Brand Partners that place orders which total 500 PV or more and have 600 PTV in sales, and earn \$405 CAD. Qualifying order must be placed at the time of enrollment. Orders cannot be combined in any way. One-time Purchase Orders do not qualify. Enrollees must have a unique email, shipping address and billing information to qualify someone for this bonus. Customers that upgraded or a Brand Partner or placed by Amare in the Brand Partner’s organization do not count towards the bonus qualification.

Generating meaningful income and rewards takes dedication and work. The typical Brand Partner earns \$300.48/yearly. See the Income Disclosure Statement found at amare.com/ids. The representation of income does not include expenses.

VII. Customer Bonus:

The Customer Bonus is a primary way to earn commissions on purchasing products from your personally enrolled Customers. Each month, the volume from the purchases of your personally enrolled Customers will determine how much you will be paid between 5%-33% in Customer Bonus based on the table to the right. A Brand Partner’s PV from their personal orders is excluded from the Personal Customer Volume (PCV) and the Customer Bonus calculation. Customer Bonus can only be paid if a Brand Partner is Commission Active. Orders are paid based on the Commissionable Volume for the order. Volume paid in other compensation plans and/or from other markets will not be paid this bonus.

Customer
Bonus For
Unilevel
Orders

Personal Customer Volume	Unilevel Bonus	Customer Bonus	Total Payout
1 - 999	5%	5%	10%
1,000 - 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%

First Orders are paid between 5%-18% in Customer Bonus based on a different volume tier schedule vs non-First Orders, as shown in the table to the right:

Customer
Bonus For
First Order
Bonus
Orders

Personal Customer Volume	First Order Bonus	Customer Bonus	Total Payout
1 - 999	20%		20%
1,000 - 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%

The Daily bonus period is effective September 15, 2025. Daily Pay is available in US and CA for Brand Partners with a Payment Method of Payment Card only. Daily Pay will not be paid from the 1st through the 5th of the month to account for the close of the monthly period. Daily pay will be paid on new Customers initial order only.

Generating meaningful income and rewards takes dedication and work. The typical Brand Partner earns \$300.48/yearly. See the Income Disclosure Statement found at amare.com/ids. The representation of income does not include expenses.

VIII. Monthly Minimum Reward Bonus

Subscribe & Save Reward Points To earn the Subscribe & Save Reward Points (SSR Points), a Brand Partner must personally purchase an order containing 100 SSV in addition to Qualifying for the Monthly Minimum Reward Bonus. SSV purchased by personally enrolled Customers does not count toward this qualification. SSR points will be issued after the close of the monthly bonus period and will be available to be redeemed the following calendar month. For example, SSR points earned in September will be issued and pending on October 15 and can be redeemed on November 1. See the program document to learn more about this program.

Minimum Monthly Reward (MMR) Minimum Monthly Reward (MMR) establishes a minimum threshold amount a Brand Partner can earn in a commissionable month for up to six (6) monthly bonus periods. If qualified, the MMR bonus will be calculated as the difference between the Brand Partner’s total monthly earnings and the MMR threshold at the qualified rank whichever is higher. For instance, if a Brand Partner qualifies for MMR as a Silver in September and earns \$800 CAD in commissions during that month, the MMR Bonus will pay an additional \$550 CAD to reach the threshold of \$1,350 CAD for Silver. If a qualified Silver earned \$1,400 CAD in commission, no additional MMR amount will be paid since the amount earned by the Brand Partner exceeded the threshold of \$1,350 CAD.

The total monthly earnings are calculated as the sum of the weekly, month-end, and yearly commissions in a single commissionable month. Due to the overlapping weeks in the weekly commissions, the entire week will be grouped bases on the start date of the qualified week. For instance, weekly commissions for the week of Monday, September 28, 2020–Sunday, October 4, 2020, will be grouped and calculated with the Brand Partner’s September earnings. A Brand Partner must be Commission Active to be paid this bonus.

MMR will begin on the first month of the qualifying Rank Advancement and will set the minimum threshold for the next six (6) consecutive bonus periods. Brand Partners must meet the rank’s qualification requirements for the monthly bonus period in order to receive an MMR Bonus. Monthly bonus periods where an MMR is not used or applied will not carry over to the next period and will expire. Rank Advancements are calculated using the Career Rank or Lifetime Rank.

Rank	Rewards
— Brand Builder —	75 SSR Points —
— Bronze —	200 SSR Points —
— Silver —	200 SSR Points and \$1,350 Minimum Monthly Reward —
— Gold —	200 SSR Points and \$2,700 Minimum Monthly Reward —
— Platinum —	200 SSR Points and \$3,375 Minimum Monthly Reward —

IX. Love Your Journey Bonus

Love Your Journey (LYJ) is a program that rewards and recognizes Brand Partners as they rank up from Silver to Presidential Diamond. To qualify for the Love Your Journey reward at the new rank, a Brand Partners must hold the new rank for at least three (3) months in a 12-month period at that specific rank. Brand Partners may only earn one Love Your Journey Bonus at each rank. The Amare Career Rank is used to determine Rank Advancements for LYJ.

3 months do not need to be consecutive. Ranks and rewards can be achieved through customer volume only. Must have 30% Outside Largest Leg. For full details and qualifications, see Terms and Conditions. Visit <https://www.nxtbook.com/amareglobal/OtherBooklets/love-your-journey> to learn more.

Rank	Reward Value
Silver	\$675 CAD
Gold	\$1,350 CAD
Platinum	\$2,700 CAD
Leader	\$4,050 CAD
Senior Leader	\$6,750 CAD
Executive Leader	\$9,450 CAD
Diamond	\$13,500 CAD
1 Star Diamond	\$16,875 CAD
2 Star Diamond	\$20,250 CAD
3 Star Diamond	\$23,625 CAD
Presidential Diamond	\$27,000 CAD

X. Unilevel Bonuses

The Unilevel Bonus is a monthly bonus paid based on the Brand Partner’s Placement Downline Tree. The monthly Paid Rank of the Brand Partner will determine the number of levels a Brand Partner is paid in the Unilevel Bonus.

Levels are represented by a Customer or Brand Partner’s placed directly below another person in the organization from the Placement Downline Tree. In order to meet the conditions for this bonus, all requirements for the Paid Rank must be met during the monthly bonus period. This bonus is paid on Commissionable Volume. Volume paid in other compensation plans and/or from other markets will not be paid this bonus.

Generating meaningful income and rewards takes dedication and work. The typical Brand Partner earns \$300.48/yearly. See the Income Disclosure Statement found at [amare.com/ids](https://www.amare.com/ids). The representation of income does not include expenses.

	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
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%

Dual Compression System

In order to help maximize the Unilevel Bonus and allow Brand Partners to be paid on levels beyond the levels defined by their Paid Rank, Compression is used to accomplish this goal. Compression occurs when a Brand Partner is inactive, causing the Unilevel Bonus to roll up and identify the next Active Brand Partner on the higher level. Amare’s Dual Compression System combines Standard Compression and Dynamic Compression to not only compresses non-qualified, inactive distributors but also compresses people who don’t qualify for a specific level of commission payout allowing you to be paid deeper in your organization. Ten (10) Levels is the maximum number of levels someone can be paid in their organization.

Standard Compression: When someone is not qualified (100 PV) to receive payment, the downline compresses before paying out.

Dynamic Compression: Ensures that all 35% of the Unilevel Volume is paid out to the upline based on their qualified paid rank to receive payments on each level where volume is present.

XI. Mentor, Leader, & Global Ambassador Bonus Pools

In true partnership, Amare Global believes in sharing in the success of the company revenues with those Mentors, Leaders and Global Ambassadors who truly share in our mission. Bonus Pools collectively represent eight (8%) of commissionable volume from markets on this compensation plan each month. The Mentor Pool pays 2% of commissionable volume, the Leader Pool pays 2% of commissionable volume, and the Global Ambassador Pool pays 4% of commissionable volume. Commissionable Volume paid in other compensation plans and/or from other markets will not be paid this bonus.

Each pool will have a different share value associated to the shares of that pool. The pool’s share value is determined by multiplying market’s commissionable volume each month by the percentage assigned to the pool and then dividing by the total shares generated for the month for that pool. Shares do not accumulate from month to month and are reset for each monthly bonus period. The minimum share value may also be set by Amare to ensure stability of the Bonus Pool share prices.

Mentor Bonus Pool

	Mentor Bonus Pools		
	Silver	Gold	Platinum
# of Shares	1	3	5
Extra Shares*	1+	1+	1+

2%
Of the Company
CV

*Earn a one-time additional share for each new Brand Builder you introduce products and personally enroll in the month they first promote.

A Brand Partner can also earn additional shares in the Mentor Pool for every new personally enrolled Brand Partner who achieves the rank of Brand Builder for the first time ever during the bonus period. The Brand Partner must be qualified to participate in the pool at the time of earning the additional share.

Leader Bonus Pool

	Leader Bonus Pools							
	Leader	Senior Leader	Executive Leader	Diamond	1 Star Diamond	2 Star Diamond	3 Star Diamond	Presidential Diamond
# of Shares	2	3	5	7	9	11	13	15
Extra Shares*	1+	1+	1+	1+	1+	1+	1+	1+

2%
Of the Company
CV

*Earn a one-time additional share for each new Silver you introduce products and personally enroll in the month they first promote.

A Brand Partner can also earn additional shares in the Leader Pool for every new personally enrolled Brand Partner who achieves the rank of Silver for the first time ever during the bonus month. Brand Partner must be qualified to participate in the pool at the time of earning the additional share.

Generating meaningful income and rewards takes dedication and work. The typical Brand Partner earns \$300.48/yearly. See the Income Disclosure Statement found at amare.com/ids. The representation of income does not include expenses.

Global Ambassador Bonus Pools

Global Ambassador Bonus Pools					
	Diamond	1 Star Diamond	2 Star Diamond	3 Star Diamond	Presidential Diamond
# of Shares	1	2	3	4	5
Extra Shares*	1+	1+	1+	1+	1+

4%

Of the Company

CV

*Earn a one-time additional share for each new Gold you introduce products and personally enroll in the month they first promote.

A Brand Partner can also earn additional shares in the Global Ambassador Bonus pools for every new personally enrolled Brand Partner who achieves the rank of Gold for the first time ever during the bonus month. The Brand Partner must be qualified to participate in the pool at the time of earning the additional share.

XII. Go Forward Infinity Bonus

Amare Global’s Infinity Bonuses are innovative and continue to fuel the purpose and drive of our most successful Brand Partners. When a Brand Partner reaches the rank of Diamond, they begin to earn a 1% bonus from the commissionable volume on all new legs, and the organizations that start from those legs from the date the rank is achieved are paid to unlimited depth!

The Diamond code is assigned to every account and used to identify which Diamond Brand Partner is coded to them for the Go Forward Infinity Bonus. The assignment is determined by two factors:

- If the Enroller is a Diamond or above, assign the new Brand Partner or Customer the Diamond Code that represents the Enroller.
- If the Enroller is not a Diamond or above, assign the new Brand Partner or Customer the same Diamond Code that is assigned to the Enroller.

Brand Partners that achieve the Diamond or above ranks during the bonus period will have all new Brand Partners or Customers that they enroll in the next month coded to them accordingly. For example, if Bob Smith achieved the rank of Diamond for September, all new personally enrolled Brand Partners or Customers in October and beyond will be coded to Bob Smith.

Once a Brand Partner reaches the Diamond Ranks, new Brand Partners and Customers enrolled in the downline will be coded to them regardless of the Brand Partner maintaining their Paid As rank of Diamond and above. This bonus is paid on Commissionable Volume. Volume paid in other compensation plans and/or from other markets will not be paid this bonus.

Once a Brand Partner or Customer is coded, the code will not be changed. Amare Global maintains sole discretion to make any modifications deemed necessary to a Brand Partner or Customer’s code. Qualifying orders for this bonus only include orders from migrated markets and participating in this Compensation Plan.

Generating meaningful income and rewards takes dedication and work. The typical Brand Partner earns \$300.48/yearly. See the Income Disclosure Statement found at amare.com/ids. The representation of income does not include expenses.

XIII. Additional Bonus, Compensation, Commissions, Incentives or Rewards Disclaimer

Fast Start Bonuses

Fast Start Bonuses refers to a combination of bonuses that are paid on the Commissionable Volume when a Brand Partner enrolls five (5) new Customers or Brand Partners who purchase at least 100 in SSV during the same qualifying month. A Brand Partner may earn up to \$500 in the following bonuses:

- **First Order Bonus** – This bonus pays 20% off the first Commissionable Volume order when you enroll a Customer or Brand Partner. For example you enrolled 5 new customers or Brand Partners with 100 CV each that would be a total of \$100 paid in the First Order Bonus. Orders with reduced Commissionable Volume due to a promotion or sale may result in a lesser bonus amount for this portion.
- **Me and Three Personal Bonus** – When a Brand Partner enrolls three (3) Customers or Brand Partners with a total of 300PV on SSV and have 100 PV and 600 PTV, the qualified Brand Partner will earn \$135 CAD Me and Three Personal Enrollment Bonus.
- **Focus on Five Bonus** – In addition, the Brand Partner will receive the \$337.50 CAD Focus on Five Bonus for enrolling five (5) new Customers and Brand Partners with a total of at least 500 PV on SSV.

Additional Terms

Any volume that is generated within different plan requirements will pay according to the compensation plan where the volume was purchased or generated. Volume generated from other markets and paid in other compensation plans, will not be paid in this plan. In addition, Amare applies an Internationalization Factor to volume from each country where the Brand Partner conducts business. The factor will be used to calculate the source amount or commissions volume for an order. This Internationalization Factor will be calculated and updated each quarter based on the country’s bonus rate and the current exchange rate.

Brand Partners enroll to the Amare Compensation Plan based on their country of enrollment. If a Brand Partner wishes to request a change of country, they must provide all the necessary documentation based on Amare’s Policy Manual. If a Brand Partner is a Silver or above, they must have at least 60% of their Organizational Volume in the requested market for at least 3 months in the last 12 months to be considered for a change. A Brand Partner must wait 3 years to be able to submit a change of country again. These requests may be approved or denied at Amare’s sole discretion.

Generating meaningful income and rewards takes dedication and work to promote and sell Amare products to Customers and Brand Partners.

Expected fixed costs to operate the business can vary widely and may include, but are not limited to, expenses incurred by a Brand Partner for the operation and/or promotion of the business such as advertising or promotional expenses, product samples, training, travel, telephone, and internet costs. Amare does not guarantee any specific earnings. Individual income results will vary based on a variety of factors, including personal effort, market conditions, and individual skills. Any earnings or income statements are estimates and should not be considered as guarantees or promises of actual earnings.