



COMPENSATION PLAN 2025

TÜRKİYE

1 September 2025



WELCOME TO THE AMARE GLOBAL COMPENSATION PLAN!

The world is on the cusp of a complete paradigm shift around mental and physical wellness. As Amare, is proud to lead the mental wellness movement with our unique, clinically validated, and award-winning products that helps facilitate the pursuit of happiness.

Financial health has a tremendous impact on mental wellness, which can affect all areas of life. In fact, over 64% of Americans name money as a significant source of stress.

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

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

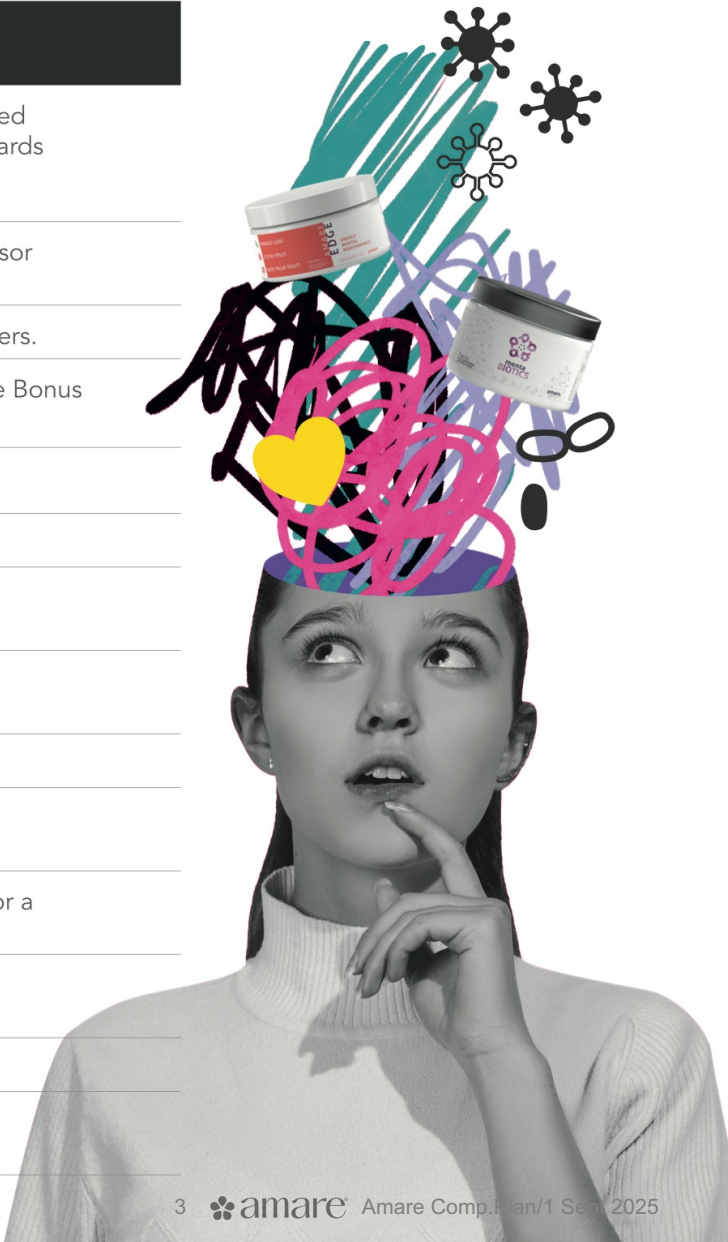
Mental wellness is something we should all enjoy. With the help from you and the rest of the Amare community, Amare will reach our #MarchToAMillion goal of being in 1 million homes globally within five years.

VOCABULARY & DEFINITIONS

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

Acronym	Term	Definition
BP	Brand Partner	<p>A person who enrolls with Amare and wants to share the products with other people. BP's are considered independent business owners. BP's have the opportunity to qualify to earn commissions and other rewards based on their efforts.*</p> <p>* Brand Partner meaning should be interpreted as described in the Amare Policies and Procedures.</p>
C	Customer	A person who purchases Amare products without enrolling as a BP. 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.
PTV	Personal Team Volume	Your PV plus the PV of your personally enrolled Customers and BP's. PTV is used for your Me and Three Bonus and Focus On Five Bonus qualification purposes only.
PCV	Personal Customer Volume	<p>The total volume purchased by your personally enrolled customers.</p> <p>The volume from personal orders does not qualify toward this volume requirement.</p>
OV	Organizational Volume	The combined total of all of the PV from a BP and their entire downline.
CV	Commissionable Volume	The sales volume on which commissions to BP's are paid. Each product as a CV value that is not always equal to the Euro amount spent.
	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 sign someone up under you, you automatically become their enroller.
	Qualified	A BP is considered qualified if they meet the paid-as rank requirements for a particular Bonus or title.
	Eligible	A BP is considered eligible to receive a commission if they meet the career or rank title requirements for a particular payout.
	Rank	Your monthly rank is determined by your ability to achieve specific volume and structure requirements. Rank determines commission payouts.
	Sponsor*	The BP directly above another BP in the organization.*
	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 Amare Compensation Plan Terms and Conditions.





By sharing clinically-backed, sustainably sourced formulations, we can work to see that the health of the planet, farmers and our Customers are all aligned for a better future.

7

Ways

to

Earn

1. FAST START BONUSES

First Order Bonus, Me & Three Bonus and Focus On 5 Bonus: Brand Partners can earn up to \$500+ by introducing Amare products and retaining new Customers and Brand Partners. **That's close to 100% payout in commissions on your first 5 monthly enrollments!**

2. SOCIAL SELLING BONUS

Personal Customer Bonus: Earn and rank advance without building a team! Combined with our First Order and Unilevel Bonuses, you can **earn up to 38% - 48%¹** (calculated based on CV) **in commission** by selling 9k+ 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 \$1,000 per month at the rank of Silver, and up to \$2,500 a month at the rank of Platinum.²

*Must:
Focus on 5

4. CASH PRIZES & CONSISTENCY BONUS

Road to Leader & Rise & Reward
Cash Prizes or Consistency Bonus at every rank starting at Silver.*

5. VACATIONS OF A LIFETIME

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

6. 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!**

7. BONUS POOLS

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

¹Qualify 38% (calculated based on CV) for generating 9k+ in product sales 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.

⁴ See Amare's Road to Leader and Rise & Reward Terms and Conditions to qualify.

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
Road to Leader (Prize Value/*Consistency Bonus)				\$500	\$1,000	\$2,000								
Rise & Reward (Prize Value/*Consistency Bonus)							\$3,000	\$5,000	\$7,500*	\$10,000*	\$12,500*	\$15,500*	\$17,500*	\$20,000*
Minimum Monthly Reward				\$1,000	\$2,000	\$2,500								
Free Product Rewards		\$75	\$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	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
Level 1	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 2		5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 3			5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 4				5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
Level 5					4%	4%	4%	4%	4%	4%	4%	4%	4%	4%
Level 6						4%	4%	4%	4%	4%	4%	4%	4%	4%
Level 7							3%	3%	3%	3%	3%	3%	3%	3%
Level 8										1%	1%	2%	2%	2%
Level 9											1%	1%	1%	1%
Level 10												1%	1%	1%
Mentor Pool (2% of CV)				1	3	5								
Leader Pool (2% of CV)							2	3	5	7	9	11	13	15
Global Ambassador Pool (4% of CV)										1	2	3	4	5

*Free Product Reward is valid only for one time as a rank advancement when you hit a new rank.

**This requirement is not needed if PCV is met for the Rank.

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 RANK TITLE that is qualified to receive payments on each level where Volume is present!



BRAND PARTNER FIRST ORDER BONUS FOR NEW ENROLLMENTS

Level Commission	Percent
Enroller	20,0%
Silver	1,0%
Gold	1,0%
Platinum	1.5%
Leader	2.5%
Senior Leader	2,0%
Executive Leader	2,0%
Diamond	1,0%
One Star Diamond	1,0%
Two Star Diamond	1,0%
Three Star Diamond	1,0%
Presidential Diamond	1,0%

*Brand Partner must purchase a qualifying product pack.

CUSTOMER FIRST ORDER BONUS

Generous bonuses designed to help you earn income quickly.

In order to get your business thriving right away, Amare's First Order Bonus is designed to help you earn income quickly. As you introduce new Customers and Brand Partners to Amare products, you will be rewarded with generous bonuses on their first commissionable volume order.

The First Order Bonus is paid weekly to the new Brand Partner's first, second, and third level upline Enrollers. The first upline level Enroller receives 30%, the second level upline Enroller receives 5%.*

Level	Percent Commission
— Level 1 —————	30% —————
— Level 2 —————	5% —————

First Order Bonus (FOB) does not pay on upgrade orders

UNILEVEL BONUS

Earn as you build a healthy and deep organization.

After the First Order 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%

RETAIL COMMISSIONS

Retail Commissions will be paid based on a predetermined amount in Turkish Lira paid on a customer's orders not paid in the First Order Bonus. Retail Commissions will only be paid to Brand Partners in the Turkey market only. Brand Partners that enroll a Turkey Customer will not be paid Retail Commissions. This bonus will be paid weekly.

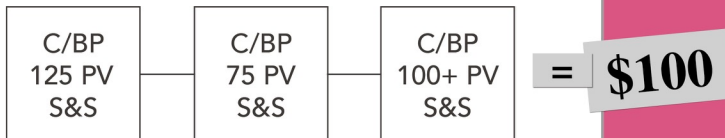
*New Brand Partners can earn their Me and Three Bonus if they meet all the requirements within their first 31 days of enrollment.

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 a \$100 Bonus when you personally introduce products and at least enroll three Customers or Brand Partners who purchase on Subscribe & Save and total 300 PV or more in that month. Then, you will earn an ADDITIONAL \$250 bonus when three people on your team earn their own Me & Three Bonus.

ENROLL 3 (with 1000 PTV)



OR

Personal Retention Bonus

Maintain three Customers or Brand Partners with a total of 300PV or more on S&S and 600 PTV and earn \$50 Bonus **= \$50**
(if you don't earn the personal enrollment bonus)

Team Group Bonus

Earn an ADDITIONAL \$250 bonus when three people on your team earn their own Me & Three Bonus. **= \$250**

*1000 PTV includes personal purchases, personal customer purchases and personal enrollments.

*New Brand Partners can earn their Focus on Five Bonus if they meet all the requirements within their first 31 days of enrollment.

FOCUS ON 5 BONUS

Just share Amare with 5 people!

Introduce products and enroll a total of 5 new Customers or Brand Partners with who total 500 PV or more on Subscribe & Save orders order by the end of month and earn an extra \$500 or more (First Order Bonus \$100 (20% x 500CV), Me & Three Bonus \$100 and Focus on 5 Bonus \$300 = \$500+).

* For Customers/ First Order Bonus \$150 (30%*500 PV)

****For Example:**

ENROLL 1

BP or Customer by the 15th with at least 200PV S&S order and **earn a product credit.**

ENROLL 2

BPs or Customers with at least 100 PV S&S order and **earn your \$100 Me & Three Bonus**

+

ENROLL 2

(TOTAL MUST BE 1500 PTV)

BPs or Customers with at least 100 PV S&S order and **earn \$100 First Order Bonus* plus your \$300 Focus on 5 Bonus**

*1500 PTV includes personal purchases, personal customer purchases and personal enrollments.

=

\$500+

** The Focus on Five bonus can be earned in many ways. This is a single, simple example.

**Fast
Start**

Bonuses



PERSONAL CUSTOMER BONUS

When the volume of your personally enrolled Customers reaches certain amounts, you are paid between **5%-48%** in Customer Volume Bonuses.

Personal Customer Bonus For First Order Bonus Orders

Volume	First Order Bonus	Customer Bonus	Total Payout
1 - 999	30%		30%
1,000 - 2,999	30%		30%
3,000 - 4,999	30%	5%	35%
5,000 - 6,999	30%	8%	38%
7,000 - 8,999	30%	11%	41%
9,000+	30%	18%	48%

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%

Earn

up to

48 %

*Based On CV

Amare Refer-A-Friend Program:

Reward yourself and your friends through our referral program. Share your special link to give them \$10 off their first order.

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

***Please check your backoffice "Refer A Friend" write up for details.**



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 S&S order and earns 62 SSR Points. **1 POINT = 1 DOLLAR**, so Stacey plans to redeem them for a FREE Mood+.

*A redemption fee(\$12) is applied for each 100 SSR Points redeemed.
For more info, see full [terms and conditions](#).
*1 Point = 1 Dollar / Based on "Commission FX Rate"

MINIMUM MONTHLY REWARD

Earn bonus SSR Points and MORE each month!

Get money and product credits in your pocket quicker!
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!

1. Rank Advance to Brand Builder thorough Platinum, and earn SSR points!
2. Rank Advance to Silver, Gold or Platinum plus earn your Focus on Five and earn your MMR bonus for your first time. This will be month one (1) of MMR qualifications.
3. Maintain your Silver, Gold or Platinum qualification and continue earning your Me and Three Personal Bonus or Personal Retention Bonus and earn your MMR Bonus for an additional five (5) consecutive months.
4. This bonus will pay you up to six (6) consecutive monthly periods.

Rank	Rewards
Brand Builder	75 SSR Points
Bronze	200 SSR Points
Silver	200 SSR Points and \$1000 Minimum Monthly Reward
Gold	200 SSR Points and \$2000 Minimum Monthly Reward
Platinum	200 SSR Points and \$2500 Minimum Monthly Reward

*Participant must rank advance to earn the rank based SSR points.

**For more please refer to your Backoffice-MMR Brochure

ROAD *to* LEADER




DRIVE
YOUR
GROWTH
BE REWARDED
AT EVERY
TURN



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TAKE THE WHEEL AND STEER YOUR WAY TO LEADERSHIP WITH ROAD TO LEADER!

Take the wheel and steer your way to leadership with Road to Leader! Designed to accelerate your success, this program rewards you with generous bonuses at the beginning of your Amare journey.

		
SILVER	GOLD	PLATINUM
\$500 BONUS	\$1,000 BONUS	\$2,000 BONUS
Get rolling quickly and earn a \$500 bonus at your first stop on the Road to Leader.	Establish a steady pace and earn a \$1,000 bonus.	Keep up your momentum and earn a \$2,000 bonus!
HOW TO QUALIFY	HOW TO QUALIFY	HOW TO QUALIFY
Achieve New Career Rank of Silver 4 times within 6 months.*	Achieve New Career Rank of Gold 4 times within 6 months.*	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.

*Please check your backoffice "Road to Leader" write up for details.



RISE & REWARD

CHART
YOUR PATH

BUILD
MOMENTUM

REACH
YOUR REWARD

WONDERING HOW TO TAKE YOUR BUSINESS TO THE NEXT LEVEL?

Participate in Rise & Reward!

RANK	REQUIREMENT	REWARD
LEADER	Achieve rank for 3 months out of 12 months*	\$3,000 ONE-TIME PAYOUT
SENIOR LEADER	Achieve rank for 3 months out of 12 months*	\$5,000 ONE-TIME PAYOUT
EXECUTIVE LEADER	Achieve rank for 3 months out of 12 months*	\$7,000 ONE-TIME PAYOUT
DIAMOND	Achieve rank for 3 months out of 12 months*	\$10,000 ONE-TIME PAYOUT OR Consistency Bonus at \$375/month for 36 months*
1 STAR DIAMOND	Achieve rank for 3 months out of 12 months*	\$12,500 ONE-TIME PAYOUT OR Consistency Bonus at \$500/month for 36 months*
2 STAR DIAMOND	Achieve rank for 3 months out of 12 months*	\$15,000 ONE-TIME PAYOUT OR Consistency Bonus at \$625/month for 36 months*
3 STAR DIAMOND	Achieve rank for 3 months out of 12 months*	\$17,500 ONE-TIME PAYOUT OR Consistency Bonus at \$750/month for 36 months*
PRESIDENTIAL DIAMOND	Achieve rank for 3 months out of 12 months*	\$20,000 ONE-TIME PAYOUT OR Consistency Bonus at \$875/month for 36 months*

*Plus, earn additional special rewards for multiple new rank ups for Diamonds and above!**

Three months do not have to be consecutive but must be achieved within twelve (12) months of Rank Advancing to the qualification rank including the rank advancement month. You must have 100 PV to receive this bonus.

*Please check your backoffice "Rise & Rewards" write up for details.



PATH to PARADISE

Adventure and rewards await you along your Path to Paradise! Be celebrated at every step of this exciting journey in one of our most beloved rewards programs.

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

The ultimate reward? Earning a FREE trip to a dreamy destination where you can celebrate your accomplishments and make meaningful memories with your Amare community! It's time to embark on a rewarding journey. Are you ready?

Learn More About Path to Paradise please check your BackOffice.

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 Amare Global Türkiye 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 Amare Global Türkiye 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 Amare Global Türkiye CV

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

CROSS-BORDER COMMISSION CALCULATIONS

We're presenting how commissions are calculated when it comes to cross-border orders involving Türkiye. This is to help ensure fair earnings across markets, especially given Türkiye's unique product pricing.

For Brand Partners in Türkiye:

They'll now earn more when Customers or Brand Partners outside of Türkiye place orders.

- *62% increase will be applied to the CV on those cross-border orders.**

Example: U.S. customer buys Happy Juice for \$149.95 (105 CV).+ VAT with S&S

Old: $105 \times 20,7 \times \%5 = 108,67 \text{ TRY}$

New: $105 \times 20,7 \times 1,62 \times \%5 = 176,05 \text{ TRY}$

For Brand Partners outside of Türkiye:

- *They'll see a 50% reduction in CV when earning from Customers or Brand Partners in Türkiye.**

Example: A Türkiye customer buys Fit20 (2-pack) + VAT with S&S for 3.281,19 TRY (100 CV).

Old: $100 \times 1 \times \%5 = \5 USD

New: $100 \times 1 \times 0,5 \times \%5 = \$2,50 \text{ USD}$

* Conversion factors will be evaluated at regular intervals.

Why These Changes?

Brand Partners in Türkiye will now earn 62% more on orders from outside Türkiye, while those outside Türkiye will experience a 50% reduction in CV when earning from Türkiye-based Customers or Brand Partners.

These updates ensure that the Türkiye compensation model remains equitable and competitive—while still empowering all Brand Partners to build globally. Our goal is to foster opportunity and growth across every region, and these changes reflect our commitment to a balanced and fair system for everyone.



For More;

Please check «Terms&Conditions» in your Backoffice.