



# COMPENSATION PLAN

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## NEW ZEALAND

EFFECTIVE 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 by inspiring people to love and believe in themselves.

Amare's Compensation Plan is one of the most competitive and innovative business models in the industry – we checked.

In addition, 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.

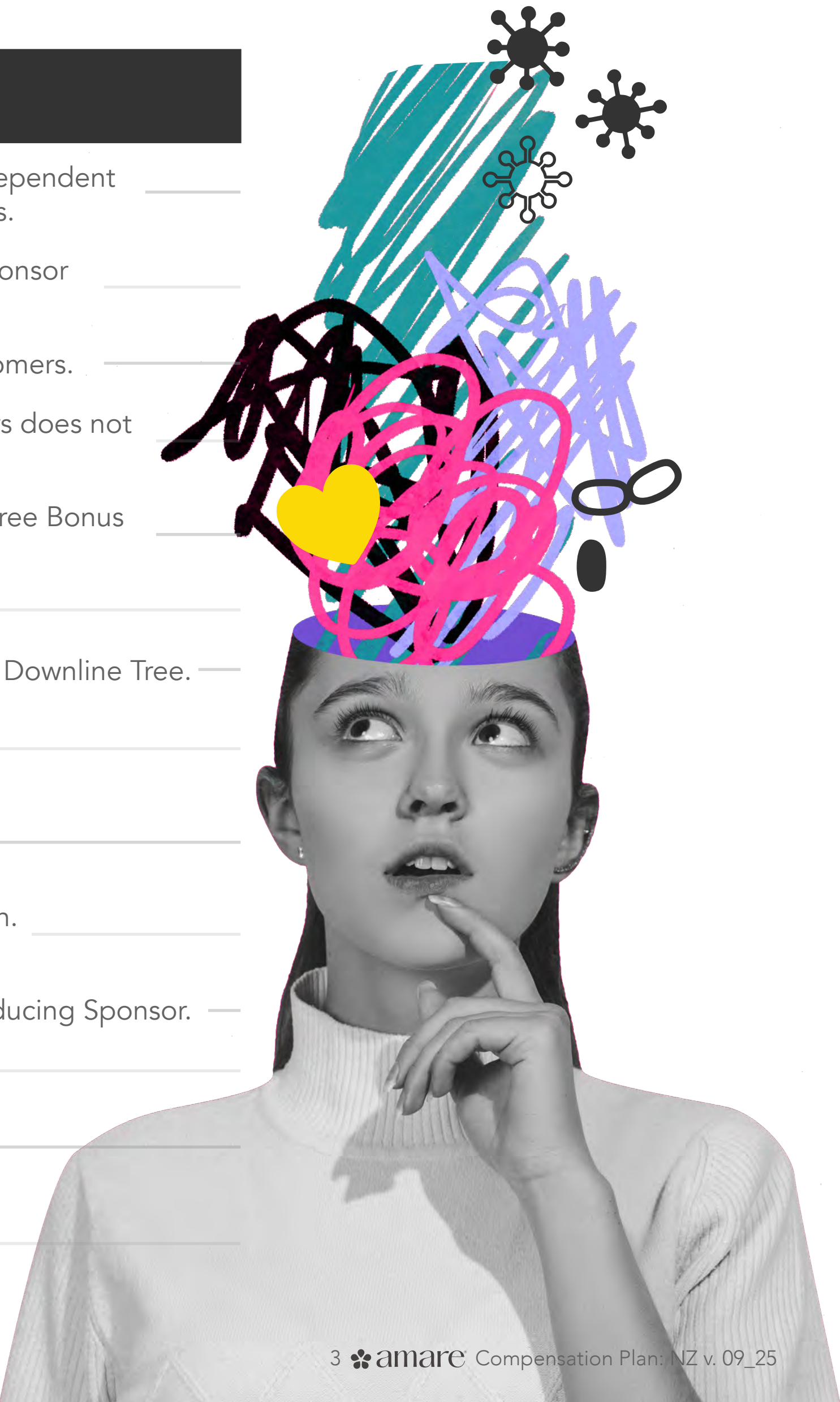


# VOCABULARY & DEFINITIONS

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, BP's 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 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.
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 Customers and BP's. PTV is used for your Me and Three Bonus qualification purposes only.
OV	Organisational Volume	The combined total of all of the PV from a BP and their entire downline.
VOLL	Volume Outside Largest Leg	The Organisational 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	Qualifying Volume (QV) is a value assigned to the order used to determine the qualification status for bonuses, commissions and ranks.
	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.
	Introducing Sponsor*	When you introduce or enroll a Customer or Brand Partner to Amare Global you become their Introducing Sponsor.
	Placement Sponsor*	The BP directly above another BP in the organisation.*
	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 organisation 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.



# 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 \$640 NZD<sup>1</sup> by selling Amare products and retaining new Customers and Brand Partners. **That's close to 100% payout in commissions on your first 5 monthly enrolments!**

### 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%<sup>2</sup> 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 \$1,450 NZD per month at the rank of Silver, and up to \$3,625 NZD a month at the rank of Platinum.<sup>3</sup>

### 4. REWARDS & CASH PRIZES

**Road To Leader & Rise and Rewards:** These programs will give you cash prizes as you move up the ranks! For those that elevate to Diamond, you'll experience even better rewards.<sup>4</sup>

### 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 the company.

<sup>1</sup>First Order Bonus is calculated based on CV and is subject to change if CV is discounted for any reason.

<sup>2</sup>Qualify 38% for generating 9K in Personal Customer Volume to Brand Partners and/or Customers. <sup>3</sup>To qualify and maintain the Minimum Monthly Reward, Brand Partners must maintain their rank by meeting the rank requirements. <sup>4</sup>See Road to Leader [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	
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* (Enrolment 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	
Road to Leader / Rise & Reward				\$725 NZD	\$1,450 NZD	\$2,900 NZD	\$4,350 NZD	\$7,250 NZD	\$10,150 NZD	\$14,500 NZD	\$18,125 NZD	\$21,750 NZD	\$25,375 NZD	\$29,000 NZD	
Minimum Monthly Reward				\$1,450 NZD	\$2,900 NZD	\$3,625 NZD									
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	

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



# 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 product to new Customers and Brand Partners, 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 Enrolers. The first upline level Enroler receives 20%, the second level upline Enroler receives 10%, and the third level upline Enroler receives 5%.\*

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

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

# UNILEVEL BONUS

Earn as you build a healthy and deep organisation

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 organisation.

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% —



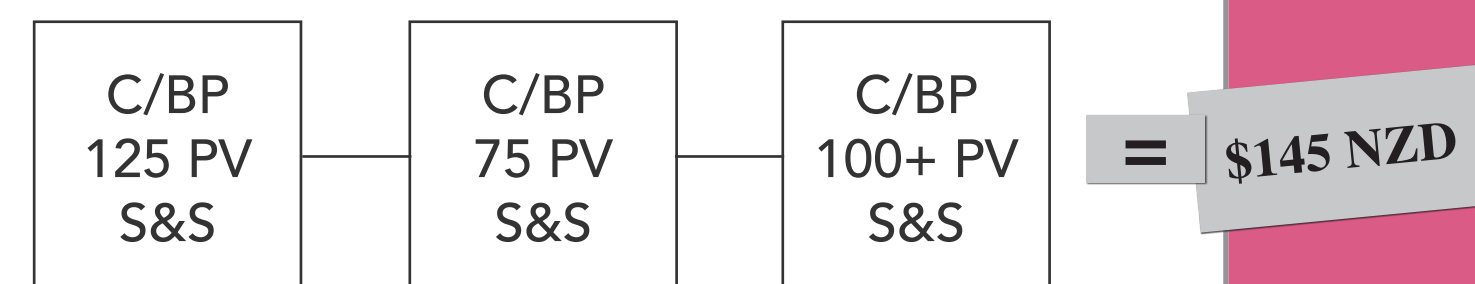


## ME & THREE BONUS

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 a \$145 NZD Bonus when you personally introduce products and enrol at least 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 \$362.50 NZD bonus when you have three people on your team that earn their own Me & Three Bonus.

### ENROL 3 (with 600 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 \$72.50 NZD Bonus (if you don't earn the personal enrolment bonus)

= \$72.50 NZD

AND

#### Team Group Bonus

Earn an ADDITIONAL \$362.50 NZD bonus when you have three people on your team that earn their own Me & Three Bonus.

= \$362.50 NZD

## FOCUS ON 5 BONUS

Just share Amare with 5 people!

Introduce products and welcome 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:

ENROL 1

+

ENROL 2

+

ENROL 2

=

BP or Customer by the 15th with at least 100 PV S&S order and  
earn a product credit

BPs or Customers with at least 200 PV combined S&S orders and  
earn your \$145 NZD Me & Three Bonus

BPs or Customers with at least 200 PV combined S&S orders and  
earn \$435 NZD Focus on 5 Bonus. Add your First Order Bonus from these orders and grow your income!

\$660 NZD +

Fast  
Start

Bonuses



\* First Order 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 enroled Customers reaches certain amounts, you are paid between **5%-38%** in Personal Customer Volume Bonuses.

Personal 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%

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%

\*Personal Volume does not qualify as Personal Customer Volume. Personal purchases are not paid in this bonus.



**Earn**

up to **38%\***

**Amare Refer-A-Friend Program:**

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

Encourage your Customers to participate in our referral program so that they can earn Product Credits!





# 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 towards her next order.

\*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 \$1,450 NZD Minimum Monthly Reward
Gold	200 SSR Points and \$2,900 NZD Minimum Monthly Reward
Platinum	200 SSR Points and \$3,625 NZD Minimum Monthly Reward



# ROAD<sub>to</sub> LEADER



## SILVER

\$725<sub>NZD</sub>  
BONUS

Get rolling quickly and earn a \$725<sub>NZD</sub> 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

\$1,450<sub>NZD</sub>  
BONUS

Establish a steady pace and earn a \$1,450<sub>NZD</sub> bonus.

### HOW TO QUALIFY

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



## PLATINUM

\$2,900<sub>NZD</sub>  
BONUS

Keep up your momentum and earn a \$2,900<sub>NZD</sub> bonus!

### HOW TO QUALIFY

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



# 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 rank for three months.*	\$4,350 NZD*
Senior Leader	Achieve rank for three months.*	\$7,250 NZD*
Executive Leader	Achieve rank for three months.*	\$10,170 NZD*
Diamond	Achieve rank for three months.*	\$14,500 NZD*
1 Star Diamond	Achieve rank for three months.*	\$18,125 NZD*
2 Star Diamond	Achieve rank for three months.*	\$21,750 NZD*
3 Star Diamond	Achieve rank for three months.*	\$25,375 NZD*
Presidential Diamond	Achieve rank for three months.*	\$29,000 NZD*

\* 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. You must have 100 PV to receive this bonus.

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





# PATH<sub>to</sub> 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 through various business activities, including hitting and maintaining new Ranks - all while you help others be mentally, physically and financially well.

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



# 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 organisation.

## 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!



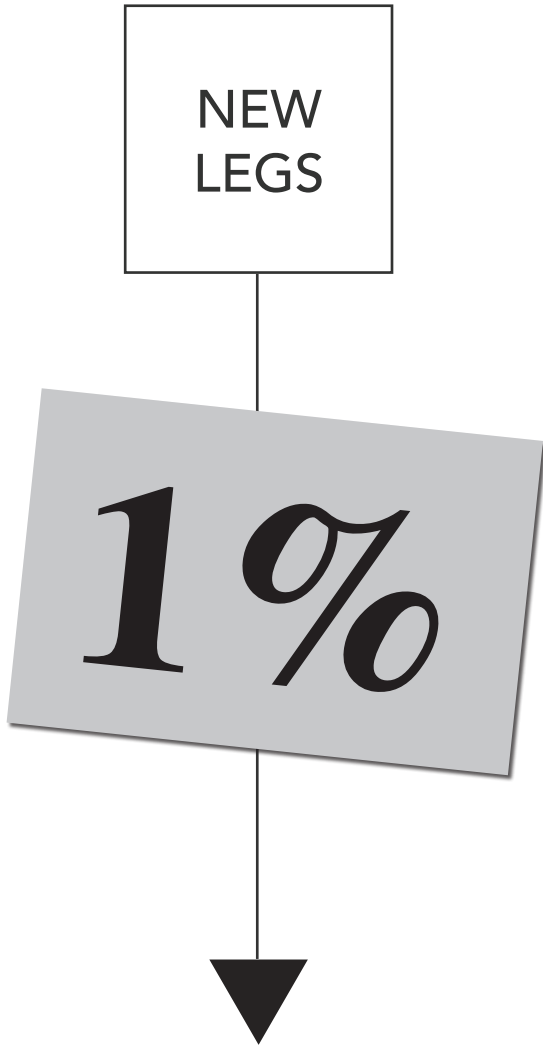


# GO FORWARD INFINITY BONUS

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

This is paid to unlimited depth!

Diamond  
Ambassador



1% Paid on all Brand Partner Legs you start after you achieve Diamond Ambassador Rank.

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 seven 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				2% Of the Company CV	
	Silver	Gold	Platinum		
# of Shares	1	3	5		
Extra Shares*	1+	1+	1+		

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

Leader Bonus Pools									2% Of the Company CV	
	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+		

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

Global Ambassador Bonus Pools						4% Of the Company CV	
	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+		

\*Earn a one-time additional share for each new Gold you introduce products and personally enrol 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.**

\*Source: [globalwellnessinstitute.org](http://globalwellnessinstitute.org)



# AMARE GLOBAL COMPENSATION PLAN TERMS & CONDITIONS – NZ

The Amare Compensation Plan Program is designed to help accelerate Brand Partners success so they can begin generating income. 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 enrol 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:

- 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.

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

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

**Enrolment Downline Tree:** All personally enroled first-level (i.e., front-line) Brand Partners, Customers and their personally enroled 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 Organisational Volume (OV), Volume Outside of Largest Leg (VOLL), and Unilevel purposes.

**Leg:** The entire organisation 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 Enrolment and Placement Downline Trees.

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

**Introducing Sponsor:** A Brand Partner that enrolls another Brand Partner or Customer when they join Amare Global. An Introducing Sponsor is the first upline Brand Partner of any given Brand Partner or Customer in the Enrolment 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 Organisation 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 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 enroled 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.

**Organisational 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 Organisational 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 enroled 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 enroled Brand Partners. The Enrolment 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	Monthly	Weekly	Annually
FIRST ORDER BONUS (WEEKLY)		X	
FIRST ORDER BONUS (MONTHLY)	X		
CUSTOMER BONUS	X		
ME AND THREE PERSONAL BONUS	X		
ME AND THREE TEAM BONUS	X		
UNILEVEL BONUS	X		
FOCUS ON FIVE BONUS	X		

Bonus Type	Monthly	Weekly	Annually
MINIMUM MONTHLY REWARD BONUS	X		
RISE TO REWARDS - ROAD TO LEADER	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 2 paths to qualify for rank:

1. Amare Affiliate is a Brand Partner that wishes to build their business by introducing new Customers to Amare. 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	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. Brand Promoter is a Brand Partner that wishes to build their business by enrolling other Brand Partners and building an organisation 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&* (Enrolment 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 are 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 organisation, where the leg has a minimum Paid Rank or above during the monthly bonus period. This is based on the Enrolment Downline Tree. For example, for a Brand Partner to be paid as a Silver, they must have 2 Brand Builders legs in their Enrolment 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.



IV. First Order Bonus

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

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

The immediate enroler of the Brand Partner is paid Level 1 at 20%, then the enroler of the immediate enroler is paid Level 2 at 10%, and finally the third enroler 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.

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.

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 Enrolment Downline Tree is used for this bonus.

**Me and Three Personal Bonus:** A Brand Partner must be Commission Active, have 600 PTV and personally introduce three (3) new Customers or Brand Partners with orders which total 300 PV or more on Subscribe & Save in that month and earn \$145 NZD. This is also known as the Me and Three Personal Enrolment Bonus. If a Brand Partner does not personally introduce three (3) new Customers or Brand Partners, the Brand Partner may maintain three (3) Customers or Brand Partners they previously introduced with orders which total 300 PV or more on Subscribe & Save in that month and earn \$72.50 NZD instead. This is only known as the Me and Three Personal Retention Bonus. The maximum for this bonus is \$145 NZD.

**Me and Three Team Bonus:** In addition to being Commission Active and having 600 PTV, a Brand Partner must also maintain at least three (3) personally enroled Brand Partners who earned their own Me & Three Personal Bonus to earn the Me and Three Team Bonus of \$362.50 NZD. The qualified downline must earn at least the Me and Three Personal Retention Bonus (\$72.50 NZD) to earn this bonus.

VI. Focus On Five Bonus

**Focus On Five Bonus:** Personally introduce a total of five (5) new Customers or new Brand Partners who places orders which total 500 PV or more on Subscribe & Save during their enrolment month and earn \$435 NZD. Qualifying order must be placed at the time of enrolment. Orders cannot be combined in any way. One-time Purchase Orders do not qualify. Enrolees must have a unique email, shipping address and billing information to qualify someone for this bonus. Order from Customer who upgrade to Amare Brand Partners do not count toward this bonus qualification. Accounts placed by Amare in the Brand Partner’s organisation do not count towards the bonus qualification.



VII. Customer Bonus:

The Customer Bonus is a primary way you can earn commissions on the purchase of products from your personally introduced Customers. Each month the volume from the purchases of your personally enroled Customers will determine how much you will be paid between 5%-33% in Customer Bonus based on the table below. 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.

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 below:

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%



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 introduced 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.

**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 NZD in commissions during that month, the MMR Bonus will pay an additional \$650 NZD to reach the threshold of \$1,450 NZD for Silver. If a qualified Silver earned \$1,500 NZD in commission, no additional MMR amount will be paid since the amount earned by the Brand Partner exceeded the threshold of \$1,450 NZD.

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, 29 May 2023–Sunday, 4 June 2023, will be grouped and calculated with the Brand Partner’s May earnings. A Brand Partner must be Commission Active to be paid this bonus. A Brand Partner must still meet at least 30% of the Volume Outside Largest Leg based on the required OV to participate.

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 Amare’s Career Rank.

Rank	Rewards
— Brand Builder —	75 SSR Points
— Bronze —	200 SSR Points
— Silver —	200 SSR Points and \$1,450 NZD Minimum Monthly Reward
— Gold —	200 SSR Points and \$2,900 NZD Minimum Monthly Reward
— Platinum —	200 SSR Points and \$3,625 NZD Minimum Monthly Reward



IX. Road To Leader & Rise and Rewards

**Road To Leader & Rise and Rewards** is a program that rewards and recognises Brand Partners as they rank up from Silver to Presidential Diamond. To qualify for Road to Leader a Brand Partners must hold the new rank for at least four (4) months in a 6-month period and Rise and Rewards, 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 reward Bonus at each rank. The Amare Career Rank is used to determine Rank Advancements for Road To Leader & Rise and Rewards. A Brand Partner must still meet at least 30% of the Volume Outside Largest Leg based on the required OV to participate.

Road to Leader

Get in the driver’s seat and steer your way to DOUBLE REWARDS in the new Road to Leader Program.

SILVER

\$725<sub>NZD</sub>  
BONUS

Get rolling quickly and earn a \$725<sub>NZD</sub> 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

\$1,450<sub>NZD</sub>  
BONUS

Establish a steady pace and earn a \$1,450<sub>NZD</sub> bonus.

HOW TO QUALIFY

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

PLATINUM

\$2,900<sub>NZD</sub>  
BONUS

Keep up your momentum and earn a \$2,900<sub>NZD</sub> bonus!

HOW TO QUALIFY

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

Rise and Reward

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

RANK	REQUIREMENT	REWARD
Leader	Achieve rank for three months.*	\$4,350 NZD*
Senior Leader	Achieve rank for three months.*	\$7,250 NZD*
Executive Leader	Achieve rank for three months.*	\$10,170 NZD*
Diamond	Achieve rank for three months.*	\$14,500 NZD*
1 Star Diamond	Achieve rank for three months.*	\$18,125 NZD*
2 Star Diamond	Achieve rank for three months.*	\$21,750 NZD*
3 Star Diamond	Achieve rank for three months.*	\$25,375 NZD*
Presidential Diamond	Achieve rank for three months.*	\$29,000 NZD*

\*ONE-TIME PAYOUT



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 organisation 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.

				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 maximise 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 organisation. Ten (10) Levels is the maximum number of levels someone can be paid in their organisation.

**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 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 Amare Global’s commissionable volume each month. The Mentor Pool is paid 2% of company CV, the Leader Pool is paid 2% of company CV and the Global Ambassador Pool is paid 4% of company CV. Each pool will have a different share value associated to the shares of that pool. The pool’s share value is determined by multiplying Amare Global’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 enrol in the month they first promote.

A Brand Partner can also earn additional shares in the Mentor Pool for every new personally enroled Brand Partner that achieves the rank of Brand Builder for the first time ever during the bonus period. 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 enrol in the month they first promote.

A Brand Partner can also earn additional shares in the Leader Pool for every new personally enroled Brand Partner that 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.



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 enrol in the month they first promote.

A Brand Partner can also earn additional shares in the Global Ambassador Bonus pools for every new personally enroled Brand Partner that achieves the rank of Gold 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.

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 organisations that start from those legs from the date the rank is achieved, 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 Enroler is a Diamond or above, assign the new Brand Partner or Customer the Diamond Code that represents the Enroler.
- If the Enroler is not a Diamond or above, assign the new Brand Partner or Customer the same Diamond Code that is assigned to the Enroler.

Brand Partners that achieve the Diamond or above ranks during the bonus period will have all new Brand Partners or Customers that they enrol in the next month coded to them accordingly. For example, if Bob Smith achieved the rank of Diamond for September, all new personally enroled 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 enroled in the downline will be coded to them regardless of the Brand Partner maintaining their Paid As rank of Diamond and above.

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.



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

Fast Start Bonuses refers to a combination of bonuses that are paid on the Commissionable Volume when a Brand Partner enrolls 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 \$660 NZD 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. Assuming they each purchase 100 CV each that would be a total of \$100 NZD 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 300 PV or more on Subscribe & Save and have 100 PV and 600 PTV, the qualified Brand Partner will earn \$145 NZD Me and Three Personal Enrollment Bonus.
- **Focus on Five Bonus** – In addition, the Brand Partner will receive the \$435 NZD Focus on Five Bonus for enrolling five (5) new Customers and Brand Partners with a total of 500 PV or more on Subscribe & Save.

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.

Any volume that is generated within different plan requirements will first pay according to the comp plan where the volume was generated and then to compensation plans in the markets where upline brand partners reside. If the difference in comp plans causes the volume to pay out differently in the country where the volume originated, the Company will adjust the volume and or payouts in upline markets to prevent the same volume from paying out in more than one overlapping bonus.

### XIV. Income Disclaimer

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.