

# **Amare Compensation Plan Terms and Conditions – Europe**

The Amare Compensation Plan is designed to reward your efforts by incentivizing Brand Partners to share Amare with others and introduce them to Amare Global. 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.

*\* Earnings presented are hypothetical and illustrate how the compensation plan operates in an ideal scenario; they DO NOT represent or guarantee actual earnings. The income the individual achieves will vary based on the effort and time invested in their business. Building a strong customer base is crucial to success.*

## 1. Vocabulary & Definitions

- **Account Status\*:** There are multiple Account Statuses:
  1. **Active:** Brand Partner who generate 100 PV in personal product business volume from personal orders for personal use or resale, and/or Customer orders during the current or previous calendar month, is considered commission active and may qualify to earn commissions.
  2. **Suspended:** Brand Partner's account may be considered on suspended status for various reasons set forth in the Amare's Policies and Procedures. Calculated commissions on the account may be held due to a Suspended Status.
  3. **Cancelled:** Cancellation may be either voluntary or involuntary. An account may be placed in a terminated status for various reasons set forth in Amare's Policies and Procedures and the Application Agreement Terms and Conditions. Terminated and Cancelled accounts are no longer qualified to earn commissions.

*\*This list is not exhaustive; please consult the Amare Policies and Procedures and the Application Agreement Terms and Conditions for further reference.*

- **Account Types:** There are two (2) account types:
  1. **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.  
*\* Brand Partner meaning should be interpreted as described in the Amare Policies and Procedures.*
  2. **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 Policies and Procedures.
- **Brand Partner Membership:** Once a Brand Partner has enrolled pursuant to Amare's Policies and Procedures and the Amare's Application Agreement Terms and Conditions, the Brand Partner will be assigned an account and Amare ID number.
- **Bonus, Commissions, Incentives or Rewards:** Brand Partners can participate in the compensation plan and earn bonuses, commissions, incentives, and rewards pursuant to this Compensation Plan and other promotional activities as published by Amare Global from time to time.
- **Bonus Period:** A Bonus period represents the beginning and end date for which qualifications, bonuses, and commissions are paid. There are two types of bonus periods:
  1. **Weekly Commission Period** – defined as Monday @ 12:00 a.m. (midnight) to Sunday @ 11:59:59 p.m., CET, taking into account Daylight Savings Time, and is paid by the Friday following the end of the period. The deadline for weekly commissions may vary by an hour in areas not observing Daylight Savings Time.
  2. **Monthly Commission Period** – defined by calendar month from midnight of the first (1st) through 11:59:59 p.m. of the last day of the month, CET, taking into account Daylight Savings Time, and is paid by the 15th of the following calendar month. The deadline for monthly commissions may vary by an hour in areas not observing Daylight Savings Time.

- **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.
- **Downline:** There are two (2) downline organizations:
  1. **Enrollment Downline Tree:** All first-level (i.e., front-line) Brand Partners, Customers and their first-level Brand Partners, Customers, and so on, until the end of the tree is reached.
  2. **Placement Downline Tree:** Consist of Brand Partners that are placed according to the Placement relationship. This tree is used for Unilevel purposes.
- **Leg:** The entire organization of the 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. The relationship is determined by the placement within the Placement Downline Tree and impacts the Unilevel Bonus and the Organizational Volume (OV) calculation.
- **Order:** A transaction of goods or services with Amare for remuneration from the Brand Partner or Customer. They are assigned PV and CV 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:
  1. One time Purchase Price: The price assigned for a purchase that does not have a reoccurring subscription.
  2. Subscribe & Save Price: The price assigned for a purchase that has a reoccurring subscription created. This price generates Subscribe & Save Volume.
- **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:
  1. **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.
  2. **Recognition Rank:** The highest rank a Brand Partner has obtained in the last twelve months. This rank will typically be used for recognition purposes.
  3. **Paid as Rank:** The rank at which a Brand Partner qualifies and is paid within a specific commission period. Paid as Rank is determined monthly.
- **Volume Types:** Volumes are values assigned to an Order to determine bonus qualification (These values are universal and not currency-dependent):
- **Personal Volume (PV):** Personal Volume (PV) is the sum of Qualifying Volume (QV) from:
  1. The Brand Partner's personal orders for personal use or resale, plus
  2. The Brand Partner's personally enrolled Customer orders.
- **Commissionable Volume (CV):** A value assigned to an order to be used for commission calculation.
- **Organizational Volume (OV):** A Brand Partner's OV is the sum of the Brand Partner's own PV (which is based on QV) and the PV from all downline Brand Partners in the Placement Downline Tree.
- **Volume Outside Largest Leg (OLL):** A Brand Partner's OLL is the sum of the Brand Partner's Organizational Volume (which is based on QV) and the PV from all downline int he Placement Downline Tree.

- **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 orders. The volume from personal orders does not qualify toward this volume requirement.
- **Personal Team Volume (PTV):** A Brand Partner’s PTV is the sum of the Brand Partner’s own PV (which is based on QV) and the PV from their personally enrolled Brand Partners. The Enrollment Downline Tree is used to calculate PTV.
- **Subscribe & Save Volume (SSV):** The value assigned to product subscription purchases.

## 2. Bonus Period

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

| Bonus Type   | Monthly | Weekly |
|--|---------|--------|
| First Order Bonus (Weekly)   |         | x      |
| First Order Bonus (Monthly)  | x       |        |
| Customer Bonus   | x       |        |
| Me And Three Bonus   | x       |        |
| Me And Three Personal Retention Bonus                                    | x       |        |
| Me And Three Team Group Bonus  | x       |        |
| Unilevel Bonus   | x       |        |
| Focus On Five Bonus  | x       |        |
| Minimum Monthly Reward Bonus -<br>(There Is An Obligation To Focus On 5) | x       |        |
| Rise & Reward and Road to Leader Program                                 | x       |        |
| Mentor Bonus Pool  | x       |        |
| Leader Bonus Pool  | x       |        |
| Global Ambassador Bonus Pool   | x       |        |
| Go Forward Infinity Bonus  | x       |        |

## 3. 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. The rank requirements are listed in the table below:

| Brand Partner                           | Brand Partner Bonus | Bronze     | Monitor Ranks |            |            | Leader Ranks |               |                  | Global Ambassador Ranks |                |                |                |                   |            |
|---|---------------------|------------|---------------|------------|------------|--------------|---------------|------------------|-------------------------|----------------|----------------|----------------|-------------------|------------|
|   |                     |            | Silver        | Gold       | Platinum   | Leader       | Senior Leader | Executive Leader | Diamond                 | 1 Star Diamond | 2 Star Diamond | 3 Star Diamond | President Diamond |            |
| Min & Reward & Reward Leader (PV/Year)  |                     |            | 400 €         | 800 €      | 1,200 €    | 1,400 €      | 4,000 €       | 6,000 €          | 8,000 €                 | 10,000 €       | 15,000 €       | 18,000 €       | 20,000 €          | 25,000 €   |
| Minimum Monthly Reward                  |                     |            | 400 €         | 1,200 €    | 1,800 €    | 1,400 €      | 1,800 €       | 1,800 €          | 1,800 €                 | 1,800 €        | 1,800 €        | 1,800 €        | 1,800 €           | 1,800 €    |
| Free Product Rewards**                  | 100                 | 150        | 180           | 180        | 180        | 180          | 180           | 180              | 180                     | 180            | 180            | 180            | 180               | 180        |
| PV                                      | 100                 | 150        | 180           | 180        | 180        | 180          | 180           | 180              | 180                     | 180            | 180            | 180            | 180               | 180        |
| OV (Minimum PV)                         | 1,000               | 2,000      | 3,000         | 4,000      | 5,000      | 7,000        | 10,000        | 15,000           | 20,000                  | 25,000         | 30,000         | 35,000         | 40,000            | 45,000     |
| Volume Outside Largest Leg (Minimum PV) |                     | 100        | 1,000         | 2,000      | 4,000      | 7,000        | 10,000        | 15,000           | 20,000                  | 25,000         | 30,000         | 35,000         | 40,000            | 45,000     |
| Leg Requirements (Minimum PV)           |                     | 1 Headline | 1 Headline    | 1 Headline | 1 Headline | 1 Headline   | 2 Headline    | 2 Headline       | 2 Headline              | 2 Headline     | 2 Headline     | 2 Headline     | 2 Headline        | 2 Headline |

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

\* The Rank stated are not necessarily representative of the typical income or profit, if any, that a Brand Partner can or will earn through his or her participation in the Amare Compensation Plan. The success of a Brand Partner will depend on personal efforts, including, but not limited to, skill and time invested in developing the business. Amare does not guarantee any level of income or success.

To achieve a new rank advancement, the Brand Partner must meet the requirements of the new rank set forth in a monthly bonus period. The Paid as Rank of each 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 correspond to gaining access to additional bonuses and commissions. For recognition purposes, a Brand Partner’s Recognition Rank is represented as the highest Paid as 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.

**VOLL (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 of during the monthly bonus period. This is based on the Enrollment Downline Tree. For example: For a Brand Partner to have a Silver Leg, there must be 2 Brand Builder legs in the paid as rank under that leg.

**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.

#### 4. First Order Bonus

The First Order bonus is paid weekly and monthly to the first and second level upline Enrollers based on the table below. The payment will be made through CV (Commissionable Volume).

##### Brand Partner First Order Bonus For New Enrollments

| Level            | Percent Commission |
|------------------|--------------------|
| 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% |

### Customer First Order Bonus

| Level   | Percent Commission |
|---------|--------------------|
| Level 1 | 30%                |
| Level 2 | 5%                 |

To earn the First Order bonus during the weekly bonus period, the Brand Partner must be Active for the current month prior to the weekly bonus period or Active for the 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 (Correction)” which will pay the Brand Partner all unpaid First Order bonuses that occurred within the qualifying month.

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

## 5. 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 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:** A Brand Partner must be Commission Active, have 600 PTV and personally enroll three (3) new Customers or Brand Partners with an order that contains at least 100 PV on Subscribe and Save, and earn 80 euros. A Brand Partner must be Commission Active, have 600 PTV and personally enroll three (3) new Customers or Brand Partners with an order that contains at least 100 PV on Subscribe and Save, and earn 40 euros. The bonus pays maximum of 80 euros.

Qualifying order must be placed following the acceptance by Amare of the Brand Partner’s enrollment. Orders from Customers who upgrade to Amare Brand Partners do not count toward this bonus qualification. Orders cannot be combined in any way. One-time Purchase Orders do not qualify. Enrollees must have a unique Tax Identification Number (TIN) an email and billing information to qualify someone for this bonus. Accounts placed by Amare in the Brand Partner’s organization do not count towards the bonus qualification.

For instance:

- If an existing Brand Partner enrolls 3 new Customers and Brand Partners with 100PV on Subscribe and Save with 600 PTV, they will earn the Me and Three Personal Bonus at 80 euros.
- If an existing Brand Partner has 3 existing Customers and Brand Partners with 100PV on Subscribe and Save with 600 PTV, they will earn the Me and Three Personal Bonus at 40 euros.

- If a Brand Partner earns the enrollment bonus, they do not earn retention bonus. If a Brand Partner enrolls 3 new enrollments and has 3 existing Customer/Brand Partners that are different individuals, they will only earn 80 euros in the Me and Three Bonus total. They do not earn 120 euros. There is a maximum of 80 euros for the Me and Three Personal Bonus.
- **Personal Retention Bonus:** Maintain three Customers or Brand Partners you previously enrolled with an order that contains at least 100 SSV each and have 600 PTV so you can earn 40 euros. This bonus is not paid If a Me and Three Bonus is earned.
- **Team Group Bonus:** In addition to being Commission Active and having 600 PTV, a Brand Partner must also maintain at least three (3) personally enrolled Brand Partners who earned their own Me & Three Personal Bonus to earn the Me and Three Team Bonus of 200 euros. The qualified downline must earn at least the Me and Three Personal Retention

## 6. Focus On Five Bonus

Focus On Five Bonus: Personally enroll a total of five (5) new Customers or new Brand Partners who each places an initial order of at least 100 SSV during their enrollment month and have a total of 600 PTV and earn 240 EUR. 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. Orders from Customers who upgrade to Amare Brand Partners do not count toward this bonus qualification. Accounts placed by Amare in the Brand Partner’s organization do not count towards the bonus qualification.

## 7. Customer Bonus

The Customer Bonus is a primary way you can earn commissions on the purchase of 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 below. A Brand Partner’s own PV is excluded from Customer Bonus volume calculation. Customer orders placed in markets that are not paid in this compensation plan will not be paid in the bonus.

| <b>Personal Customer Bonus For First Order Bonus Orders</b> |                          |                       |                     |
|---|--------------------------|-----------------------|---------------------|
| <b>Volume</b>   | <b>First Order Bonus</b> | <b>Customer Bonus</b> | <b>Total Payout</b> |
| 1 - 499   | 30%                      |                       | 30%                 |
| 500 - 999   | 30%                      |                       | 30%                 |
| 1.000 - 1.999   | 30%                      |                       | 30%                 |
| 2.000 - 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%                 |

*\*The values in this table have been calculated based on CV (Commissionable Volume).*

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:

| <b>Personal Customer Bonus For Unilevel Orders</b> |                       |                       |                     |
|--|-----------------------|-----------------------|---------------------|
| <b>Volume</b>                                      | <b>Unilevel Bonus</b> | <b>Customer Bonus</b> | <b>Total Payout</b> |
| 1 - 499  | 5%                    |                       | 5%                  |
| 500 - 999  | 5%                    | 5%                    | 10%                 |
| 1.000 - 1.999                                      | 5%                    | 10%                   | 15%                 |
| 2.000 - 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 values in this table have been calculated based on CV (Commissionable Volume).

## 8. Subscribe & Save Reward Points & Minimum Monthly Reward Bonus

- Subscribe & Save Reward Points:** To earn the rank based Subscribe & Save Reward Points (SSR Points), a Brand Partner must personally purchase an order containing 100 SSV and Rank Advance to Silver, Gold, and Platinum. Points will be awarded one-time only. 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. Visit your Backoffice SSR write up to learn more about SSR points and the Subscribe & Save Rewards 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 and starts when you rank advance to Silver, Gold and Platinum and qualify for the Focus on Five Bonus.

| <b>Rank</b>   | <b>Rewards</b>                                    |
|---------------|---|
| Brand Builder | 75 SSR Points                                     |
| Bronze        | 200 SSR Points                                    |
| Silver        | 200 SSR Points and 640 € Minimum Monthly Reward   |
| Gold          | 200 SSR Points and 1.200 € Minimum Monthly Reward |
| Platinum      | 200 SSR Points and 1.600 € Minimum Monthly Reward |

### Following are the qualifications:

- Rank Advance to Brand Builder through Platinum, and earn SSR points!
- 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.
- 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.



- **Terms and Conditions:**

MMR is a bonus that pays you the difference of your Amare commissions and the minimum thresholds of 640 EUR for Silver, 1.200 EUR for Gold and 1.600 EUR for Platinum. For instance, if you qualify for the Silver MMR and you earn 360 EUR in commissions, you will be paid 280 EUR in the MMR Bonus.

Your monthly commissions are calculated by adding all the weekly and monthly commissions earned in a commissions period based on the start date of the weekly commissions. For instance, weekly commissions for the week of Monday, September 25, 2023–Sunday, October 1, 2023, will be grouped and calculated with the Brand Partner’s September earnings.

This bonus will pay you up to six (6) consecutive monthly periods.

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. 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 25, 2023–Sunday, October 1, 2023, will be grouped and calculated with the Brand Partner’s September earnings.

SSR points will only be for the month of rank advancement. This includes Silver, Gold and Platinum, which will be different from the one time period associated with MMR.

MMR will begin on the first month of the qualifying Rank Advancement and Brand Partner must earn the Focus on Five Bonus in the same calendar month to earn the bonus for the first time. This is month one (1) of MMR qualification.

Once qualified, a Brand Partner will be paid the qualified MMR Bonus for an additional five (5) subsequent months so long as the Brand Partner continues to qualify for the Me and Three Personal Bonus and being paid as Silver or above. The MMR Bonus will be paid a maximum of six (6) consecutive bonus periods. Even if a Brand Partner continues to qualify for Me and Three Personal and Focus and Five Bonuses, the MMR will not continue to pay until the Brand Partner rank advances to the next rank.

Monthly bonus periods where an MMR Bonus is not used or applied will not carry over to the next period and will expire.

In March, you rank advance to Silver, and you do not earn the Focus on Five Bonus, then you will not earn the MMR Bonus. In April, you rank advance to Silver, and you qualify for the Focus on Five Bonus, you will qualify for the MMR Bonus for the first time in April. Your six (6) month qualification period is from April – September. In any month from April to September, if you qualify as Silver and earn the Me and Three Personal bonus, you will qualify for the MMR Bonus. In any month from April to September, if you qualify as Silver, but you do not earn the Me and Three Personal Bonus, you will not earn the MMR Bonus during the qualification period. In any month from April to September, if you do not qualify for Silver but you earn the Focus on Five Bonus, you will not earn the MMR Bonus during the qualification period. Once you rank advance to Gold and earn the Focus on Five Bonus in the same calendar month, you are eligible to earn the MMR Bonus at the Gold qualification. Rank based SSR points will only be awarded for the month of rank advancement. The rank based SSR points have no association with the MMR Bonus qualification.

## 9. Rise & Reward & Road to Leader Program

While the Rise & Reward Promotion is active, the Participant must advance to a new Career Rank. The Participant must achieve a Paid as Rank of the new Career Rank in two (2) additional Monthly Bonus Periods for a total of three (3) months where the New Career Rank has been achieved during the PROGRAM period to receive the Reward. Rewards within the Program are earned once per account. All details can be found in the Rise & Reward Program Terms and Conditions.

Road to Leader Program, applies to Silver, Gold and Platinum Ranks only.

Silver – Achieve Silver three times within five months after the first month in which the New Career Rank Silver is achieved.

Gold – Achieve Gold three times within five months after the first month in which the New Career Rank Gold is achieved.

Platinum – Achieve Platinum three times within five months after the first month in which the New Career Rank Platinum is achieved.

All details can be found in the Road to Leader Program Terms and Conditions.

## 10. Unilevel Bonuses

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 in their organization a Brand Partner is paid in the Unilevel Bonus.

Levels are represented by Customers or Brand Partners 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 achieved during the monthly bonus period. Orders placed in other markets not in this compensation plan will not be paid in this plan.

| Level    | Brand Partner |               |               | Member Rank |      |          | Leader Rank |               |                  | Global Ambassador Rank |                |                |                |                   |
|----------|---------------|---------------|---------------|-------------|------|----------|-------------|---------------|------------------|------------------------|----------------|----------------|----------------|-------------------|
|          | Brand Partner | Brand Partner | Brand Partner | Silver      | Gold | Platinum | Leader      | Senior Leader | Executive Leader | Diamond                | 1 Star Diamond | 2 Star Diamond | 3 Star Diamond | President Diamond |
| Level 1  | 2%            | 2%            | 2%            | 2%          | 2%   | 2%       | 2%          | 2%            | 2%               | 2%                     | 2%             | 2%             | 2%             | 2%                |
| Level 2  |               | 2%            | 2%            | 2%          | 2%   | 2%       | 2%          | 2%            | 2%               | 2%                     | 2%             | 2%             | 2%             | 2%                |
| Level 3  |               |               | 2%            | 2%          | 2%   | 2%       | 2%          | 2%            | 2%               | 2%                     | 2%             | 2%             | 2%             | 2%                |
| Level 4  |               |               |               | 2%          | 2%   | 2%       | 2%          | 2%            | 2%               | 2%                     | 2%             | 2%             | 2%             | 2%                |
| Level 5  |               |               |               |             | 2%   | 2%       | 2%          | 2%            | 2%               | 2%                     | 2%             | 2%             | 2%             | 2%                |
| Level 6  |               |               |               |             |      | 2%       | 2%          | 2%            | 2%               | 2%                     | 2%             | 2%             | 2%             | 2%                |
| Level 7  |               |               |               |             |      |          | 2%          | 2%            | 2%               | 2%                     | 2%             | 2%             | 2%             | 2%                |
| Level 8  |               |               |               |             |      |          |             | 2%            | 2%               | 2%                     | 2%             | 2%             | 2%             | 2%                |
| Level 9  |               |               |               |             |      |          |             |               | 2%               | 2%                     | 2%             | 2%             | 2%             | 2%                |
| Level 10 |               |               |               |             |      |          |             |               |                  | 2%                     | 2%             | 2%             | 2%             | 2%                |

**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.

**Standard Compression:** When someone is not qualified with 100 PV to receive payment the downline compresses before paying out. Ten (10) pay levels is the maximum for potential pay levels.

**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!

## 11. 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. The Bonus Pools are earned and paid each month. Bonus Pools collectively represent eight (8%) of qualified commissionable volume each month for markets in this Amare Compensation Plan. Volume generated from other markets that are not paid in this compensation plan will be excluded. The Mentor Pool is paid 2% of qualified CV, the Leader Pool is paid 2% of qualified CV and the Global Ambassador Pool is paid 4% of qualified 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 qualified commissionable volume each month by the percentage assigned to the pool and then divided 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.

\* CVs are from Amare Global EU Migrated Markets

### Mentor Bonus Pool

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

#### 2 % of Amare Global Europe CV

\*Earn a one-time 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 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.

### 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 Amare Global Europe CV

\*Earn a one-time 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 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 Pool

|               | <b>Global Ambassador Bonus Pools</b> |                       |                       |                       |                             |
|---------------|--------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------------|
|               | <b>Diamond</b>                       | <b>1 Star Diamond</b> | <b>2 Star Diamond</b> | <b>3 Star Diamond</b> | <b>Presidential Diamond</b> |
| # of Shares   | 1                                    | 2                     | 3                     | 4                     | 5                           |
| Extra Shares* | 1+                                   | 1+                    | 1+                    | 1+                    | 1+                          |

**4 % of Amare Global Europe CV**

A Brand Partner can also earn additional shares in the Global Ambassador Bonus pool for every new personally enrolled Brand Partner that you personally enrolls who rank advances to Gold for the first time ever during the bonus month. The Brand Partner must qualify to participate in the pool when earning additional shares.

**12.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 Diamond ranks, 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, 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 Rank of Diamond and above. Orders place by Customers or Brand Partners in countries that are not paid in this compensation plan will be excluded.

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.

**13.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 400 EUR if they meet all qualifications and has 600 PTV in the following bonuses:
- First Order Bonus – This bonus pays 30% off the first Commissionable Volume order when you enroll a Customer or Brand Partner. Assuming they purchase 100 CV each that would be a total of 120 EUR 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 at least one 100 SSV and have 100 PV and 600 PTV, the qualified Brand Partner will earn 80 EUR Me and Three Personal Enrollment Bonus.
- Focus on Five Bonus – In addition, the Brand Partner will receive the 240 EUR Focus on Five Bonus for enrolling five (5) new Customers and Brand Partners with an initial order of 100 SSV.

- 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 Compensation Plan where the volume was generated/originated. Volume generated by markets not in this compensation plan will be excluded from the bonus calculations. A volume factor will apply in the event of cross-border enrolling or sponsoring that will affect all volume calculations including but not limited to OV, OLL, PTV and all bonus payouts.
- Currency amounts listed in this document are converted to local currency using the Bonus Rate used for the purposed of commission calculation. The bonus rate is determined at the sole discretion of Amare Global and may be changed without notice.
- Amare might provide translations of marketing, sales, and policy materials in foreign languages. Should there be any differences in terms of wording, meaning, or interpretation between the English version and the translations, the English version shall prevail and be considered as standard guideline.
- Amare's Compensation Plan is governed by the applicable territorial, provincial, or federal laws relevant to our industry. These laws supersede any provisions contained within this document.
- Results, participation in incentive trips and other sales promotions are not typical or guaranteed and require hard work and skill. Qualification requires hard work, skill and meeting specific sales targets. Most people do not qualify. By referring customers, Brand Partners can earn meaningful supplemental income based on actual product sales. Most people join only to purchase amazing products for personal use and earn little or no income. To see what's possible check our Income Disclosure Statement on [www.amare.com](http://www.amare.com).