



COMPENSATION PLAN 2024

TÜRKİYE



WELCOME TO THE AMARE GLOBAL COMPENSATION PLAN!

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

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

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

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

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

VOCABULARY & DEFINITIONS

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

| Acronym | Term | Definition |
|---------|-----------------------|---|
| BP | Brand Partner | 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. |
| PTV | Personal Team Volume | Your PV plus the PV of your personally enrolled BP's. PTV is used for your Me and Three Bonus and Focus On Five Bonus qualification purposes only. |
| OV | Organizational Volume | The combined total of all of the PV from a BP and their entire downline. |
| CV | Commissionable Volume | The sales volume on which commissions to BP's are paid. Each product has a CV value that is not always equal to the dollar amount spent. |
| | Commission Active | A BP must maintain at least 100 PV to be considered active, and to earn commissions for that month. Otherwise they are considered inactive. |
| | Enroller* | When you sign someone up under you, you automatically become their enroller. |
| | Qualified | A BP is considered qualified if they meet the paid-as rank requirements for a particular bonus or title. |
| | Eligible | A BP is considered eligible to receive a commission if they meet the career or rank title requirements for a particular payout. |
| | Rank | Your monthly rank is determined by your ability to achieve specific volume and structure requirements. Rank determines commission payouts. |
| | Sponsor* | The BP directly above another BP in the organization.* |
| | Leg | A new leg is added to your organization when you personally enroll a new BP. A BP has as many legs as they have first level BP's. |

*For more info, see full terms and conditions.





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

8

Ways

to

Earn

1. FAST START BONUSES

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

2. SOCIAL SELLING BONUS

Personal Customer Bonus: Earn and rank advance without building a team! Combined with our First Order and Unilevel Bonuses, you can **earn up to 38% - 48%¹** (calculated based on CV) **in commission** by selling 9k+ product sales and even earn a spot on the annual international trip!

3. MINIMUM MONTHLY REWARD

At our early Mentor ranks you will earn a Minimum Monthly Reward starting at \$1,000 per month at the rank of Silver, and up to \$2,500 a month at the rank of Platinum.²

*Must: Focus on 5

4. REWARDS & CASH PRIZES

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

5. CAR PROGRAM

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

6. VACATIONS OF A LIFETIME

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

7. CREATE A LEGACY

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

8. BONUS POOLS

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

¹Qualify 38% (calculated based on CV) for generating 9k+ in product sales to Brand Partners and/or Customers.

²To qualify and maintain the Minimum Monthly Reward, Brand Partners must maintain their rank by meeting the rank requirements.

³See Amare's Love Your Journey Terms and conditions to qualify. ⁴See Car Program Terms and Conditions.

AMARE COMMISSIONS OVERVIEW

| | AMARE Ranks | | | | | | | | | | | | | | |
|--|---------------|---------------|-----------------|------------------|------------------|------------------|----------|---------------|------------------|-----------|-------------------------|----------------|----------------|----------------------|--|
| | Brand Partner | Brand Builder | Bronze | Mentor Ranks | | | | Leader Ranks | | | Global Ambassador Ranks | | | | |
| | | | | Silver | Gold | Platinum | Leader | Senior Leader | Executive Leader | Diamond | 1 Star Diamond | 2 Star Diamond | 3 Star Diamond | Presidential Diamond | |
| Love Your Journey (Price Value**Car Option) | | | | \$500 | \$1,000 | \$2,000 | \$3,000 | \$5,000 | \$7,500* | \$10,000* | \$12,500* | \$15,500* | \$17,500* | \$20,000* | |
| Minimum Monthly Reward | | | | \$1,000 | \$2,000 | \$2,500 | | | | | | | | | |
| Free Product Rewards | | \$75 | \$200 | \$200 | \$200 | \$200 | \$200 | \$200 | \$200 | \$200 | \$200 | \$200 | \$200 | \$200 | |
| PV | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | |
| OV (Placement Tree) | | 1,000 | 3,000 | 5,000 | 10,000 | 15,000 | 25,000 | 50,000 | 75,000 | 125,000 | 250,000 | 500,000 | 750,000 | 1,000,000 | |
| Volume Outside Largest Leg (Placement Tree) | | | 600 | 1500 | 3,000 | 4,500 | 7,500 | 15,000 | 22,500 | 37,500 | 75,000 | 150,000 | 225,000 | 300,000 | |
| Leg Requirement (Enrollment Tree) | | | 1 Brand Partner | 2 Brand Builders | 3 Brand Builders | 3 Brand Builders | 3 Bronze | 3 Bronze | 3 Silver | 4 Silver | 4 Silver | 4 Silver | 4 Silver | 4 Silver | |
| Level 1 | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | |
| Level 2 | | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | |
| Level 3 | | | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | |
| Level 4 | | | | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | 5% | |
| Level 5 | | | | | 4% | 4% | 4% | 4% | 4% | 4% | 4% | 4% | 4% | 4% | |
| Level 6 | | | | | | 4% | 4% | 4% | 4% | 4% | 4% | 4% | 4% | 4% | |
| Level 7 | | | | | | | 3% | 3% | 3% | 3% | 3% | 3% | 3% | 3% | |
| Level 8 | | | | | | | | | | 1% | 1% | 2% | 2% | 2% | |
| Level 9 | | | | | | | | | | 1% | 1% | 1% | 1% | 1% | |
| Level 10 | | | | | | | | | | | | 1% | 1% | 1% | |
| Mentor Pool (2% of CV) | | | | 1 | 3 | 5 | | | | | | | | | |
| Leader Pool (2% of CV) | | | | | | | 2 | 3 | 5 | 7 | 9 | 11 | 13 | 15 | |
| Global Ambassador Pool (4% of CV) | | | | | | | | | | 1 | 2 | 3 | 4 | 5 | |

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

DUAL COMPRESSION SYSTEM

Combining the best of Standard Compression and Dynamic Compression, Amare's Dual Compression System not only compresses non-qualified, inactive Brand Partners but also compresses people who don't qualify for a specific level of commission payout allowing you to be paid deeper in your organization.

Standard Compression

When someone is not qualified (100 PV) to receive payment the downline compresses before paying out. 10 Levels is the LIMIT for potential pay.

Dynamic Compression

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



BRAND PARTNER FIRST ORDER BONUS FOR NEW ENROLLMENTS

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

*Brand Partner must purchase a qualifying product pack.

CUSTOMER FIRST ORDER BONUS

Generous bonuses designed to help you earn income quickly.

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

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

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

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

UNILEVEL BONUS

Earn as you build a healthy and deep organization.

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

| Level | Percent Commission |
|----------|--------------------|
| Level 1 | 5% |
| Level 2 | 5% |
| Level 3 | 5% |
| Level 4 | 5% |
| Level 5 | 4% |
| Level 6 | 4% |
| Level 7 | 3% |
| Level 8 | 2% |
| Level 9 | 1% |
| Level 10 | 1% |



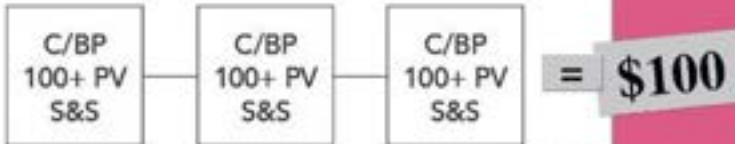
*New Brand Partners can earn their Me and Three Bonus if they meet all the requirements within their first 31 days of enrollment.

ME & THREE BONUS

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

The Me & Three Bonus is paid monthly and is built around our primary method of operation – You earn a \$100 Bonus when you personally introduce products and enroll three Customers or Brand Partners who purchase on Subscribe & Save with at least 100 PV that month. Then you will earn an ADDITIONAL \$250 bonus when you have three people on your team that earn their own Me & Three Bonus.

ENROLL 3 (with 1000 PTV)



OR

Personal Retention Bonus

Maintain three Customers or Brand Partners with 100+PV on S&S and 600 PTV and earn \$50 Bonus (if you don't earn the personal enrollment bonus)

= \$50

AND

Team Group Bonus

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

= \$250

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

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

FOCUS ON 5 BONUS

Just share Amare with 5 people!

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

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

ENROLL 1 Brand Partner or Customer with at least 100 PV Subscribe&Save order

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

ENROLL 2

+

ENROLL 2

(TOTAL MUST BE 1500 PTV)

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

= **\$500+**

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

Fast

Start

Bonuses



PERSONAL CUSTOMER BONUS

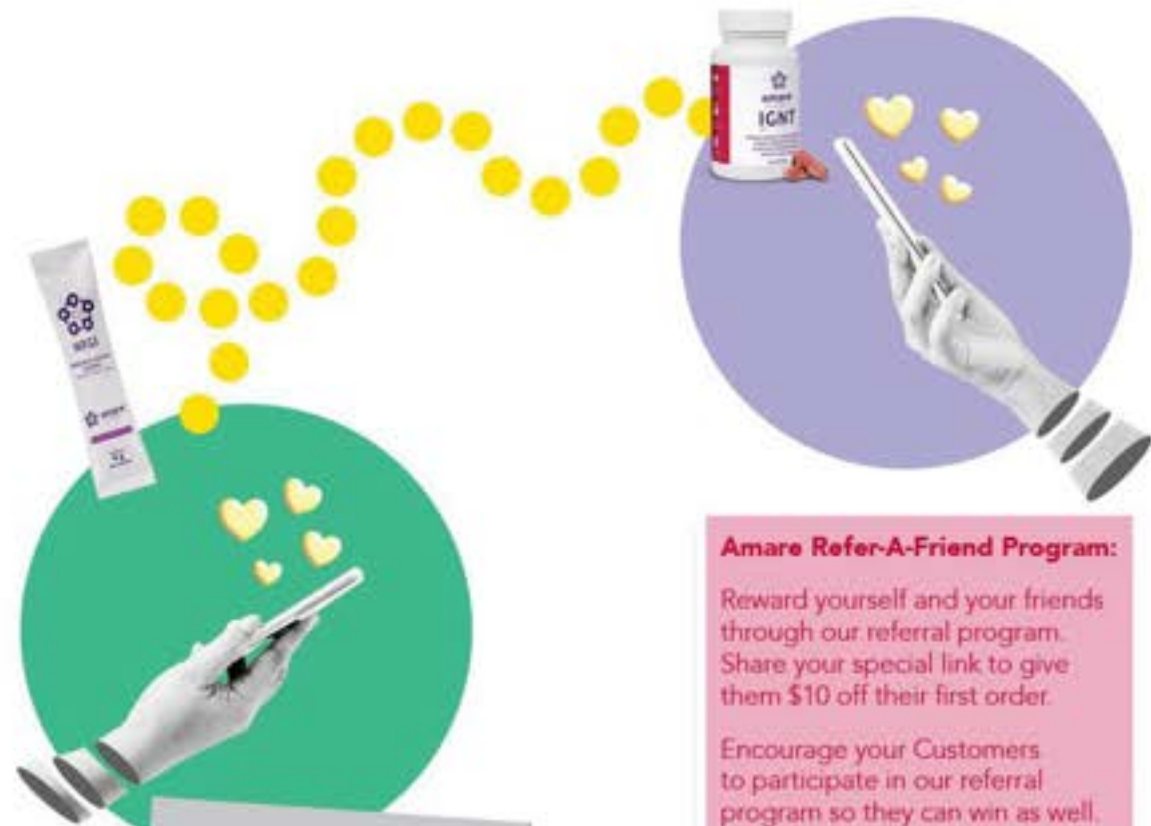
When the volume of your personally enrolled Customers reaches certain amounts, you are paid between **5%-48%** in Customer Volume Bonuses.

Personal Customer Bonus For First Order Bonus Orders

| Volume | First Order Bonus | Customer Bonus | Total Payout |
|---------------|-------------------|----------------|--------------|
| 1 - 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% |

Personal Customer Bonus For Unilevel Orders

| Volume | Unilevel Bonus | Customer Bonus | Total Payout |
|---------------|----------------|----------------|--------------|
| 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% |



Earn

up

to

48%*

*Based On CV

Amare Refer-A-Friend Program:

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

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

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



SUBSCRIBE & SAVE REWARDS

Consistency is KEY - more consistent = more rewards!

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

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

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

SSR Example: Stacey has ordered consistently for 13+ months and achieved the 25% SSR level. She places a \$250 S&S order and earns 62 SSR Points. **1 POINT = 1 DOLLAR**, so Stacey plans to redeem them for a FREE Mood+.

*A redemption fee(\$10) is applied for each 100 SSR Points redeemed. For more info, see full terms and conditions.

*1 Point = 1 Dollar / Based on "Commission Fx Rate"

MINIMUM MONTHLY REWARD

Earn bonus SSR Points and MORE each month!

Get money and product credits in your pocket quicker!

All new and existing Brand Partners can participate! Advance to the ranks of Bronze and above and start earning these additional reward points and a minimum monthly reward for up to 6 months!

How to Participate:

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

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

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

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

LOVE_{your} journey

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

More love = more success!



| Rank | Volume* | Rewards |
|----------------------|-----------|----------|
| Silver | 5,000 | \$500 |
| Gold | 10,000 | \$1,000 |
| Platinum | 15,000 | \$2,000 |
| Leader | 25,000 | \$3,000 |
| Senior Leader | 50,000 | \$5,000 |
| Executive Leader | 75,000 | \$7,000 |
| Diamond | 125,000 | \$10,000 |
| 1 Star Diamond | 250,000 | \$12,500 |
| 2 Star Diamond | 500,000 | \$15,000 |
| 3 Star Diamond | 750,000 | \$17,500 |
| Presidential Diamond | 1,000,000 | \$20,000 |

* Structure needed if volume comes outside customer volume only.

[Learn More About LOVE Your Journey](#)

*representative pictures

*Please check your BackOffice



PATH^{to} PARADISE

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

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

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

[Learn More About Path to Paradise](#)

*Please check your BackOffice

MENTOR, LEADER, & GLOBAL AMBASSADOR BONUS POOLS

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

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

2% of Amare Global Türkiye
CV



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

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

2% of Amare Global Türkiye
CV

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

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

4% of Amare Global Türkiye
CV

* Earn a one time additional share when reach new Gold rank and repeat this rank one more time while introducing products and personally enroll in the month they first promote

For More;

Please check «Terms&Conditions» in your Backoffice.