

## ROAD TO LEADER PROGRAM TERMS & CONDITIONS

These Terms & Conditions (hereinafter “Terms & Conditions” and/or “Agreement”) govern the Road to Leader Program (hereinafter the “Program”). The Program is administered by Amare Global Holdings, Inc., a Utah company (“Amare”). Participation in the Program subjects the Participant to the Terms & Conditions hereof.

### I. ELIGIBILITY, QUALIFICATION PERIOD, PARTICIPATION, AND REWARDS

By participating in the Program, the Participant fully and unconditionally agrees to accept the Terms & Conditions contained herein, which are final and binding. VOID WHERE PROHIBITED.

The Program begins on July 1, 2024, at 12 a.m. PST and will extend until Amare discontinues the program in their sole discretion. Amare reserves the right to change the Rewards at any time, for any reason. The Program is limited to Participants who reside in participating countries. These include the United States, Canada, Australia, New Zealand, Mexico, and Dominican Republic.

Participants who qualify under the terms herein are eligible to participate in the Program which entitles them to the Rewards (as outlined below) earned through specified actions (as set forth below) within the qualification period.

### II. DEFINITIONS

**Monthly Bonus Period:** The Commission Period that occurs from the first day of the calendar month to the last day of the calendar month.

**Paid Rank:** The Rank that the Participant qualifies for in the Monthly Bonus Period. Ranks are determined by the Participant’s ability to achieve specific volume and structure requirements as found within the Amare Compensation Plan.

**Career Rank:** The highest Paid Rank achieved by Participant for their account historically with Amare. A Brand Partner achieves a new Career Rank by achieving the Paid as Rank requirements for a Rank they have never achieved. A Brand Partner who achieves a Career Rank multiple Ranks above their prior Career Rank will have been considered to achieve all up to their new Career Rank.

**Enrollment Start Date:** The date the Participant enrolls or upgrades their account to a Brand Partner and completes an order containing the Brand Partner Membership.

### III. PARTICIPATION

Amare reserves the right to make final judgment on all adjustments. Participant may only earn one Reward for each Rank listed. Additional information may be required and collected to successfully process the Reward. The value of the Reward(s) may be considered taxable income to the Participants, and all taxes are the sole responsibility of the Participants. Monetary Rewards are paid through Amare’s Monthly Commission period. Payments are made with the Monthly Commission payout in the month following completion of Program requirements. Participants will start the required timeframe to maintain each Career Rank passed when advancing multiple Career Ranks within a single month and may earn the Rewards concurrently by completing the requirements for a higher Rank. See hypothetical examples below for further illustration of Program requirements.

**Table A: ROAD TO LEADER**

RANK	REWARD
<b>Silver</b> – Achieve New Career Rank of Silver 4 times within 6 months.*	\$500 USD one-time payout deposited into your bank account.
<b>Gold</b> – Achieve New Career Rank of Gold 4 times within 6 months.*	\$1,000 USD one-time payout deposited into your bank account.
<b>Platinum</b> – Achieve New Career Rank of Platinum 4 times within 6 months.*	\$2,000 USD one-time payout deposited into your bank account.

\*The first four months do not need to be consecutive, but do need to be completed within six months of first achieving the New Career Rank.

### Hypothetical Examples

1) Advancing multiple Ranks: A Brand Partner with the Career Rank of Silver achieves a new Career Rank of Platinum. To earn the Platinum Reward of \$2,000, they must achieve the minimum Paid Rank Platinum three times within the next five monthly bonus periods. The Brand Partner would also receive the Gold Reward of \$1,000 as the Gold requirements were completed within this same time period. The Reward for meeting Platinum three times within the five monthly bonus periods would be \$3,000 total (\$2,000 for Platinum + \$1,000 for Gold).

2) Advancing multiple Ranks: A Brand Partner with the Career Rank of Bronze achieves a new Career Rank of Gold which allows them to earn the Rewards for both Silver and Gold by achieving the Paid Rank Gold three additional times within five monthly bonus periods. If the Brand Partner fails to achieve Gold, but still wants to receive the \$500 Silver Reward, they must achieve the minimum Paid Rank of Silver three times within the five monthly bonus periods from when they first achieved the Career Rank Gold. The Reward in this example would be \$500 for achieving the Silver requirements. The Brand Partner is unable to earn the Rewards for Gold and the next Reward they could earn would be for the Platinum Rank.

## IV. GENERAL TERMS & CONDITIONS

Any undefined terms herein shall be understood and construed as set forth and used in the current Amare Global Policy Manual and Compensation Plan. Amare reserves the right to withhold or deny any or all Rewards based upon Participant's non-compliance with the Amare Global Policy Manual. Amare retains the right to disqualify a Participant at any time for what Amare views, in its sole discretion, as disreputable or adverse behavior. Amare may terminate or modify the Program at any time with or without notice. The Participant is subject to the Amare Global Brand Partner Agreement that includes the Amare Global Policy Manual and Compensation Plan.

BY PARTICIPATING IN THE PROGRAM, THE PARTICIPANT AGREES TO RELEASE AND HOLD HARMLESS AMARE AND ITS OFFICERS, DIRECTORS, EMPLOYEES, AFFILIATED COMPANIES, AND AGENTS (COLLECTIVELY THE "RELEASED PARTIES") FROM AND AGAINST ANY CLAIM OR CAUSE OF ACTION ARISING OUT OF PARTICIPATION IN THE PROGRAM INCLUDING, BUT NOT LIMITED TO: A) UNAUTHORIZED HUMAN INTERVENTION IN THE PROGRAM; B) TECHNICAL ERRORS RELATED TO COMPUTERS, SERVERS, PROVIDERS, OR TELEPHONE OR NETWORK LINES; C) PRINTING ERRORS; D) ERRORS IN THE ADMINISTRATION OF THE PROGRAM; E) INJURY OR DAMAGE TO PERSONS OR PROPERTY WHICH MAY BE CAUSED, DIRECTLY OR INDIRECTLY, IN WHOLE OR IN PART, FROM PARTICIPANT'S OR GUESTS' PARTICIPATION IN THE PROGRAM AND ANY ASSOCIATED EVENTS. PARTICIPANT FURTHER AGREES THAT IN ANY CAUSE OF ACTION, THE RELEASED PARTIES' LIABILITY SHALL BE LIMITED TO THE COST OF PARTICIPATING IN THE PROGRAM, AND IN NO EVENT SHALL THE RELEASED PARTIES BE LIABLE FOR ATTORNEYS' FEES AND PARTICIPANT WAIVES THE RIGHT TO CLAIM ANY FURTHER DAMAGES, INCLUDING, BUT NOT LIMITED TO, PUNITIVE, CONSEQUENTIAL, DIRECT, OR INDIRECT DAMAGES.

Except where prohibited, Participant agrees that any and all disputes, claims, and causes of action arising out of or connected with the PROGRAM shall be resolved under the laws of the State of Utah, without respect to any conflict of law issues and Participant agrees that such shall be resolved individually, without resort to any form of class action, and with exclusive jurisdiction in the State of Utah.

Any controversy or claim arising out of or relating to these Terms & Conditions or the Program shall be settled by the arbitration of one arbitrator which shall be administered by the American Arbitration Association subject to the Utah Rules of Civil Procedure and under the American Arbitration Association Commercial Arbitration Rules where they do not conflict with the Utah Rules of Civil Procedure, and judgment on the award rendered by the arbitrator may be rendered in any court having jurisdiction thereof. Any such controversy or claim shall be arbitrated individually and not consolidated with any claim or controversy of any other party. The foregoing shall not preclude Amare from seeking any injunctive relief in State or Federal courts in Utah or other necessary or appropriate jurisdiction for protection of their intellectual property rights. The English version of these Program Terms & Conditions shall govern any and all disputes in relation to this Program and these Terms & Conditions.

Amare may change the terms of these Terms & Conditions at any time by notifying the Participant of such change in writing on the designated website where these Terms & Conditions are posted. Any change shall take effect immediately from the date of Amare's posting of the change on said website. Amare reserves the right to honor Rewards and Bonuses to a Participant who qualified under a previous version of the Road to Leader Program.

The Participant agrees to the use of his/her name and photograph in broadcasts, newspapers, brochures, and other media without compensation. The Participant warrants that all statements made herein are true and correct and understands that the Released Parties have relied on them in allowing the Participant to participate in the Program.