

OUR COMPENSATION PLAN

UPDATED: July 1st 2021

WELCOME TO EQOLOGY

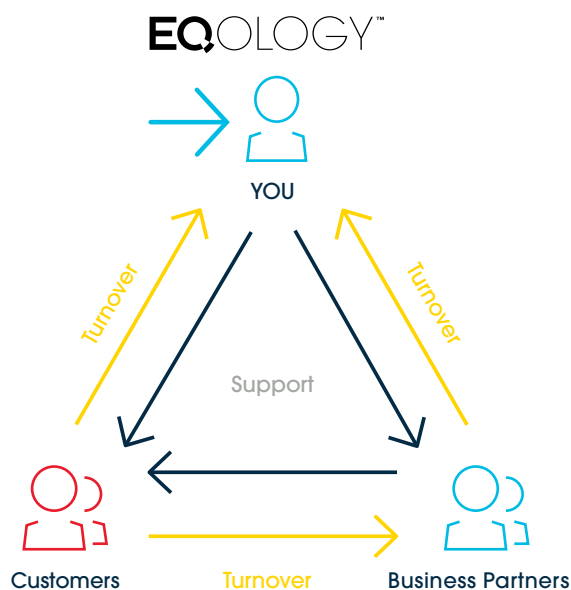
«Our business is to change lives»

Relationship marketing

In today's market, the best way to reach out to the customer is either face to face or through different social media channels. That is what relationship marketing is all about! We enjoy working with people we like and trust.

Rather than spending money on expensive campaigns on TV, in newspapers and on the radio, Eqology rewards our EQ Business Partners who talk with their friends and acquaintances about our products. This is a win-win situation for all parties.

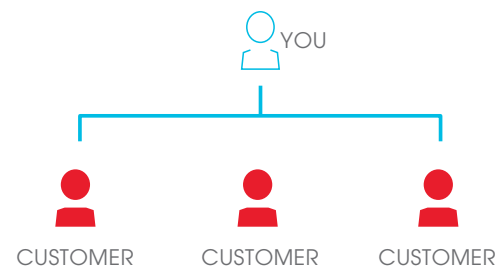
We are proud to be able to compensate you in a lucrative way. Our compensation plan is based on some simple steps that will allow you to make money on your own and others' efforts in the future.



Easy to get started: Just 3 simple steps

When you have bought your EQ Business Kit it is important to get started quickly:

1 Your first customers



2 Your first EQ Team



3 Help your EQ Business Partners with steps 1 and 2

START-UP ALTERNATIVES

-25%
ON **ALL**
PRODUCTS*
*except PAO, EQ Business Kits,
brochures/material &
EQ Premium

EQ ULTIMATE KIT

€ 1299, 3.000 QV



EQ PROFESSIONAL KIT

€ 899, 2.000 QV



EQ BUSINESS KIT

€ 499, 1.000 QV



EQ STARTER KIT

€ 250, 500 QV



YOUR FIRST GOALS

FSQ BONUS

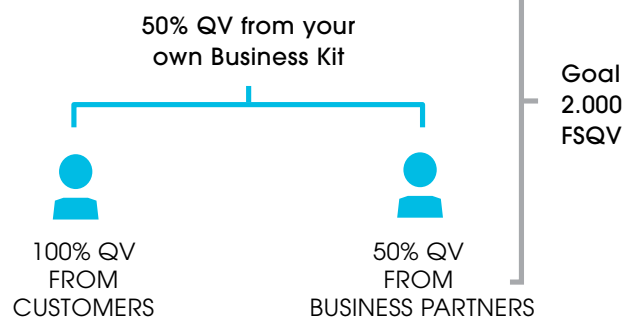
All FSQ achievers
receive € 100
extra and
Mentor
Accelerator

Fast Start Qualified

Meet the following requirements during your first 30 days to become Fast Start Qualified:

1. Buy any EQ Business Kit, 50 % of QV (FSQV) from any BK will go towards your FSQ program.
2. Generate a total of 2.000 Qualifying Volume from the combination of your EQ Business Kit and all volume counting from your sponsor tree. From customers you receive 100 % of QV, from yourself and personally sponsored EQ Business Partners 50 % towards your FSQ program.

The FSQ program starts on the day when you purchase your EQ Business Kit and become an Eqology Business Partner.



EQ BUSINESS KITS	PRICE	QV	FSQV
EQ Ultimate Kit	1299	3.000	1.500
EQ Professional Kit	899	2.000	1.000
EQ Business Kit	499	1.000	500
EQ Starter Kit	250	500	250

Active Business Partner

Qualify for an income through Eqology's compensation plan by staying "active" each calendar month.

You stay active by maintaining minimum 300 PQV or 3x EQ PAO/PVO Premium Subscription or Pre-paid customers for ranks up to EQ President and 600 PQV or 6x EQ PAO/PVO Premium Subscription or Pre-paid customers from EQ Gold President.

definitions

- FSQV** = **Fast Start Qualification Volume**
50% from Business Partners and your own KIT & 100% from Customers in your Sponsor Tree
- QV** = **Qualifying Volume**
This determines your rank.
- BV** = **Bonus Volume**
This determines your commission.

EQTM GIVES BACK

Receive your
EQ Omega-3 Tests
or EQ Vitamin
K2+D3 Tests
FOR FREE!

Use our unique EQ Gives Back program. EQ Gives Back gives you the opportunity to always receive more EQ Omega-3 Tests or EQ Vitamin K2+D3 Tests, and not have to worry about running out of them.



When you have registered your 3 customers, and they have paid their first delivery of EQ Pure Arctic Oil with 1 test or EQ K2+D3 with 1 Test, you will receive 3x EQ Omega-3 Tests or EQ Vitamin K2+D3 Tests FOR FREE*. Through EQ Gives Back you can have a steady stream of new customers testing their Omega-6:Omega-3 Ratio or Vitamin K2+D3 concentration without you having to pay for the tests.

*EQ Gives Back will be added to your following monthly auto-order, unless you prefer to have it shipped separately. In that case you will have to pay shipping and handling for your 3 free EQ Omega-3 or EQ Vitamin K2+D3 Tests.

3 FOR FREE

Receive your product
FOR FREE!

Buy any EQ 3FF product, get three customers to buy the same product, and you will get your product for free* the following month.



*You only pay for shipping and handling to receive your free EQ product. All orders must be paid within the same calendar month. Your free product will give 1 PQV. Learn more at eqology.com.

IMMEDIATE WAYS TO EARN

1. Customer Acquisition Bonus (CAB)

For each new Customer with an Eqology Subscription or Pre-Paid you will earn the Customer Acquisition Bonus (CAB).

You can earn CAB for all new Premium EQ Pure Arctic Oil (PAO), EQ Pure Vegan Oil (PVO), EQ Pure Arctic Oil for Kids subscriptions, Family Packs and Pre-Paid's on 2 levels, regular and MAX. The remaining packages have regular CAB values.

Your CAB bonus level on these products depends on your CAB Accelerator achievement, more on p. 7.

For specific CAB amounts, please see p. 18.

MAX

40
EURO

REGULAR

20
EURO



Important: awarded to the Business Partner who has introduced the Customer and is paid on demand with Live Bonuses. There is no BV assigned to EQ CAB products. If an EQ CAB product is returned, remains unpaid or if a subscription is not completed by the Customer, the CAB bonus will be reversed.



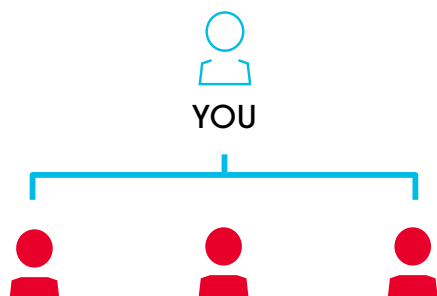
CAB EQTM Accelerator

EQTM FAST START

FIRST
30 DAYS

If you go into action your first weeks in the business and acquire 3 NEW Subscription or Pre-Paid Customers within your first 30 days you can earn MAX CAB (Customer Acquisition Bonus) for life.

- The 30 days start on the day when you have bought your EQ Business Kit.
- If you for any reason do not succeed to acquire 3 Customers within your initial 30 days, you will still be able to achieve the MAX CAB level by sponsoring 10 such Customers in total (anytime).
- The MAX CAB level will apply to Subscriptions and Pre-Paid customers that follow your CAB Accelerator achievement, starting from the 4th or 11th Customer purchase.
- You can check your CAB Accelerator (MAX CAB) status in your Back Office > MAX CAB widget.



**3 PAO/PVO SUBSCRIPTION OR PRE-PAID
CUSTOMERS IN 30 DAYS**

3 Customers or more double their QV for the new Eqology Business Partner in the initial 30 days. After you have sponsored 3 customers and their orders are paid, QV for all your new personal customers registered within your initial 30 days will be doubled.



SIGN UP 3 CUSTOMERS WITH PURE ARCTIC OIL
450 QV



GET YOUR QV DOUBLED
900 QV

IMPORTANT: You can track your extra QV in your Back Office > QV Booster.

Your first 30 days:

Register 3 customers who pay their initial orders within your first 30 days
> receive MAX CAB on personal customer for life
> receive double QV for ALL your customers who purchase their initial orders within your first 30 days.

10X EQOLOGY™ 10X EXTRA INCENTIVE

A CONCEPT
WHERE A NEW
BP CAN RECEIVE
**THEIR MONEY
BACK!**

Get your first EQ Business Kit paid back by EQOLOGY! All you need to do is keep 10 direct customers for 10 months with a EQ PAO/PVO Premium Subscription, Family Pack or Pre-Paid and achieve 100 PAO/PVO purchases within 12 months from the day you purchased your EQ Business Kit! Additionally, you need to sign up 5 Business Partners with any EQ Business Kit or higher!



12 months



x100



x5

- Personal EQ PAO/PVO/Kids Premium Subscription customers and Business Partners signed up on the 1st July 2020 or later count towards the 10X program.
- You have 12 calendar months from the date you purchased your EQ Business Kit to achieve the goals:
 - a) Achieve 100 PAO/PVO subscription purchases of your direct customers. Eqology PAO/PVO/Kids Pre-Paids count once as 6 purchases and Eqology Family Pack orders as 2 purchases monthly towards your 10X.
 - b) Personally sign up 5 new EQ Business Partners with any EQ Business Kit or higher (min. 499 EUR Kits count)
- Customers' customers do NOT count towards EQ 10X.
- If any of the qualifying orders is returned and a refund is issued by EQ this order will be removed from your EQ 10X program.
- EQOLOGY will refund your EQ Business Kit purchase after all 5 Business Kits & 100 customer PAO/PVO orders are completed and paid, usually, after 14 days from the day the last order has been processed. The EQ 10X refund amount (gross cost of the first EQ Business Kit purchased on your EQ ID) will be added to your Live Bonuses.
- EQ 10X is available to all new BPs. EQ reserves the right to withdraw this campaign by giving one month's notice in writing.

EQ Premium Challenge

If you, as an EQ Business Partner sign up 20, 50, 100, 250 or 500 customers on EQ Pure Arctic Oil Premium, you will get our EQ Premium Challenge Bonus*.

Extra Incentive

20 EQ PAO PREMIUM CUSTOMERS*	50 EQ PAO PREMIUM CUSTOMERS*	100 EQ PAO PREMIUM CUSTOMERS*	250 EQ PAO PREMIUM CUSTOMERS*	500 EQ PAO PREMIUM CUSTOMERS*
€ 200	€ 2.000	€ 5.000	€ 10.000	€ 20.000
Paid over 4 mths.	Paid over 12 mths.	Paid over 18 mths.	Paid over 20 mths.	Paid over 24 mths.

*The customers at your level of qualification must be active each month for you to receive your part of the monthly EQ Premium Challenge bonus pool. The bonus is paid during the Monthly Bonus Period.

Personal Customer Commission (PCC)

- The more customers you get, the more you earn!
- When your customers' purchases exceed 200 Bonus Volume (BV) in a calendar month, you earn 10 % - 25 % commission on the total exceeding monthly BV. PCC is paid in the Monthly Bonus Period.
- Customers' monthly auto-orders, subsequent to their initial orders, count towards the total PCC BV.

How to Generate Bonus Volume (BV)

PRODUCT	BV
EQ Pure Arctic Oil Premium	30 BV
EQ K2+D3 <small>* Subscription K2 generates 25 BV</small>	25/30*
EQ Essential	25 BV
EQ Shake	23 BV
EQ Anti Age Collagen	42 BV

BV
goes
towards
your
PCC

The EQ PAO Premium discount reduces BV with 40 % for all products except EQ Pure Arctic Oil Premium.

Bonus Volume (BV) Earnings

BONUS VOLUME (BV)	EARNING POTENTIAL
201 - 1.000	10 %
1.001-2.500	20 %
2.501 +	25 %

For example: If you accumulate 1.100 BV in one month, 1.100 BV - 200 minimum BV = 900 BV, and 900 BV x 20 % = 180 BV.

- No Customer Commissions are paid on the first 200 BV of customer' orders.
- 90 % of all volume up to 200 BV is credited to Team Commissions.
- When the 10 % level is reached, 80 % of your BV is credited to the Team Commission.
- When the 20 % level is reached, 70 % of your BV is credited to the Team Commission.
- When the 25 % level is reached, 60 % of your BV is credited to the Team Commission.
- No BV is awarded for EQ CAB products.

Mentor Bonus

MENTOR Accelerator

Earn up to € 250 each time you recommend one of our EQ Business Kits to a new person in your organization. This bonus follows the Personal Sponsor Tree and is paid on demand with Live Bonuses.

- If you go into action your first 30 days in the business and acquire 6 customers you can get 100 % extra Mentor Bonus on your first level (EQ Business Partner).
- Mentor Accelerator is also enabled if you achieve the FSQ program or sponsor 6 EQ Business Partners on EQ Starter Kit, EQ Business Kit or EQ Professional Kit.
- Mentor Accelerator gives you € 10 extra for every EQ Starter Kit, € 20 extra for every Business Kit you sponsor and € 40 extra for every EQ Professional Kit you sponsor. Earn up to € 250 (Ultimate Kit) each time you recommend one of our EQ Kits to a new EQ Business Partner in your organization. This bonus follows the Personal Sponsor Tree and is paid on demand with Live Bonuses.**

TITLE	Business Partner	Director	Vice President	President	Gold President	Platinum President	Diamond President
EQ Starter Kit	10	14	24	34	44	44	44
EQ Business/Arctic/Vegan Kit	20	28	48	68	88	88	88
EQ Professional/ Vegan/ Arctic Kit *	40	56	96	136	176	176	176
*e.g. with Mentor Accelerator	80	96	136	176	216	216	216
EQ Ultimate Kit**	46	64	111	157	203	203	203
*e.g. with Mentor Accelerator for Ultimate Kit**	92	111	157	203	250	250	250

Example:

- If you are an EQ President and you sponsor a new EQ Business Partner with an EQ Professional Business Kit, you will get € 136 in Mentor Bonus. If you have Mentor Accelerator you will get € 176.
- If you are an EQ Gold President and an EQ Director in your Personal Sponsor Tree sponsors a new EQ Business Partner with an EQ Premium Business Kit, you will get € 80 in Mentor Bonus.
- If you are an EQ Platinum President, and an EQ President in your Personal Sponsor Tree sponsors a new EQ Business Partner with an EQ Business Kit, you will get € 40 in Mentor Bonus.

Differential Mentor Bonus

Depending on your rank, you can earn a Mentor differential bonus each time one of your downline EQ Business Partners sponsors a one of our EQ Kits to a new EQ Business Partner. This bonus follows the Personal Sponsor Tree and is paid on demand with Live Bonuses.

Mentor Differential Bonus Example:



*Sponsor can receive a higher Mentor Bonus with Mentor Bonus Accelerator

Director 60 Bonus

Get additional rewards as you lead your team to success. When you complete the activities below during your first 60 days, you will receive € 250 cash bonus. The DIR60 program starts when you sponsor a Business Partner or get one placed in your downline.

1. Buy your EQ Business Kit
2. Start the program having first EQ Business Partner sponsored or placed
3. Have 3 personally sponsored EQ Business Partners
4. Attain 4,000 GQV during any 30-day period within the first 60 days

EQ Monthly Recruitment Contest

Sign up 20 new Business Partners or/and Customers, get to the TOP 3 and win one of the 3 prizes!

1st Prize - € 900

2nd Prize - € 600

3rd Prize - € 300

- The contest is based on a simple, monthly point system. You get:
 - + 1 point for any NEW Subscription Customer (e.g. a NEW EQ PAO Premium Customer)
 - + 2 points for each EQ STARTER KIT Sale
 - + 3 points for each EQ BUSINESS KIT / ARCTIC KIT Sale
 - + 5 points for each EQ PROFESSIONAL & ULTIMATE KIT Sale
- You need to sign up min. 20 people to participate in the EQ Recruitment Contest.
- 3 EQ Business Partners with the most points win.
- If more than 1 Business Partner collects the same amount of points, the one with the greater total QV of the qualifying orders will win.
- Both NEW personal Business Partners & Customers (including customers' customers) count.
- If you are one of the winners, the prize will be added to your monthly bonus pool.
- If any of the orders is returned and a refund is issued by EQ the point(s) and prize will be reversed.

Lifestyle Bonus

Triple Diamond Ambassador	€ 1.400
Double Diamond Ambassador	€ 1.400
Diamond Ambassador	€ 1.100
Diamond President	€ 1.100
Platinum President	€ 1.100
Gold President	€ 1.100
President	€ 600
Vice President	€ 300

« Eqology pays up to € 1.400 each month you stay active as an EQ Vice President or higher.



Leadership Matching Bonus

Eqology's Matching Bonus rewards the leaders who are dedicated to building a large customer base with their team. When you qualify as EQ Gold President you can earn a 20 % Matching Bonus on your first level in your Sponsor Tree. When you advance in Ranks new levels of Matching Bonus will be available to you. The bonus is paid on the Team Commission BV volume from VP level. This bonus is paid in the Monthly Bonus Period.

		Gold President	Platinum President	Diamond President	Diamond Ambassador	Double Diamond Ambassador	Triple Diamond Ambassador
VP GENERATIONS	1	20%	20 %	20 %	20 %	20 %	20 %
	2		20 %	20 %	20 %	20 %	20 %
	3			15 %	15 %	15 %	15 %
	4				10 %	10 %	10 %
	5					5 %	5 %
	6						2 %

Rank

Advancement Bonus

Extra
Incentive
for TL,D,VP,
P, GP

Team Leader	Director	Vice President	President	Gold President
€ 100	€ 250	€ 500	€ 2.500	€ 5.000
Paid over 2 mths.	Paid over 4 mths.	Paid over 4 mths.	Paid over 6 mths.	Paid over 6 mths.
2.000 GQV with 3 qualifying legs	4.000 GQV with 3 qualifying legs	12.000 GQV with 3 qualifying legs	36.000 GQV with 3 qualifying legs	90.000 GQV with 3 qualifying legs

Platinum President	Diamond President	Diamond Ambassador	Double Diamond Ambassador	Triple Diamond Ambassador
€ 7.500	€ 15.000	€ 30.000	€ 60.000	€ 100.000
Paid over 6 mths.	Paid over 12 mths.	Paid over 12 mths.	Paid over 12 mths.	Paid over 24 mths.
180.000 GQV with 3 qualifying legs	1 personally sponsored PP leg	2 personally sponsored PP legs	3 personally sponsored PP legs	4 personally sponsored PP legs

*You must maintain an active title to qualify for Rank Advancement Bonus payments.

Residual Income

Focus on simply building your business in teams of three who sponsor three and get paid up to 10 EQ Team Leader generations deep on your team's sales!

Team Commissions

Team commissions are based on the Bonus Volume generated from product sales made by your team. Your focus as an EQ Business Partner is to create a strong customer base and to build a team of other EQ Business Partners who also create a strong customer base.

Team commissions start at the EQ Team Leader position. As your team builds, your Team Commission earnings will increase.

- The higher the rank you achieve, the more generations you can earn commissions from.
- Commissions are "compressed" to allow you to earn commission on sales originating deeper within your EQ Team Leader or higher legs. Only active EQ Team Leaders or higher count as a generation in the Team Commissions calculation. EQ Business Partners' Bonus Volumes are therefore added to the next qualified generation.
- Any customer or EQ Business Partner volume that is not generated from an active EQ Team Leader or higher will "compress" and be counted in the volume of the generation.
- This bonus follows the Placement Tree and is paid in the Monthly Bonus Period.

		TL	DIR	VP	P	GP	PP	DP	DA	DDA	DDDA
TL GENERATIONS	1	5 %	5 %	5 %	5 %	5 %	5 %	5 %	5 %	5 %	5 %
	2	5 %	5 %	5 %	5 %	5 %	5 %	5 %	5 %	5 %	5 %
	3	5 %	5 %	5 %	5 %	5 %	5 %	5 %	5 %	5 %	5 %
	4		5 %	5 %	5 %	5 %	5 %	5 %	5 %	5 %	5 %
	5			5 %	5 %	5 %	5 %	5 %	5 %	5 %	5 %
	6				5 %	5 %	5 %	5 %	5 %	5 %	5 %
	7					5 %	5 %	5 %	5 %	5 %	5 %
	8					2 %	2 %	2 %	2 %	2 %	2 %
	9						2 %	2 %	2 %	2 %	2 %
	10							2 %	2 %	2 %	2 %

Rank Overview

You begin at the rank of EQ Business Partner. When you have reached a higher rank, you will remain recognized at that rank until you advance to a higher rank. This is called "Highest Achieved" Rank.

How much you earn and what commissions and bonuses you qualify for are determined by the level of qualifications you meet during a given bonus period. This is called the "Paid As" Rank.

RANK	BP	TL	DIR	VP	P	GP	PP	DP	DA	DDA	DDDA
Personal Volume Requirements	300 PQV OR 3x CUSTOMERS	300 PQV OR 3x CUSTOMERS	300 PQV OR 3x CUSTOMERS	300 PQV OR 3x CUSTOMERS	300 PQV OR 3x CUSTOMERS	600 PQV OR 6x CUSTOMERS	600 PQV OR 6x CUSTOMERS	600 PQV OR 6x CUSTOMERS	600 PQV OR 6x CUSTOMERS	600 PQV OR 6x CUSTOMERS	600 PQV OR 6x CUSTOMERS
GQV		2.000 (60 % RULE)	4.000 (60 % RULE)	12.000 (60 % RULE)	36.000 (60 % RULE)	90.000 (60 % RULE)	180.000 (60 % RULE)				
Active separate legs		3	3	3	3	3	3	3	3	3	3
Title claims in separate legs		3 Active BP	3 Active BP	3 Active BP	3 Active TL	3 Active Dir.	3 Active Dir.				
Number of active PPs in your Sponsor Tree placed in separate active legs (max 1 PP/leg)								1	2	3	4

60 % rule

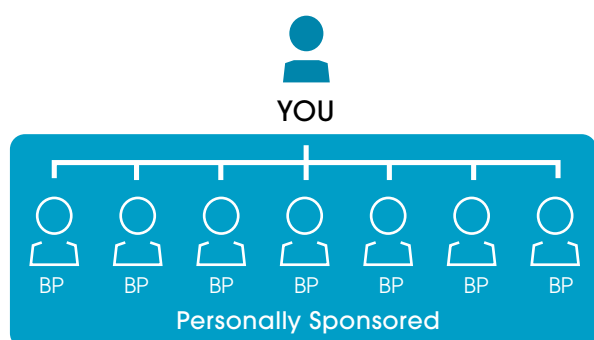
The 60 % rule allows you to use up to 60 % of your total volume from one of your legs in order to qualify for new titles.

TITLE	GQV	60 %	40 %
Team Leader	2.000	1.200	800
Director	4.000	2.400	1.600
Vice President	12.000	7.200	4.800
President	36.000	21.600	14.400
Gold President	90.000	54.000	36.000
Platinum President	180.000	108.000	72.000

Team Structures

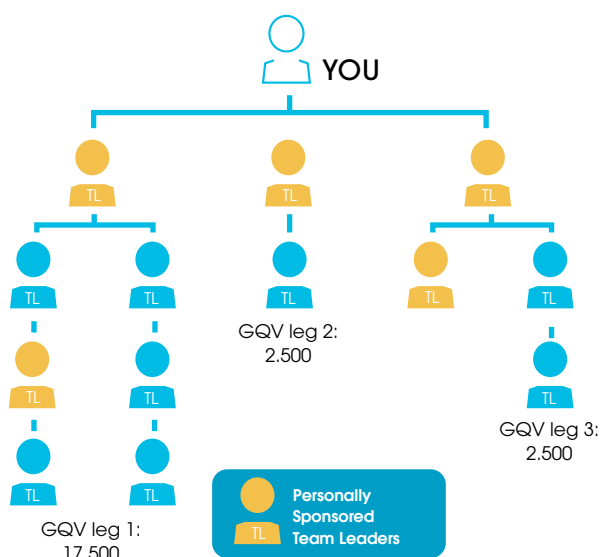
Sponsor Tree

When a new EQ Business Partner is sponsored, they go into the Sponsor Tree as a Level 1 for the EQ Business Partner who sponsored them. Customer Acquisition Bonus, Mentor Bonus and Leadership Matching Bonus are based on the Sponsor Tree.



Placement Tree

When a new EQ Business Partner is sponsored, they are placed in their sponsor's "Waiting Room" for a period of 60 days. During that time, the sponsor has the option to place the new Business Partner into an open position in an existing leg in their Placement Tree. Allowing the EQ Business Partner to place a new EQ Business Partner in an open position in the Placement Tree provides an opportunity to increase the sales volume in an existing leg and enables the new EQ Business Partner to gain additional support from a sales organization that is already in place. Rank advancement and Team Commissions are based on the Placement Tree.



Glossary of Terms

Active: An EQ Business Partners must remain active to earn Commissions.

You stay active by maintaining minimum 300 PQV or 3x EQ PAO/PVO Premium Subscription or Pre-paid customers for ranks up to EQ President and 600 PQV or 6x EQ PAO/PVO Premium Subscription or Pre-paid customers from EQ Gold President.

Auto order: A preselected product order that is scheduled to be created, paid, and shipped at a specific time each month.

Business Partner: Everyone who buys an EQ Buiness Kit and works for Eqology is an EQ Business Partner. EQ Business Partner is also the name of the first attainable business title.

Compression: Only active EQ Team Leaders or higher count as a generation in the Team Commissions calculation. EQ Business Partners' Bonus Volume is therefore added to the next qualified generation.

Customer: A customer is associated with an EQ Business Partner. A customer can sign up new customers through our 3 For Free-program, but will not receive commission.

Downline: This refers to the EQ Business Partner(s) below an EQ Business Partner in the Genealogy Tree.

Fast Start Qualified: Become Fast Start Qualified within 30 days and be eligible for Mentor Accelerator and a € 100 Commission. Generate a total of 2.000 Fast Start Qualifying Volume from the combination of your EQ Business Kit and all volume counting from your Sponsor Tree. From customers you receive 100 % of QV, from EQ Business Partners 50 % towards your FSQ program.

Genealogy Tree: This is the Company's overall structure that indicates how and where EQ Business Partners are placed. The company uses both a Sponsor Tree and a Placement Tree structure.

Leg: A leg is a portion of an EQ Business Partners organization, starting at one of their first-level EQ Business Partner and encompassing their entire organization. If an EQ Business Partner has ten first-level EQ Business Partners, they have ten legs in the Sponsor Tree. If a personally sponsored EQ Business Partner is placed below an existing leg in the Placement Tree, that newly sponsored EQ Business Partner becomes part of the Placement Tree leg but remains a separate leg for the sponsor in the Sponsor Tree.

Placement Tree: Personally sponsored EQ Business Partners may be placed in the downline of your placement tree in order to increase the volume in a leg. Rank advancements are based on the total volume generated in each leg of the Placement Tree.

Personal Sponsor: An EQ Business Partner who personally sponsors a new EQ Business Partner into the Eqology

business. Sponsor is also the term referring to an EQ Business Partner who personally sponsors a customer.

Placement Sponsor: An EQ Business Partner who is directly above another EQ Business Partner in the Placement Tree. The Placement Sponsor may not always be the EQ Business Partner who personally sponsored them.

Rank: The level of achievement in the compensation plan that determines how much commission is paid and the specific commission bonuses the EQ Business Partner is eligible to earn. Rank is determined by personal and group sales volume, as well as the personal and group volume of the EQ Business Partners in your group.

Sponsor Tree: Your personally sponsored EQ Business Partners will always be on Level 1 of your Sponsor Tree. The EQ Business Partners whom they sponsor will always be on Level 2 of your Sponsor Tree.

Team Leader Generations: All active EQ Business Partners up to and including the next qualified EQ Team Leader or higher in your placement tree downline are a Team Leader Generation. Team Commissions are paid based on Team Leader Generations.

Upline: This refers to the EQ Business Partner(s) above a new or existing EQ Business Partner in the Genealogy Tree.

Volume: The value assigned to a product that is used to determine an EQ Business Partners rank qualifications in the compensation plan (Qualifying Volume (QV)), or to determine the amount of commissions being paid on a product purchase (Bonus Volume (BV)). QV and BV may not be the same value. Other forms of volume include:

Bonus Volume (BV): Is a value assigned to a product that determines the amount of commission paid when the product is sold by an EQ Business Partner.

Group Qualifying Volume (GQV): Is the total qualifying volume of a specific group of EQ Business Partners. Includes EQ Business Partners' PQV.

Payouts: CAB, Mentor Bonus, 10X and the FSQ bonus are called **Live Bonuses** and are visible on the dashboard in your Back Office > Live Bonuses. New live bonuses are displayed as PENDING and remain so for 14 days. After the time has passed and after the order related to the bonus is paid the amount will be moved to AVAILABLE and can be paid out within 12 months. If you click on PAY ME NOW, the amount will be moved to REQUESTED and paid out within 5 business days. Once a month you can request the payout of Live Bonuses FOR FREE. Every additional payout costs 15 EUR or 150 NOK/DKK/SKK.

Important:

- Monthly Bonuses are paid on the 15th day of the next calendar month.
- The min. payout is 12 EUR, lower amounts will be

merged with future commissions and paid when the accumulated pool exceeds 12 EUR.

- It is the Business Partner's obligation to provide EQOLOGY with valid bank for payouts within 3 months from becoming a Business Partner.
- Both Monthly Bonuses and Live Bonuses that for any reason remain unpaid for 12 consecutive calendar months (365 days) will expire and no longer be payable.

Personal Qualifying Volume (PQV): Qualifying volume that is generated through an EQ Business Partners' personal product purchases. Also includes volume from product purchases made directly from the Company by an EQ Business Partners' customer.

Qualifying Volume (QV): Is a value assigned to a product to determine the amount of qualifying volume on a product purchase.

Waiting Room: When a Business Partner personally sponsors another Business Partner, the new EQ Business Partner goes into the Waiting Room for a period of 60 days. During that time, the sponsoring EQ Business Partner will have an opportunity to move the new EQ Business Partner one time under an existing leg in the Placement Tree. The new EQ Business Partner will remain a separate leg in the Sponsor Tree and personally sponsored by his original sponsor; however, the EQ Business Partner under whom he is placed in the Placement Tree will be his Placement upline.

The new EQ Business Partner will become part of the total leg volume in the leg in which he was placed. If the new EQ Business Partner is not moved within the allotted time, he will remain a new leg in the Placement Tree for the sponsoring EQ Business Partner.

"60 % GQV in a Leg" Rule: Beginning at EQ Team Leader, when determining the Group Qualifying Volume qualification requirement, no more than 60 % of the required volume may come from a single Placement Tree leg.

For example: The GQV qualification for an EQ Director is 4.000. No more than 2.400 (60 %) of the total GQV can come from any single Placement Tree leg.

Bonus Claims: Any claims regarding monthly bonuses and title achievements will only be reviewed if reported to EQ Support latest on the 3rd day of the following calendar month.

Eqology reserves the right to implement changes to the Compensation Plan as needed for the benefit of the EQ Business Partners and the Company. Extra incentives may be changed or reversed any time. Every effort will be made to give 30 days advance notice of all changes.

Eqology does NOT guarantee any level of monthly income or earnings to a Business Partner. The earnings, as in any other business, depend solely on sales and each Business Partner's skills, abilities and personal efforts. All amounts are in €.

CUSTOMER ACQUISITION BONUS (CAB) VALUES

PRODUCT	REGULAR CAB	MAX CAB
	EUR	EUR
Any EQ PAO/PVO PREMIUM Subscriptions or Pre-Paid (6 months binding)	20	40
Any EQ PAO/PVO Pre-Paid or monthly Extensions (6 months binding)	10	20
EQ Pure K2+D3 Pack PREMIUM Subscription with 1 test (6 months binding)	30	45
EQ Pure K2+D3 Pack PREMIUM subscription with 2 tests (6 months binding)	40	55
EQ Pure Arctic Oil for Kids Subscription or Pre-Paid (6 months binding)	10	20
Any Small Family Pack (6 months binding)	20	40
Any Medium Family Pack (6 months binding)	30	60
Any Large Family Pack (6 months binding)	35	70
EQ K2+D3 subscription or Pre-Paid with no test (6 months binding)	10	n/a
EQ K2+D3 subscription or Pre-Paid with 1 or 2 tests (6 months binding)	20	n/a
EQ Essential Pre-Paid	15	n/a
EQ Pure Energy subscription with 1 test (6 months binding)	30	45
Any EQ Pure Nordic Health subscription - 3 products pack (6 months binding)	45	60
EQ Nordic Energy Booster subscription or Pre-Paid (6 months binding)	15	n/a
EQ Pure Collagen Pack with 1 test (6 months binding)	30	45
EQ Shake (6 months binding)	10	n/a
EQ Shake (3 months binding)	5	n/a
EQ Vegan Shake (6 months binding)	15	n/a
EQ Vegan Shake (3 months binding)	7,5	n/a

notes

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