

ZINZINO

COMPENSATION PLAN

EUROPE



ZINZINO

Zinzino exists to Inspire Change in Life by being the most Customer-focused Direct Sales Company in the world. Our community and our products will help us achieve that goal!

We know that we can't help everyone at the same time, but we can always create one more story. Since this translates into improving people's lives inside and out, we are proud to reward you with a lucrative and innovative way to earn income through promoting our world class products.

Zinzino reserves the right for any errors in printing or errors in meaning. We reserve the right to adjust and revise this document at any time. In case of potential incorrect translations of this document, this master version is the valid document which is binding for all Zinzino Independent Partners.

(This document is in all respects a translation of the English original document "Compensation Plan EU" and is binding for all Zinzino Independent Partners. In the event of any differences between this translation and the English original, the latter shall prevail.)

THE CUSTOMER BENEFITS



As you begin to understand how incredibly powerful and in demand Zinzino products really are, the more you will want to recommend them to others. Customers are the key to your success. Your income will be directly related to your efforts in sharing the products, the opportunity and building a sales organization.

Receive your Zinzino4Free (Z4F)

If you as a "Customer" or "Partner" refer four (or more) Customers with the same (or larger) order, you can receive your next monthly order for free. You only pay for shipping. This is a benefit for Partners and Customers since it makes it fun to involve everyone in finding new Customers.

If you can check YES to each of the questions below by the end of each calendar month, Zinzino will send your next Z4F Kit for free!

1. Do you have a Z4F Kit on Auto Order?
2. Do you have at least four personal first-generation Customer Points?
3. Is the total volume of my first-generation Customers Credits at least four times the volume of the Credits of my own Z4F Kit?

The same rules apply for Partners and Customers, but the Z4F Kit is called a Premier Subscription for Customers and they can qualify for multiple free subscriptions.

BECOMING AN INDEPENDENT PARTNER

1.

It is free to start as a Zinzino Partner (Back Office Entrance/Sales Rep) and you can earn retail profits and Cash Bonuses for subscription sales.

2.

To earn compensation from sales volume from Partners in your team and their Customers, you need to meet the qualification for being an active Partner. In the month you start plus the next three calendar months your monthly qualification is 10 Credits from your personal Customers and your own product orders.

3.

From the fourth calendar month, the monthly qualification to be an active Partner is four Personal Customer Points (PCP) in addition to the 20 Credits from your personal Customers and your own product orders. When this is achieved, it means that you have reached the title Bronze.

4.

For qualifications above Bronze, you have to meet the Customer Points and balanced Credits required for the title, before the new title is given to you. This also applies if the qualification is achieved in the month you start, plus the next three calendar months.

Credits

Each Zinzino product you sell in the price list is given a compensation value called Credits. Credits are our internal currency and the foundation for all calculations in the Zinzino Compensation Plan. We also have two credit multipliers: ECB and RCB.

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ECB (Enrollment Credit Bonus)

Doubles the Credits from new enrollment orders.

RCB (Residual Credit Bonus)

Doubles the Credits from ongoing orders beyond the first.

You can use the ECB and RCB, if you qualify for them, to reach all levels in the Compensation Plan when qualifying for activation, Z4F, compensation and titles.

The ECB and RCB are paid in the weekly cycle. So it doesn't matter which day of the current week you qualify - the multiplier will be added from the beginning of the compensation week (starts on Thursday 00.00 CET - Central European time).

BUILDING YOUR TEAM CUSTOMER BASE

Cash Bonuses

There are two Cash Bonus types; Premier Cash Bonus and Retail Cash Bonus.

You receive a Premier Cash Bonus when you sell a Premier Customer Kit to a new or existing Customer.

You receive a Retail Cash Bonus when a Retail Customer buys any single items (that have Credits).

The Partner Price List outlines both the Premier Kit offers that give a Cash Bonus and the items that generates a Retail Cash Bonus (a percentage of the price excl. taxes).

All Partners, including Back Office Entrances (Sales Reps), are rewarded from 10% Cash Bonus and up to 30% Cash Bonus:

- Partners who qualify for A-Team are rewarded with 20% Cash Bonus*
- Partners who qualify for Pro-Team are rewarded with 25% Cash Bonus*
- Partners who qualify for Top-Team and Top 200 are rewarded with 30% Cash Bonus*

* You can read more about Team Bonuses on page 7.

The Bonus is paid from orders sold to personal Customers (direct Customers and their referred second generation, third generation Customers, and so on.) Note these are the only bonuses that do not require being an active Partner.

Bronze

A Partner with four Personal Customer Points (PCP) that generates at least 20 Credits per month, including your own product order, becomes Bronze.

Smart Bronze (30-day qualification period)

**EXPRESS
BONUS**

Earn a 5 % Mentor Bonus on all your personally sponsored Partner's Team Commission and Customer Cash Bonuses by achieving Smart Bronze. You will also receive a One Time Bonus of 100 Pay Points.

1. Register Z4F Kit on Auto Order.

2. Enroll four Customers with Premier Kits.

You can double your Mentor Bonus to 10 % if your personally sponsored Partners also qualify as a Smart Bronze! Qualify for Smart Bronze within your first 30 days to receive the 5-10 % Mentor Bonus from all your personally sponsored Partners.

Mentor Bonus are paid with weekly compensation. This bonus may not exceed the total of your weekly Team Commission and Cash Bonus earnings. To maintain the Mentor Bonus you must stay active each month as Bronze or higher title.

Dynamic Compression: If you do not qualify for the Mentor Bonus, it will automatically go to the first upline sponsor that is an active Mentor Bonus qualified A-Team. From the week you re-qualify for the bonus, it will once again be paid to you.



Pay Points

Credits are used to calculate Pay Points with the Compensation Plan, and the goal is that one Pay Point should equal 1.00 = €1. The Company reserves the right to keep the Pay Point value between €0.85-1.10.



X-Team

Qualify for X-Team with 10 active Personal Customer Points that generate at least 50 Credits per month, including your personal product orders.

X-Team Express (60-day qualification period)

**EXPRESS
BONUS**

Earn a 150 Pay Point Bonus (One Time Bonus) plus ECB (Enrollment Credit Bonus).

1.

Register Z4F Kit on Auto Order.

2.

Enroll 10 Customers with Premier Kits worth at least 50 Credits in total.

To maintain the ECB, you must stay active each month as Silver title or higher (750 or higher balanced Credits) or X-Team.

A-TEAM BONUS

Partners may qualify for A-Team with 25 active Customer Points and 125 Credits including personal product orders. The reward*:

1. 20 % Cash Bonus
 2. 100 Pay Points in each qualified month
 3. Enrollment Credit Bonus (ECB) and Residual Credit Bonus (RCB)
 4. 1 Director Trip Point per active A-Team month
 5. Possibility of Mentor Bonus Dynamic Compression
- Learn more on page 5



PRO-TEAM BONUS

Partners may qualify for Pro-Team with 50 active Customer Points and 250 Credits including personal product orders. The reward*:

1. 25 % Cash Bonus
2. 200 Pay Points in each qualified month
3. ECB and RCB
4. 3 Director Trip Points per active Pro-Team month



TOP-TEAM BONUS

Partners may qualify for Top-Team with 100 active Customer Points and 500 Credits including personal product orders. The reward*:

1. 30 % Cash Bonus
2. 400 Pay Points in each qualified month
3. ECB and RCB
4. 5 Director Trip Points per active Top-Team month



TOP 200 PLUS BONUS

Partners may qualify for Top 200 Plus with 200 active Customer Points and 1000 Credits including personal product orders. The reward*:

1. 30 % Cash Bonus
2. 1000 Pay Points in each qualified month
3. ECB and RCB
4. 8 Director Trip Points per active Top 200-Team month

Note: The first year you hit Top 200 Plus you are auto-qualified for the Director Trip if you maintained the Top 200 volume of 1000 Credits per month for at least two months in the qualifying period. Learn more on page 15.



PLUS for every additional 100 active Customer Points and additional 500 Credits including personal product orders. The reward*:

1. + 500 Pay Points in each qualified month
2. + 3 Director Trip Points per active PLUS -Team month

* Only the highest achieved level of A-Team, Pro-Team or Top-Team will be paid out

BUILDING YOUR SALES TEAM

Waiting Room

i In order to make it easy and convenient for you, your new Partners will be registered in your Waiting Room. Then you will have the chance to structure your team at a suitable time for you, during the week. If you do not place the new Partner, the system will take care of it for you.

The system will handle all un-placed Partners in Waiting Rooms in the order of registration time. All Partners in Waiting Room will be placed in time to be included for weekly and monthly deadline.

Our Compensation Plan is based upon an easily duplicable business model that leverages Direct Sales. As we have already covered, Customers are the key to our success. Now it is time to create leverage by building a sales team to accelerate your Customer organization.

Five Steps to Success for New Partners

- 1.** Join as an Independent Zinzino Partner
- 2.** Register a Z4F Kit on Auto Order
- 3.** Enroll four or more first generation Customers with Premier Kits to receive your next month's products for free (Zinzino4Free, you only pay shipping) and keep your active Partner status
- 4.** Create immediate results through our 30- and 60-day Express-/Fast Start Bonus program. Earn ECB, Mentor Bonus and up to 400 Pay Points in Express Bonuses
- 5.** Enroll more Partners and mentor them to duplicate steps 2-5

Fast Start Silver (30-day qualification period)

Earn the Fast Start Silver Bonus of 150 Pay Points and the Enrollment Credit Bonus (ECB).

Steps:

1. Register Z4F Kit on Auto Order

2. Become a Smart Bronze Partner

3. Reach 375 Credits in balance

To maintain the ECB, you must stay active each month as Silver or higher title (750 balanced Credits) or X-Team.



Balanced Credits

The number of Credits that count are based on the balance between your left and right team. No more than two-thirds (2/3's) of your qualifying Credits can come from the larger team.

Team Commission

The percentage in the table below shows how your balanced team Credits are calculated and converted to Pay Points for compensation. All active Partners in Zinzino begin with a 7.5 % Team Commission level and can earn Team Commission in multiple Income Centers. Team Commission is paid weekly.

See table:

	7.5 % →		10 % →				15 % →							
Balanced Credits/IC	150	300	500	1,000	1,500	2,000	3,000	4,000	5,000	6,000	7,000	8,000	9,000	10,000
Pay Points	11	22	50	100	150	200	450	600	750	900	1,050	1,200	1,350	1,500

Customer Acquisition Bonus (CAB)

Earn the CAB for new Customer Premier Kits and new Partner product kits. Small, Medium, Large, XL and XXL CAB applies to active Partners. CAB may come from only one Income Center in each weekly pay cycle.

See table:

	Left Credits	Right Credits	Pay Points
SMALL	500	500	200
MEDIUM	1,500	1,500	400
LARGE	3,500	3,500	600
XL	7,500	7,500	1,000
XXL	15,000	15,000	1,500

Volume Bonus

Active Crown titles and above receive a Volume Bonus in Pay Points based on the total sales with a minimum of 10,000 Credits in balance. Volume Bonus applies to multiple Income Centers and pays weekly. See table below:

	Crown	Royal Crown	Black Crown	Ambassador	Royal Ambassador	Black Ambassador	President	Elite President	Global President	1 Star Global President
	1 %	1.5 %	2 %	2.25 %	2.5 %	2.75 %	3 %	3.5 %	4 %	4 %
10,000 Cr.	100	150	200	225	250	275	300	350	400	400
> 25,000 Cr.	250	375	500	562	625	687	750	875	1,000	1,000
> 50,000 Cr.		750	1,000	1,125	1,250	1,375	1,500	1,750	2,000	2,000
> 75,000 Cr.			1,500	1,687	1,875	2,062	2,250	2,625	3,000	3,000
> 100,000 Cr.				2,250	2,500	2,750	3,000	3,500	4,000	4,000
> 125,000 Cr.					3,125	3,437	3,750	4,375	5,000	5,000
> 150,000 Cr.						4,125	4,500	5,250	6,000	6,000
> 200,000 Cr.							6,000	7,000	8,000	8,000
> 250,000 Cr.								8,750	10,000	10,000
> 300,000 Cr.								10,500	12,000	12,000
> 400,000 Cr.									16,000	16,000
> 500,000 Cr.										20,000

BONUSES



Enrollment Credits Bonus (ECB)

If you qualify for ECB, you will receive 100 % increased Credits for new Premier Kits and for new Partner product kits. Single orders or extra product orders are not counted. You can qualify for the ECB by reaching: Fast Start Silver, X-Team Express and A-Team as a Lifetime Bonus. To receive ECB in any month, a Partner must stay active each month as Silver (750 balanced Credits) or X-Team or higher titles. This Bonus is calculated in both weekly and monthly compensation.

Residual Credit Bonus (RCB)

If you qualify for RCB you will receive 100 % increased Credits for all orders, excluding ECB-qualified orders. You can qualify and maintain RCB through: Qualified A-Team (or higher). This bonus is calculated in both weekly and monthly compensation.

Top-Team Bonus (€10,000 paid one-time)

Earn a Top-Team Bonus of €10,000 (one-time). Qualify for this bonus the first month you gain the Top-Team title. The bonus is paid out in 25 separate monthly payments of €400. If you lose the qualification, the remaining portion of the bonus will be paid when the qualification is regained.

Title Bonus (paid one-time for title and balanced Team Customers)

You qualify the first month you gain the relevant title (or higher) and when the balanced Customer Points are obtained. No more than 2/3 of Customers can come from your larger team. This bonus is paid over 5-20 months. If you lose the qualification the remaining part of the bonus will be paid when the qualification is regained. This bonus pays monthly.

Title	Balanced Customer Points	One Time Bonus	Paid over months	Monthly payment
Diamond	750	€2,500	5	€500
Director	1,500	€5,000	5	€1,000
Crown	3,000	€10,000	10	€1,000
Royal crown	5,000	€15,000	10	€1,500
Black Crown	7,500	€20,000	10	€2,000
Ambassador	10,000	€25,000	10	€2,500
Royal Ambassador	12,500	€25,000	10	€2,500
Black Ambassador	15,000	€25,000	10	€2,500
President	20,000	€100,000	20	€5,000

BONUSES



zCar

As an active Diamond or above, you will be awarded the zCar Bonus of €1,000. You will receive the full Bonus (100 %) each month you qualify as Diamond or above for the first 90 days. This bonus is paid together with all other monthly compensation. After 90 days, you must meet two additional criteria to continue receive 100 % of your zCar Bonus:

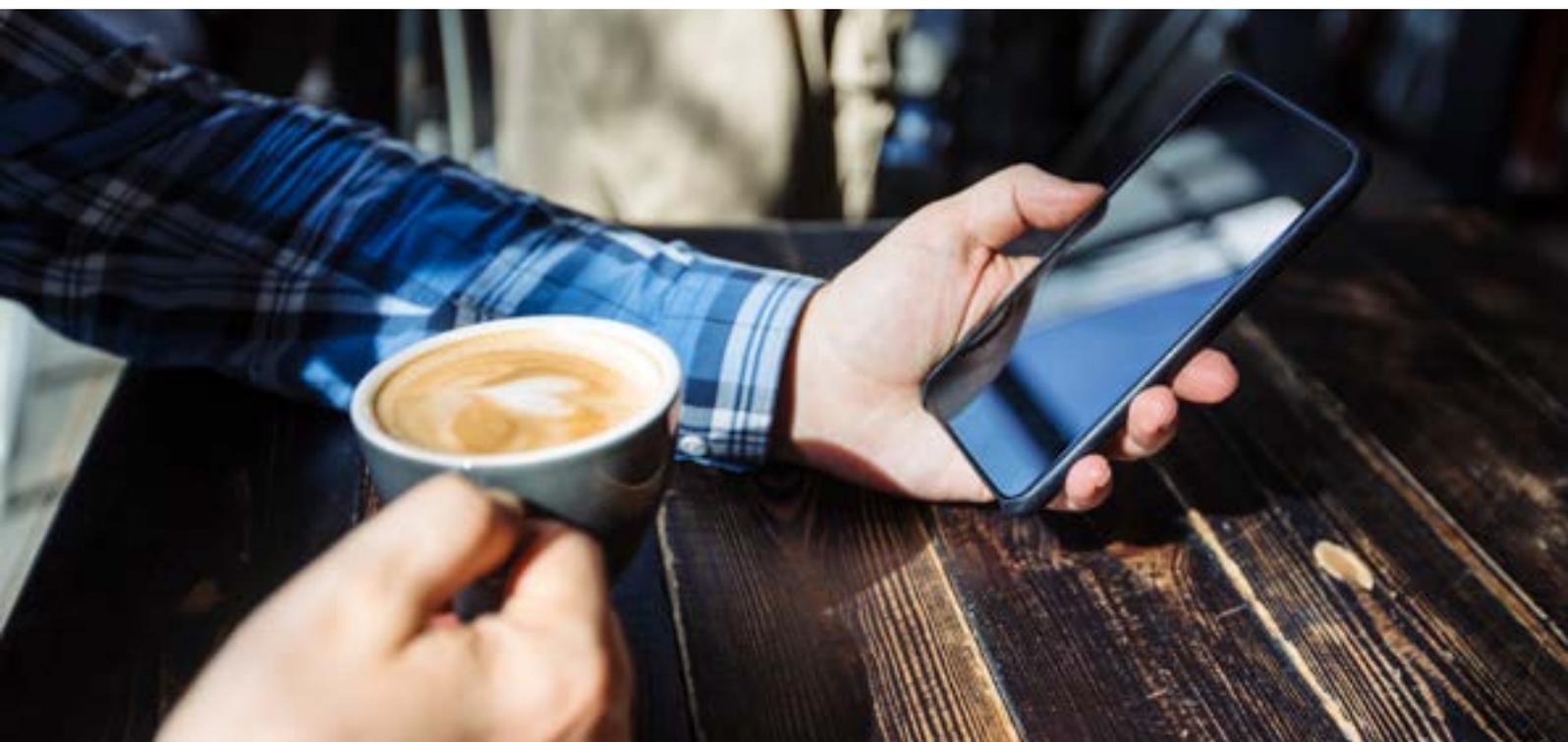
1. You must buy and stripe the car within 90 days from the day you reach Diamond. The car must be black and not older than 6 years.

2. The car must be striped according to the graphic profile set by Zinzino. We will send you the approved design and information on how to stripe your car with the car sticker.

If you do not meet these two criteria, but remain qualified as Diamond, you will receive 50 % of the bonus. You may meet the criteria at a later time and will once again receive 100 % of your zCar Bonus at the following month's compensation pay-out.

zPhone

As active Executive and above, you will receive the zPhone Bonus. The bonus is €200 each qualifying month at Executive title and higher.



THREE BONUS TRIPS

Zinzino Director Trip

Zinzino has one yearly educational Trip called the Director Trip. We take you to luxurious and exclusive locations where you have the opportunity to learn from great speakers and be coached by the best in an inspiring environment.

To qualify for the Director Trip, you need to collect 150 DT Points. This is how you collect DT Points:

FOR PERSONAL CUSTOMERS

- 1 DT Point per active A-Team month
- 3 DT Points per active Pro-Team month
- 5 DT Points per active Top-Team month
- 8 DT Points per active Top-Team 200 month
- 11 DT Points per active Top-Team 300 month

FOR NEW CUSTOMERS & PARTNERS

- 1 DT Point per new Customer Point generated from any Premier Kit
You can get a maximum 50 DT Points from new Customer Points during the qualification period.
- 1 DT Point per new Partner with a Basic, Advanced or Ultimate Partner Kit or a Back Office Entrance (Sales Rep) that qualifies for Smart Bronze.
You need a minimum of 5 DT Points from this category. You can get a maximum of 50 DT Points from new Partner Points during the qualification period

FOR YOUR ACTIVE TITLE

- 1 DT Points for each month you are an active Executive
- 4 DT Points for each month you are an active Platinum
- 10 DT Points for each month you are an active Diamond
- 15 DT Points for each month you are an active Director and above
New title Director or Top 200** qualifies for the trip automatically. Royal Crown*** and above qualifies for two trips (e.g. bring your spouse). Active Presidents, within the qualification period, along with their spouse automatically qualify for the trip.*

Qualify your spouse: After you have qualified for your own trip (150 points), you can qualify your spouse either partly or free of charge by continuing to collect DT-Points. For partly qualification with 50% spouse ticket paid. Collect 225 DT-points and minimum 15 Partner Points in total. For full qualification for free spouse ticket. Collect 300 DT-points and minimum of 15 Partner Points in total.

Qualification period:

From November 1st, 2020 until October 31st, 2021 (MIDNIGHT EU CEST / 6 PM USA EST / 8 AM +1 AUST EST).

* Reach the level of new Director within the Campaign period and be active X-Team. In addition, you must have at least one month Diamond volume of 12,000 Credits in balance before the end of December 2021.

** The Top 200 volume of 1,000 Credits per month must be maintained for two months in the qualification period.

*** The Royal Crown volume of 80,000 Credits per month must be maintained for two months in the qualification period and minimum of 5 Partner Points in total. To qualify their spouse, Royal Crowns need 15 DT points from new Partners in total.

****Flights and transportation: Zinzino will provide a certain amount in Euros to qualified Partners and their spouses (if qualified as per the rules) to contribute to the costs of their flight tickets and transfer between the airport and the DT resort.



Director Trip 2019

Zinzino Ambassador Trip

Every year, Zinzino treats all active Ambassadors with a 5-star experience at different locations around Europe. We have experienced luxurious Monaco, been jet skiing in Palma and enjoyed a seven-course menu on the beach of the French Riviera.

To qualify for the Ambassador Trip, achieve active Royal Crown for 12 month or minimum achieve active Black Crown for 1 month during the period between from July 1, 2021 and June 30, 2022.

Qualified Partners must pay all travel expenses to the Ambassador Trip location, such as flight tickets, taxi to the hotel etc. All qualified Partners may also bring their spouses with them on the trip. Spouses must book their own flight tickets and pay all travel expenses to the destination. Zinzino will cover all other expenses for the Partner and their spouse during the trip, such as food, accommodation, activities etc.

All qualified Partners may also participate in Leader Council meetings during the upcoming year.



Zinzino Founders Trip

An unforgettable trip with the Founders is for our very best recruiters. The destination is always revealed at the beginning of the calendar year. A luxurious trip filled with fantastic adventures like helicopter safaris, magical food created by private chefs, coaching and leadership sessions. A totally unique trip with a lot of fun and for sure a memory for your whole life!

RECOGNITION TITLES

Zinzino has several Recognition levels, each with their own title and bonus. Bonuses get bigger for each level you reach. You can always earn the bonus on your level and below. Note that you always need be an active Partner to earn commissions and bonuses. Executives and above have additional activation requirements.

Back Office Entrance (Sales Rep)

It is free of charge to start as a Zinzino Partner (Back Office Entrance (Sales Rep) and you can earn retail profits and Cash Bonuses.

Active Partner

You qualify as an Active Partner when you have 10 Credits, each month, of product orders from your personal Customers and your own product orders in the month you start, plus the next three calendar months. From the 4th calendar month, you must have four Customer Points in addition to your 20 Credits of product orders from personal Customers and your own product orders each month. This also means that you are qualified as Bronze. Active Partners accumulate banking and have a weekly earning potential of up to 1,500 Pay Points in Team Commission per Income Center and a CAB up to 1,500 Pay Points per week.

Silver

When you reach Bronze and have 750 Credits in balance per calendar month, or reach Fast Start Silver (see page 9), you are Silver. Normally 750 Credits requires about 50 balanced Customers in your team. If you qualify for Fast Start Silver, you get a 150 Pay Point bonus and ECB.

Gold

When you reach Bronze and have 1,500 Credits in balance per calendar month, you are Gold. Normally 1,500 Credits requires about 100 balanced Customers in your team.

Executive

When you reach X-Team and 3,000 Credits in balance per calendar month you are Executive. Normally 3,000 Credits require about 200 balanced Customers in your team. As an active Executive or higher, you earn the €200 zPhone Bonus every month.

Platinum

When you reach X-Team and 6,000 Credits in balance per calendar month, you are Platinum. Normally 6,000 Credits requires about 375 balanced Customers in your team

Diamond

When you reach X-Team and 12,000 Credits in balance per calendar month, you are Diamond. Normally 12,000 Credits requires about 750 balanced Customers in your team. A Title Bonus of €2,500 is now available for you. As an active Diamond or higher you earn the €1,000 zCar Bonus every month.

Director

When you reach X-Team and 24,000 Credits in balance per calendar month, you are Director. Normally 24,000 Credits requires about 1,500 balanced Customers in your team. A Title Bonus of €5,000 is now available for you. As a new Director you are automatically qualified for one Director Trip.



Crown

When you reach X-Team and 48,000 Credits in balance per calendar month, you are Crown. Normally 48,000 Credits requires about 3,000 balanced Customers in your team. A Title Bonus of €10,000 is now available for you. You can receive a 1 % Volume Bonus up to 250 Pay Points per week per Income Center. As an active Crown or higher you are automatically qualified for the Director Trip.

Royal Crown

When you reach X-Team and 80,000 Credits in balance per calendar month, you are Royal Crown. Normally 80,000 Credits requires about 5000 balanced Customers in your team. A Title Bonus of €15,000 is available for you. You will receive a 1.5 % Volume Bonus up to 750 Pay Points per week and per Income Center.

Black Crown

When you reach X-Team and 130,000 Credits in balance per calendar month, you are Black Crown. Normally 130,000 Credits requires about 7,500 balanced Customers in your team. A Title Bonus of €20,000 is available for you. You will receive a 2 % Volume Bonus up to 1,500 Pay Points per week and per Income Center.

Ambassador

When you reach X-Team and two Income Centers with at least 10,000 Credits in each team and a total volume of 150,000 Credits in balance (001) per calendar month, you become Ambassador. Normally 150,000 Credits requires about 10,000 balanced Customers in your team. A Title Bonus of €25,000 is available for you. You will receive a 2.25 % Volume Bonus up to 2,250 Pay Points per week and per Income Center.

Royal Ambassador

When you reach X-team and two Income Centers with at least 20,000 Credits in each team and a total volume of 200,000 Credits in balance (001) per calendar month, you become Royal Ambassador. Normally 200,000 Credits requires about 12,500 balanced Customers in your team. A Title Bonus of €25,000 is available for you. You can receive a 2.5 % Volume Bonus up to 3,125 Pay Points per week and per Income Center.

Black Ambassador

When you reach X-Team and two Income Centers with at least 30,000 Credits in each team and a total volume of 250,000 Credits in balance (001) per calendar month per calendar month, you become Black Ambassador. Normally 250,000 Credits requires about 15,000 balanced Customers in your team. A Title Bonus of €25,000 is available for you. You will receive a 2.75 % Volume Bonus up to 4,125 Pay Point per week and per Income Center.

President

When you reach A-Team and three Income Centers with at least 40,000 Credits in each team and a total volume of 300,000 Credits in balance (001) per calendar month, you become President. Normally 300,000 Credits requires about 20,000 balanced Customers in your team. A Title Bonus of €100,000 is available for you. You can receive a 3 % Volume Bonus up to 6,000 Pay Points per week and per Income Center.

Elite President

When you reach A-Team and three Income Centers with at least 80,000 Credits in each team and a total volume of 500,000 Credits in balance (001) per calendar month, you become Elite President. You can receive a 3.5 % Volume Bonus up to 10,500 Pay Points per week and per Income Center.



Global President

When you reach A-Team and three Income Centers with at least 130,000 Credits in each team and a total volume of 1,000,000 Credits in balance (001) per calendar month, you become Global President. You can receive a 4% Volume Bonus up to 16,000 Pay Points per week and per Income Center.

1 Star Global President

When you reach A-Team and four Income Centers with at least 130,000 Credits in each team and a total volume of 2,000,000 Credits in balance (001) per calendar month, you become 1 Star Global President. You will receive a 4 % Volume Bonus up to 20,000 Pay Point per week and per Income Center. In addition you will get a 0,5 % limitless bonus on all volume that is outside of the Team Commission and Volume Bonus pay increments.

2 Star Global President

When you reach A-Team and five Income Centers with at least 130,000 Credits in each team and a total volume of 3,000,000 Credits in balance (001) per calendar month, you become 2 Star Global President. You will receive a 4 % Volume Bonus up to 24,000 Pay Point per week and per Income Center. In addition you will get a 0,5 % limitless bonus on all volume that is outside of the Team Commission and Volume Bonus pay increments.

3 Star Global President

When you reach A-Team and six Income Centers with at least 130,000 Credits in each team and a total volume of 4,000,000 Credits in balance (001) per calendar month, you become 3 Star Global President. You will receive a 4 % Volume Bonus up to 28,000 Pay Point per week and per Income Center. In addition you will get a 0,5 % limitless bonus on all volume that is outside of the Team Commission and Volume Bonus pay increments.



Now you can start adding stars to your title and reach even higher! You will receive another star for every new Income Center with at least 130,000 Credits in each team and a total increase of 1,000,000 Credits in your balanced team (001 Income Center) per calendar month. For every new star you add you increase your weekly Volume Bonus with 100,000 Credits in pay depth per Income Center.

CUSTOMER

CUSTOMER

A Customer is active for 90 days from the date of the last purchase of minimum 3 Credits. A Customer that is registered without a Premier Kit order is referred to as a "Retail Customer". A Customer with a Premier Kit order is called a "Premier Customer".

PERSONAL CUSTOMER

Personal Customers are all your direct Customers (first generation) and the Customers referred by your direct Customers (second generation, third generation ...) for an unlimited number of generations.

CUSTOMER POINTS

An active Customer can give you 1 or more Customer Points. Each Customer Point is active for 90 days from the date of the last purchase. This is how Customer Points accumulate:

1. You receive 1 Customer Point for every Premier Subscription (minimum 3 Credits), and other items (minimum 3 Credits) added to subscriptions or Auto Orders.
2. In addition, you can receive a maximum of 1 extra Customer Point for items (minimum 3 Credits each) purchased, within the last 90-day period but not on subscription or monthly Auto Order. This rule applies after a Customer has passed the first 90 days.
3. If you did not receive any Customer Points from the above rules, you receive maximum 1 Customer Point when the sum of all orders in the last 90 day period is 3 Credits or more.

Example: When a Customer has more than one Premier Subscription on their monthly Auto Order, such as a single Skin Care subscription and a single Balance subscription, this totals 2 Customer Points. If furthermore, they have a webshop order minimum 3 Credits, this also will generate 1 Customer Point. This now totals 3 Customer Points (2 points from Premier Subscriptions' 1 Point for the webshop item).

To grant other items to count as Customer Points we recommend webshop items are added to the subscriptions. Zinzino reserves the right to exclude Customer Points from purchases made as separate order and not on the monthly orders than above mentioned.

TEAM CUSTOMER NUMBER

Your total Team Customer Number is the total of all your Personal Customer Points (PCP), your Team Customer Points (TCP) and all Partner Points.

PARTNER POINTS

Each Partner with an order of 3 or more Credits in the last 90 days is counted as a Partner Point.

OTHER IMPORTANT INFORMATION



COMMISSION

All commission presented by Zinzino is shown in gross income so that the same amount can be shown for everyone. Depending on regulations for your country and whether you are VAT-registered or not, different taxes may modify this amount, as for your local tax regulations. As a Partner in Zinzino, you are obliged to ensure that you register yourself in a proper manner in accordance with both your local government regulations and the requirements Zinzino sets. Commission invoices are published in a PDF format on each Partner's personal web pages.

PARTNER CONTRACT

In order to remain a registered Partner with Zinzino, you must place an order of at least 3 Credits or recruit at least one new 1st generation Customer Point worth at least 3 Credits in a 12-month period. If you fail to do this, your position in the network will be frozen and after 18 months, your Partner ID will cease to be valid.

In addition to this, all rules laid out in the Partner Contract Terms, as well as the Marketing Rules & Ethics, regulate your relationship with Zinzino.

In order to maintain a Recognition pin, you must meet the requirements for this pin at least once during the last 12 months.

Please check Zinzino communications to Independent Partners in your Back Office and communicate with your sponsor regularly for ongoing important information.

Zinzino reserves the right to retract or hold compensation if it is revealed that commissions or bonuses were qualified by unethical or false means. Zinzino's compliance department investigates all suspected frauds.

WEB ACCOUNT

Withdrawal from your web account to a bank account has a fee (depending on your bank).

A minimum withdrawal amount could exist. Non-active Partners are debited an administration fee of €1 per week.

All commissions are exchanged from Euro into local currency (except for Iceland, Bulgaria, Croatia, Czech Republic, Hungary and Romania) when paid out to your web account, using a weekly updated exchange rate from the European Central Bank/Riksbanken (Sweden's Central Bank).

DEADLINES & COMMISSIONS

WEEKLY & MONTHLY COMMISSIONS

Zinzino pays its Partners weekly and a monthly based upon sales volume. Team Commission, CAB and Mentor Bonus are paid weekly. Special bonuses are paid monthly. Please note deadlines for qualifying for all compensation.

DAILY, WEEKLY OR MONTHLY?

Zinzino's computer system checks qualification daily, weekly and monthly for respective commissions and bonuses. All orders must be paid before the deadline to qualify.

CHECKED ON A DAILY BASIS

Smart Bronze, Fast Start Silver and X-Team Express.

Daily deadline is at 24.00 every day CET - Central European Time

CHECKED ON A WEEKLY BASIS

Cash Bonus, CAB, Volume Bonus, Team Commission and Mentor Bonus.

Weekly deadline is Wednesday at 24.00 CET - Central European Time

CHECKED ON A MONTHLY BASIS

zPhone-, zCar-, Title Bonus, A-Team, Pro-Team, Top-Team and Recognition titles. The Z4F program verifies qualification monthly.

Monthly deadline is the last day of the calendar month at 24.00 CET - Central European Time

COMPENSATION WEEK

The compensation week begins Thursday 00.00 CET - Central European Time and ends the following Wednesday at 24.00 CET - Central European Time. The week includes all paid orders during that week.

COMPENSATION MONTH

The compensation month spans from 00.00 CET - Central European Time the last day of the previous month until 24.00 CET - Central European Time on the last day of the current month. The compensation month includes all paid orders during this period.

Zinzino will post new titles from the previous month in the Partner Back Office no later than the 10th day of the next month.

Compensation for first week of each month includes the current week plus monthly compensation from the previous month.

MONTHLY TITLE RECOGNITIONS

Partners qualify for titles each month for pay rank (i.e. qualified title) in the following month. The qualified title determines bonuses and commissions. Partners may advance to the next title at any point in the current month.

BANKING



Credits not used to calculate compensation in any given week or month are "banked" until a future compensation period. Team volume in a left or right team includes banking plus new sales volume for the week or month, respectively for the current week and current month.

Compensation calculations use Credits in a 2/3 - 1/3 balance i.e. up to 2/3's coming from your largest team. When you reach the maximum pay out for any compensation (e.g. Team Commission has a 1,500 Credit maximum), only the largest team saves banking. Zinzino banks maximum one million Credits both weekly and monthly.

Crown Partners and higher are eligible for a weekly Volume Bonus.

A Partner must be "active" with minimum 4 Customer Points and 20 Credits (from Customers and personal orders) to bank Credits. A Partner who becomes "inactive" forfeits all weekly and monthly banking.

ZINZINO GLOSSARY

SPONSOR: Partner who introduced a new Partner or Customer to Zinzino.

CREDITS: All Zinzino products carry a "Credit" value standardized across countries and currencies. Zinzino uses Credits as an internal currency to determine Z4F eligibility and to calculate commissions and bonuses in the Compensation Plan.

ACTIVATION DEADLINES: A Partner must qualify by the end of the calendar month to be active the next calendar month. The deadline is 24.00 pm CET on the last day.

PAY POINTS: Credits are used to calculate Pay Points with the Compensation Plan, and the goal is that one Pay Point should equal 1.00 = €1. The company reserves the right to keep the Pay Point value between €0.85-1.10.

PREMIER CUSTOMER: Premier Customers enroll with a Premier Kit to qualify for premier pricing (Zinzino's lowest price) in the webshop.

RETAIL CUSTOMER: Customers who pay full retail pricing when shopping in the webshop or directly from a Partner.

BANKING: Credits that cannot be turned into Pay Points are saved in banking as long as a Partner remains active. You may bank Credits both weekly and monthly.

TEAM BALANCE AND CREDIT BALANCE: Below an Income Center, a sales organization divides into a "left" and "right" team. Some qualifications and compensation are based upon "balanced" teams meaning at least 1/3 comes from the smaller team and no more than 2/3's comes from the larger team.

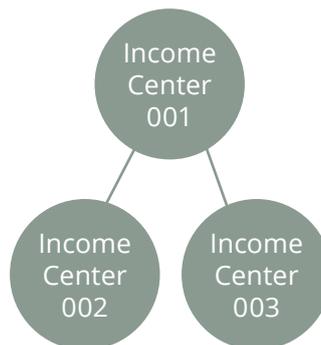
WAITING ROOM: This is the place where all Partners that register themselves with you as a Sponsor is visible for you. Then you chose the placement for each of them. If you do not place the new Partner, the system will handle all un-placed partners in Waiting Rooms in the order of registration time. All Partners in Waiting Room will be placed in time to be included for weekly and monthly deadline.

INCOME CENTER: Placement in the sales organization is labeled an Income Center. Back Office Entrance (Sales Reps) are given 1 Income Center. When you purchase a Partner Kit you will be given 2 additional Income Centers. See figure below:

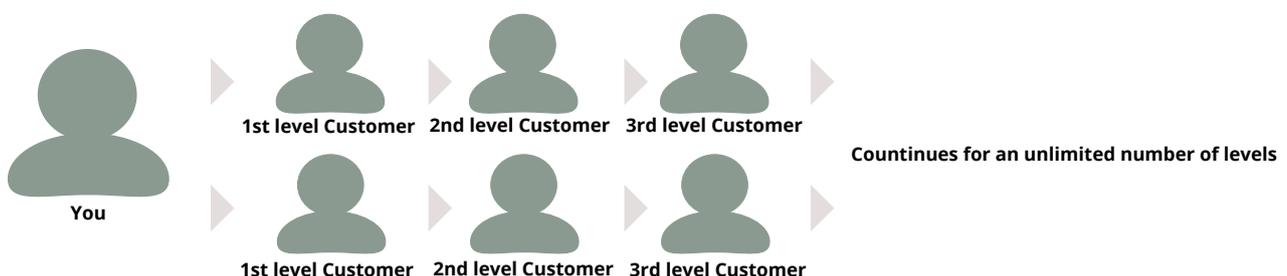
BACK OFFICE ENTRANCE (SALES REP)

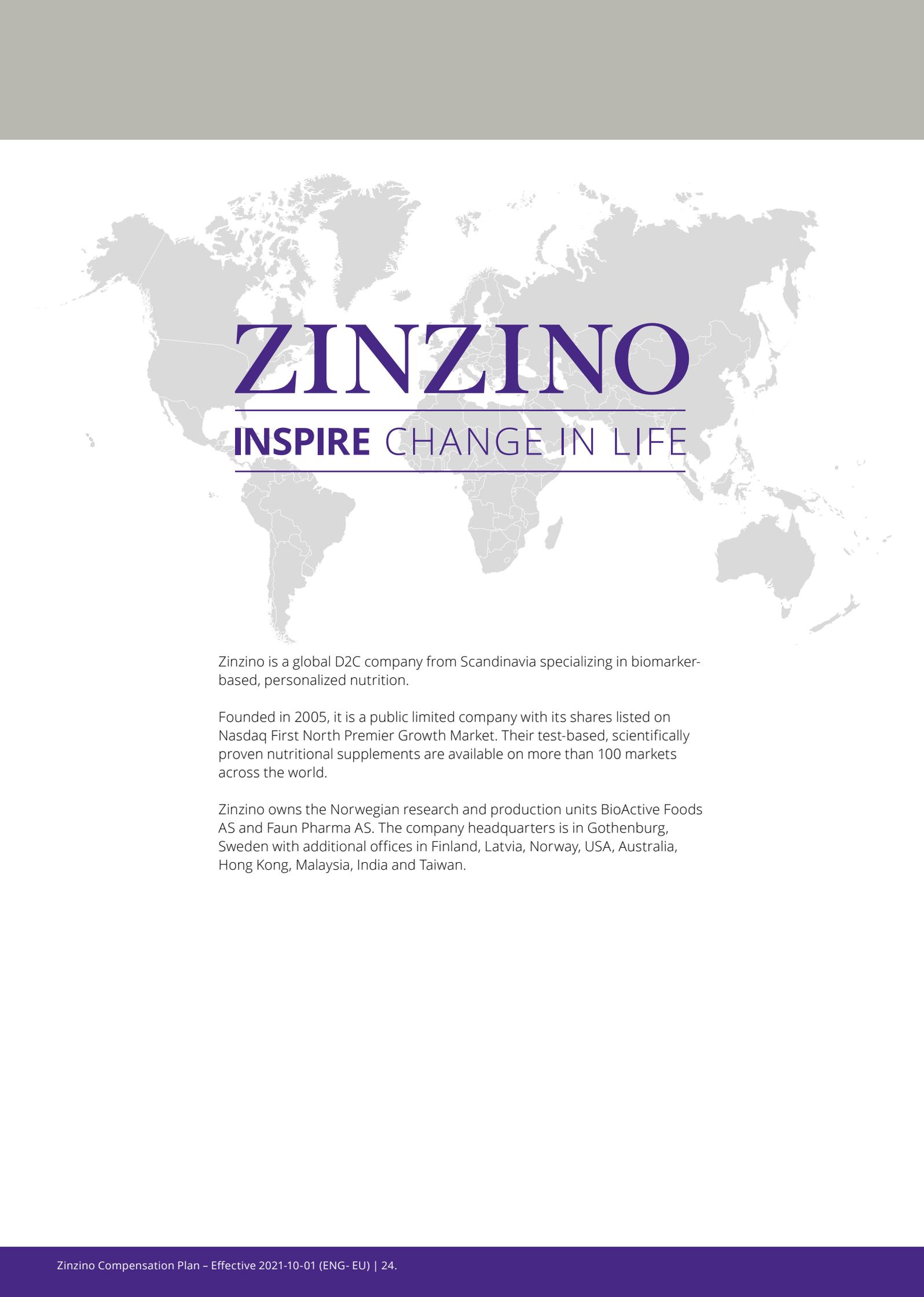


PARTNER



GENERATIONS OF CUSTOMERS: When we refer to first-generation Customers, we refer to a Customer enrolled directly to you. When we refer to second, third and so on generations of Customers we refer to your Customers referred by your Customers. See figure below:





ZINZINO

INSPIRE CHANGE IN LIFE

Zinzino is a global D2C company from Scandinavia specializing in biomarker-based, personalized nutrition.

Founded in 2005, it is a public limited company with its shares listed on Nasdaq First North Premier Growth Market. Their test-based, scientifically proven nutritional supplements are available on more than 100 markets across the world.

Zinzino owns the Norwegian research and production units BioActive Foods AS and Faun Pharma AS. The company headquarters is in Gothenburg, Sweden with additional offices in Finland, Latvia, Norway, USA, Australia, Hong Kong, Malaysia, India and Taiwan.