

VIVRI[®] & Me

HOW TO EARN WITH VIVRI[®]

VIVRI[®] & Me Compensation Plan for operations executed in the USA and Puerto Rico, subject to change under the VIVRI[®] Terms & Procedures. It's your responsibility as a LIV to be updated with the current Compensation Plan which you can find in your Virtual Office under the documents section through the following link: vivri.site/plan

The profits of each VIVRI[®] Independent Leader in relation to the VIVRI[®] & Me Compensation Plan depend solely on the LIV's ability and efforts, as well as their personal and Team results, for which VIVRI[®] cannot guarantee specific profits. Profits presented are prior to taxes, each LIV is responsible for thoroughly fulfilling her/his fiscal obligations; inability to do so will result in immediate deactivation. If the LIV has no fiscal representative who can manage her/his taxes, VIVRI[®] will retain the corresponding taxes under the concept that a LIV is an independent merchant distributor.



TAKE ADVANTAGE OF THE VIVRI+ OPPORTUNITY

Activations and Promotions
Retail Sales Training Bonus (RSTB)

3 WAYS TO WIN

1. IMMEDIATE EARNINGS
 - Client Earnings
 - Retail Sales Training Bonus
 - Weekly Payments
2. RESIDUAL EARNINGS
 - VIVRI® Team Bonifications
 - Dynamic Compression in VIVRI® Team Bonuses
 - Power Teams Global Pool
 - Diamond Heart Global Pool
 - Generational Royalties
3. VIVRI® LIFESTYLE BONUSES
 - Lifestyle Global Pool
 - Club Bonuses
 - Autoship 76
 - Autoship 226

ADDITIONAL CONTENT

Activity
Honorary Title of Consultant Rank to Founder's Club Rank
Additional Honorary Title Requirements for Diamond Heart or Higher
Benefits
Bonification Period
Bonification Minimum
50% Rank Criteria
Applicability
Diamond Heart Rank Requirements
Additional Top Journey Criteria and Other Diamond Heart Trips
Sustainability Policy
New Preferred Customer Criteria
New 70/30 Standard
Glossary of Terms

► **VIVRI, VINTARI, ANALOMIA, MACHĒ & YERBAMOR**

The VIVRI+ Opportunity not only gives you access to VIVRI, but also VINTARI, Analomia, MACHĒ and YERBAMOR. So you can also share their products and Promotional Packages, including all the kits, individual oils and essential blends. Talk to your LIV to learn more.

► **TAKE ADVANTAGE OF THE VIVRI+ OPPORTUNITY**

ACTIVATIONS AND PROMOTIONS

Consult your nearest LIV to find out about the activation options as a LIV or Preferred Customer and be sure to check our website to see the monthly promotions that will allow you to get activated and maximize their value.

LIV BENEFITS:

✓ LIV Tools

- Your own Online Store active in 6 countries (Replicated Website)
- Your own Virtual Office to manage everything (Back-Office)
- Follow-up Tools (VIVRI Maker App)
- Multiple Marketing Materials in digital format (Back-Office)

✓ Access to the VIVRI & Me Compensation Plan, which offers the possibilities of:

- Immediate Earnings for sharing the VIVRI Challenge and the VIVRI+ Opportunity
- Residual Earnings derived from the activity within your LIV Team
- Lifestyle Bonuses, such as Monthly Bonuses, cars, trips and more

✓ Preferred LIV pricing on VIVRI+ products for sale and personal consumption

✓ Active LIV membership and Autoship benefits*

*You maintain your LIV membership for life as long as you meet the requirement of at least one sale every 12 months, as well as all LIV terms and conditions, including the VIVRI Code of Ethics and VIVRI & Me.

Remember that this Activation will not generate Business Value Points, so it does not generate bonuses to those who activate another LIV.

RETAIL SALES TRAINING BONUS (RSTB)

As its name implies, this bonus has been created to incentivize existing LIVs to train new ones to develop clients through retail sales.

Once a LIV activates in your Level 1, you will receive this bonus when you have trained the LIV to find clients and when the LIV has satisfactorily reported Retail Sales corresponding to a Promotional Kit.

The Sponsoring LIV and corresponding uplines (5 Levels) will be entered for a Retail Sales Training Bonus when the new LIV reports the sale and/or consumption of these Kits by registering the end customer in the new LIV's Back-Office. This will be recorded in the Client Book.

Once the information is recorded in the Client Book, **the LIV's uplines (5 Levels) that report their sales satisfactorily will be awarded the following bonuses:***

	MONARCH 600 BV***	IMPERIAL ALL-INCLUSIVE 630 BV***	IMPERIAL 476 BV***	VISIONARY 250 BV***	EXECUTIVE 150 BV***	7 PAYMENTS** 60 BV***
Direct Sponsor (Upline 1)	\$300.00	\$315.00	\$238.00	\$125.00	\$75.00	\$30.00
Upline 2	\$30.00	\$31.50	\$23.80	\$12.50	\$7.50	\$3.00
Upline 3	\$30.00	\$31.50	\$23.80	\$12.50	\$7.50	\$3.00
Upline 4	\$30.00	\$31.50	\$23.80	\$12.50	\$7.50	\$3.00
Upline 5	\$30.00	\$31.50	\$23.80	\$12.50	\$7.50	\$3.00

* Remember that in line with the DSA guidelines, the direct sales companies must satisfy a minimum proportion of sales vs personal consumption of 70/30. Once the sales are reported satisfactorily, these bonuses will be scheduled for payment weekly according to the Compensation Plan. The sales should be reported within the product expiry period.

** Each of the 6 additional payments will generate Business Value Points for Team Commissions.

*** This bonus generates Personal and Team Volume when the sales are reported satisfactorily.

It's important that the customer information registered in the Client Book is correct. There will be regular audits and continual monitoring. If, for any reason, these are not validated, the bonuses will be reversed for the LIVs that received them.

▶ **3 WAYS TO EARN**

1. IMMEDIATE EARNINGS

1.1 • Client Earnings

Independent from your Rank, and without having to form a Team, when you share any of our products, whether in person or through your virtual store (Personalized VIVRI® Website), you can generate a profit of up to 50% (depending on the product) of the direct sale of these products to your Clients. This is a direct result of the difference between the preferential LIV price and the price established by VIVRI® for public sale to clients. Visit your Virtual Office to find the latest price list and review each product's exact profit margin.

1.2 • Retail Sales Training Bonus

As its name implies, this bonus has been created to incentivize existing LIVs to train new ones to develop clients through retail sales.

Once a LIV activates in your Level 1, you will receive this bonus when you have trained the LIV to find clients and when the LIV has satisfactorily reported Retail Sales corresponding to a Promotional Kits.

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** Each of the 6 additional payments will generate Business Value Points for Team Commissions.

*** This bonus generates Personal and Team Volume when the sales are reported satisfactorily.

It's important that the customer information registered in the Client Book is correct. There will be regular audits and continual monitoring. If, for any reason, these are not validated, the bonuses will be reversed for the LIVs that received them.

1.3 • Weekly Payments

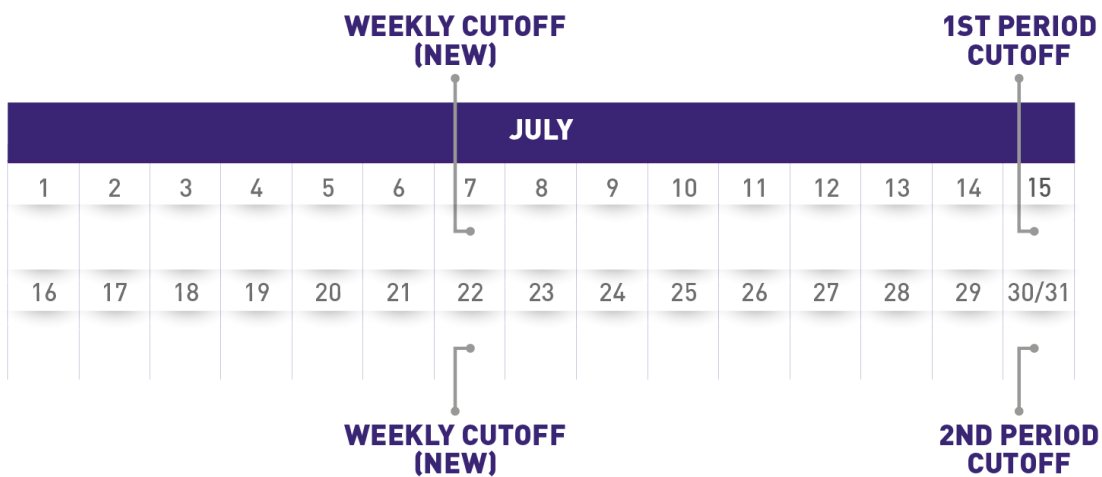
Within each of the ordinary two VIVRI® Periods (1-15th, 16th-end of the month), there will be a weekly cutoff, where you can earn the Retail Sales Training Bonus. This means you could earn 4 checks each month:

- From the 1st to the 15th, there will be a cutoff day on the 7th of the month.
- From the 16th to the last day of the month, there will be a cutoff day on the 22nd of the month.

RSTB will be paid within the 10 business days subsequent to the cutoff day, as long as you are Active during the corresponding Period, according to the guidelines contained in this document.

This does not modify ordinary VIVRI® Periods, cutoff days for all other bonifications, Ranks, etc. remain intact (1st-15th, 16th-end of the month).

For example:



2. RESIDUAL EARNINGS

2.1A • VIVRI® Team Bonuses

As you and your Team sell more products, you can increase your profits through Team Bonuses. Team Bonuses are achieved each Period by meeting the required Personal Volume and are determined according to the Real Active Rank (RAR) of each LIV, establishing the Levels in which Team Bonuses will be received, as illustrated in the following chart:

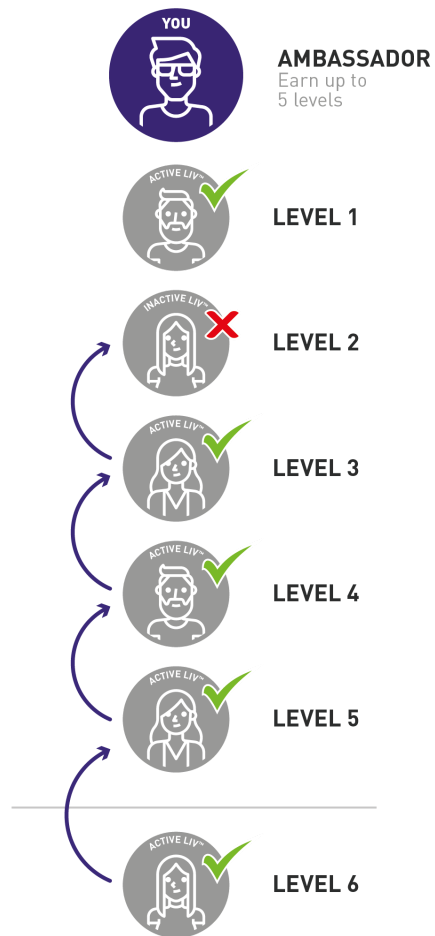
RANK CHART

	CONSULTANT	COACH	ENTREPRENEUR	ADVISOR	AMBASSADOR	DIRECTOR'S CLUB	PRESIDENT'S CLUB	FOUNDER'S CLUB	DH CLUB*	DDH CLUB*
PERSONAL VOLUME (PV)	76 PV monthly on Autoship / 60 PV each Period	76 PV monthly on Autoship / 60 PV each Period	76 PV monthly on Autoship / 60 PV each Period	76 PV monthly on Autoship / 60 PV each Period	76 PV monthly on Autoship / 60 PV each Period	76 PV monthly on Autoship / 60 PV each Period	76 PV monthly on Autoship / 60 PV each Period	76 PV monthly on Autoship / 60 PV each Period	76 PV monthly on Autoship / 60 PV each Period	76 PV monthly on Autoship / 60 PV each Period
FRONTALS		1	2	3	3	3	3	3	3	3
TEAM VOLUME (TV)		250	1,000	2,000	5,000	12,000	25,000	50,000	75,000	150,000
AWARDS*					EXPRESS TRIP	LUXURY CAR	ALL INCLUSIVE TRIP	HIGH END LUXURY CAR	ACCESS TJ DH	ACCESS TJ DDH
LEVELS	1	10% BV	10% BV	10% BV	10% BV	10% BV	10% BV	10% BV	10% BV	10% BV
	2		5% BV	5% BV	5% BV	5% BV	5% BV	5% BV	5% BV	5% BV
	3			5% BV	5% BV	5% BV	5% BV	5% BV	5% BV	5% BV
	4				5% BV	5% BV	5% BV	5% BV	5% BV	5% BV
	5					5% BV	5% BV	5% BV	5% BV	5% BV
	6						5% BV	5% BV	5% BV	5% BV
	7							5% BV	5% BV	5% BV
	8								5% BV	5% BV
	9									5% BV

- To calculate Team Bonuses, the percentage for each Level will apply to the Business Value (BV) accumulated throughout each Level in the LIV's Team within the Period.
- LIVs accumulate points to advance in Rank from Business Value Points generated by team members up to 9 levels.
- Additionally, rank volume is generated when sales of the ENS from Promotional Kits to customers are satisfactorily reported, within 9 levels of your Team. Please refer to the RSTB section.
- We have created an exceptional override opportunity, however. From January 1 to December 31, 2022 LIVs will be able to accumulate points to advance in Rank from Business Value Points generated by team members up to 15 levels subject to dynamic and sustainability criteria during each Period.

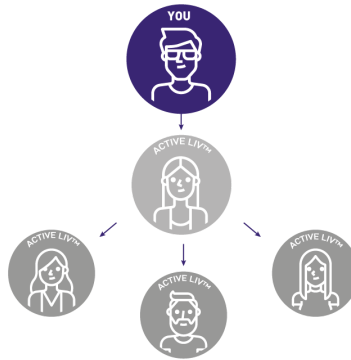
2.1B • Dynamic Compression in VIVRI® Team Bonuses

To increase your potential profits, we implemented a Dynamic Compression System within Team Bonuses. Whenever there is an inactive LIV within any of your first 9 Levels, your structure will be compressed to cover any open slots possible, moving all active LIVs upward within the structure. This way, you will earn more as the inactive slots within your Team are replaced with active LIVs. The following graph illustrates this by example:

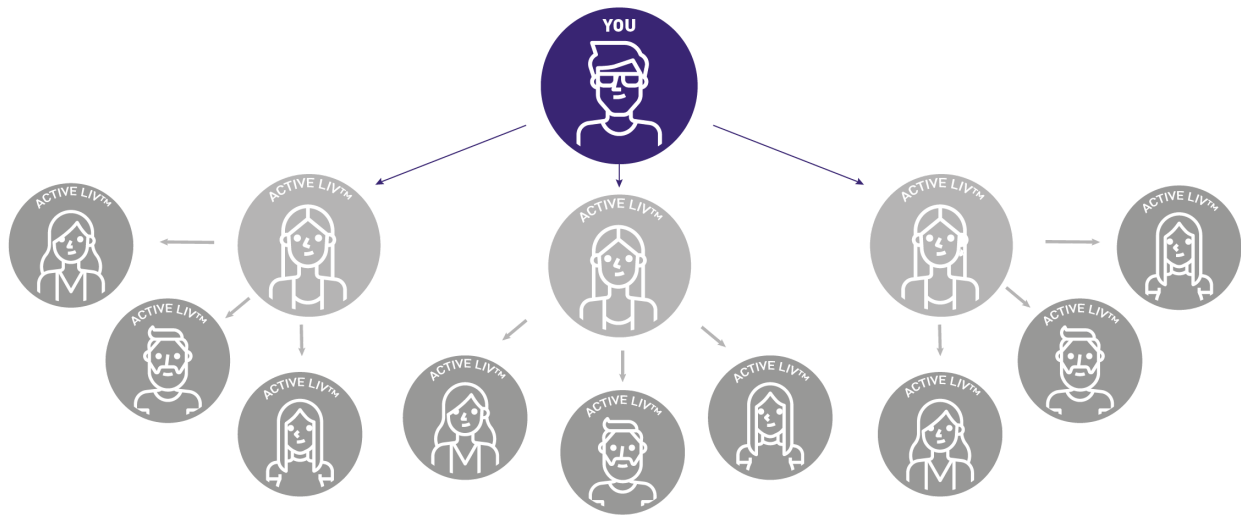


2.2 • Power Teams Global Pool

Every Period, VIVRI® assigns 2% of the Global Volume achieved in Business Value to be shared among LIVs who achieve three or more direct Power Teams within each Period, each Power Team is composed of 1 active Frontal LIV (Level 1) or 1 Preferred Customer who in turn has 3 active Frontal LIVs (her/his Level 1) or 3 active Preferred Customers. (You can use a combination of LIVs and Preferred Customers to achieve a Power Team, for example: 2 Frontal LIVs + 1 Preferred Customer = 3 active Frontals).



Whenever you maintain 3 active Power Teams within a Period, you receive your first share in the Power Teams Global Pool. Afterwards, any additional Power Team you maintain generates an extra share. Power Teams do not need to be new every Period to earn you shares, which means that if you maintain the same active Power Teams Period after Period you can continue to earn your share from the Power Teams Global Pool, which is why it is important to maintain your Power Teams active in order to always qualify for the Pool. You can promote the use of Autoship within your Team to achieve this.



By organizing your structure in Power Teams, you not only gain access to the Power Teams Global Pool: you also gain an increased strength of your VIVRI® Team and higher potential for duplication within your Team.

The Power Teams Global Pool is shared in equal proportions among the total number of participants (according to the amount of shares each participant holds) at a global scale each Period.

2.3 • Diamond Heart Global Pool (DHGP)

To foster a culture in which outstanding LIVs actively drive the growth of all VIVRI, we have created the Diamond Heart Global Pool (DHGP), whose name is inspired by the Diamond Heart Rank. VIVRI® allocates up to 5% of the worldwide Business Value (BV) of each Period to this Pool, and distributes it in Trips, Gifts and Bonuses to qualifying LIVs based on criteria that VIVRI designates in its sole discretion.

The DHGP is subject to the terms and conditions of the "Sustainability and Profitability Policy", the "VIVRI® & Me Criteria for Creation and Allocation of the Diamond Heart Pool", and subject to change without notice.

The DHGP may be used to cover travel expenses for official events including, but not limited to, VIVRI WORLD, Top Journey, VIVRI Cruise, VIVRI Explore, Bootcamps, etc.. Additionally, it may also be used for official work tours. Each trip, gift or DHGP bonus may have different delivery date.

Bonuses designated as "cash" will be at the sole discretion of VIVRI delivered partially or fully in advance no later than December 31 of the current calendar year.

In the case of Awards and Bonuses assigned to a Month, Period, or any particular time range, VIVRI® will communicate the requirements and ways to win directly to the LIVs it considers likely to qualify, and will do so within the first three days of the Month, Period, or designated time range.

A major event sponsored by the Diamond Heart Global Fund is "Top Journey". Typically an annual event, this private and exclusive trip allows a select group of LIVs to visit some of the most exotic and exciting destinations on the planet to participate in experiences and activities that are accessible only to the privileged few. Qualifying for Top Journey is based on meritocracy, meaning each LIV has to satisfy the specific requirements for each Top Journey. Qualification is also possible through indirect meritocracy by participation in the Diamond Heart Global Fund.

VIVRI reserves the right to invite the partners of those who qualify subject to accumulation of special Rank points required, additional invitation criteria and the available space. Additionally, anyone who qualifies or is invited to Top Journey has to be in full compliance with the VIVRI® Code of Ethics. VIVRI reserves the right of admission for all trips and the right to modify the qualification and invitation criteria, including the active fulfillment of established Rank requirements and goals.

2.4 • Generational Royalties

Through this powerful bonus, VIVRI® recognizes all LIVs who qualify as a Diamond Heart or higher, who in return have LIVs who qualify in Rank as Diamond Heart or higher, granting a bonus over the Personal Volume (PV) and Business Volume (BV) generated by the Team of these downline Diamond Hearts in up to 2 generations in each descending line within a Period, as according to the following chart and subject to the VIVRI® Sustainability Policy.

GENERATION	DIAMOND HEART
1	Up to 2%
2	Up to 4%

- 2% applies to the Personal Volume and Business Volume generated by the Team of the closest LIV ranked Diamond Heart (DH) or higher within the descending line of the LIV earning the Generational Royalties Bonus, without a limit to the amount of Levels, or the Level directly above the next LIV with the Rank of Diamond Heart (DH) or higher within the descending line (2nd generation).
- 4% applies to the Personal Volume and Business Volume generated by the Team of the closest 2nd generation LIV ranked of Diamond Heart (DH) or higher, without a limit to the amount of Levels, or the Level directly above the next LIV with the Rank of Diamond Heart (DH) or higher, within the descending line.

3. VIVRI® LIFESTYLE BONUSES

3.1 • Lifestyle Global Pool

Each month, 5% of VIVRI's Global Business Volume is reserved to offer all LIVs within your Team exciting Lifestyle rewards through special contests which include international trips, cash bonuses, technology and gadgets, fashion and other exclusive prizes. These extraordinary incentives are the recognition of your effort and that of your Team for promoting products to their customers. This Pool includes Monthly Bonuses, VIVRI® Trips and more.

(i) • Monthly Bonuses

You can find the current bonuses available at vivri.com/bonuses or you may review them with your upline.

(ii) • VIVRI® Trips

VIVRI® is a Lifestyle, and as a LIV you can participate every year to qualify to VIVRI World, Explore, Cruise, Top Journey and other extraordinary trips.

VIVRI® trips are designed to reward the Top 500 LIVs with different trips throughout the year. These trips combine unique experiences along with the opportunity to mingle with the Founder & CEO of VIVRI®, as well as Diamond Hearts and distinguished members of the VIVRI® Family, including Vice Presidents of VIVRI® Talent (Corp.) and Club Ranks.

**For more information on how to qualify visit vivri.com/bonuses*

(iii) • Ambassador Express Trip Bonus

Enjoy a luxurious Express Trip for two!

When you achieve the Real Active Rank (RAR) of Ambassador or higher for two consecutive Periods, VIVRI® rewards you with a trip to any 2 to 5-Star hotel that has an agreement with VIVRI®, for 4 days and 3 nights.

**Review terms and conditions at vivri.com/travels*

3.2 • Club Bonuses

VIVRI® delivers extraordinary lifestyle bonuses such as spectacular trips and bonuses to acquire luxury cars and extra benefits to LIVs who achieve Club Ranks.

(i) Club Ranks Car Bonus

Receive a monthly Bonus for the payment of your luxury car or super luxury car of up to \$ 1,300 USD. Use the Dynamic Bonus Matrix to know the amount you can receive, starting at the Director Rank:

DYNAMIC CAR BONUS MATRIX

Rank	Points x Period	Bonus	Monthly Bonus
Director's Club	12,000	Director's Car	\$600
	15,000	Director's Car	\$650
	20,000	Director's Car	\$700
President's Club	25,000	President's Car	\$750
	35,000	President's Car	\$850
	45,000	President's Car	\$950
Founder's Club	50,000	Founder's Car	\$1,200
	60,000	Founder's Car	\$1,300

Period Points are calculated by adding Personal Volume and up to 15 Levels of Team Volume per Rank (depending on your Activation), in accordance with the Terms and Conditions of the VIVRI & Me Compensation Plan.

To become a creditor to the Auto Bonus you must achieve the Real Active Rank (RAR) of Club Director or higher with at least 12,000 Points per Period. Depending on the amount of Points you have generated, it will be the amount you will receive according to the Dynamic Matrix of Auto Bonuses.

It is a prerequisite to buy or lease a luxury car with a minimum invoice value of \$ 20,000 USD, which must be validated by VIVRI (requesting it in your Virtual Office).

Once you have registered your car, you will continue to receive the Car Bonus in cash for each Period that you are active.

Check at vivri.com/bonuses or at the Contact Center the requirements and application form for the voucher.

(ii) • President's Club Trip Bonus

Enjoy a luxurious all-included trip with your partner or family!

VIVRI® will reward you with an amazing experience to enjoy the best lifestyle for an entire week (7 days and 6 nights)! Simply complete two consecutive Periods of the RAR (Real Active Rank) of President's Club or higher. This trip can be redeemed once the prior requirement has been met for the first time, and can only be redeemed once.

Travel with your partner or family (up to 4 adults, or 2 adults and 4 children under 12 y/o) to a luxury hotel (with an agreement with VIVRI®) in which you can enjoy a vacation with expenses taken care of* for an entire week (7 days and 6 nights).

*In addition to a luxury stay at no cost, VIVRI® provides \$2,000 dollars in reimbursement for additional expenses for your trip including the following categories:

- Meals
- Non-alcoholic beverages
- Transportation (flights, gas, etc.)
- Gym & spa
- Transportation within your destination

3.3 • Autoship (AS) 76

When you subscribe to an Autoship of 76 points (PV) or more for a year, VIVRI® rewards you with a certificate valid for a 4-day, 3-night Cruise for two certificates, which includes standard food and beverages.

This certificate is cumulative each year, which allows you to bring more people to your cruise. Go to www.vivri.com/bonuses to learn more about the promotion, its terms and conditions.

3.4 • Autoship (AS) 226

This bonus is for new LIVs only (and can only be activated during their first 30 days) and for LIVs that already have Autoship 226.

When you subscribe to an Autoship of 226 points (PV) or more for a year, VIVRI® rewards you with a certificate valid for a Trip of 4 days and 3 nights in a luxury hotel (with an agreement with VIVRI®), or if you choose to remain subscribed to Autoship for 24 months, you can exchange your trip for an extended 7 day and 6 night stay.

▶ **ADDITIONAL CONTENT**

Activity

You will be considered an Active LIV on a Period if you complete *any* of the following:

1. **Activate as a LIV (which activates you for 2 Periods).** With an Activation, a LIV automatically remains active for 2 consecutive Periods: the Period in which the Basic Distributor Activation was purchased and the Period immediately after (without any additional requirements).
2. **Having 60 Personal Volume points or higher (keeps you active for 1 Period).** You remain active during a Period whenever you achieve 60 Business Value points or higher for purchases or personal sales (Level 1).
3. **Having an Active Autoship subscription with at least 76 points (keeps you active for 2 Periods).** By having an Active Autoship subscription with 76 Business Value points or higher within a Period, you remain active for 2 Periods: the Period in which your Autoship was charged and the immediate Period after.

You maintain your LIV membership for life as long as you meet the requirement of at least one sale every 12 months, as well as all LIV terms and conditions, including the VIVRI Code of Ethics and VIVRI & Me. You maintain your Preferred Customer membership for life as long as you make one purchase every 12 months.

Honorary Title of Consultant Rank to Founder's Club Rank

Once a LIV has qualified in any Rank from Consultant to Founder's Club, the Title of the highest Rank achieved historically will be held as an honorary title; however, bonuses will be paid according to the Real Active Rank achieved every Period.

Additional Honorary Title Requirements for Diamond Heart and Higher

In addition to what is expressed in the "Diamond Heart Rank Conditions" section, to access the title of Diamond Heart or a higher Rank, a LIV must achieve the Real Active Rank of Diamond Heart or higher during 2 consecutive Periods. In the case of Diamond Heart or any higher Rank, the honorary title is held only for a year. In the event of not qualifying again to Diamond Heart or higher during 12 consecutive months, the title will automatically revert to Founder's Club, and the LIV will not be able to present herself/himself as Diamond Heart or higher from that moment on, unless she/he requalifies with 2 consecutive Periods within the DH Rank or higher.

Benefits

Independently from the Historic Rank achieved, the benefits you have access to according to the VIVRI® & Me Compensation Plan will determine your Real Active Rank (RAR) of each Period, subject to the Bases of qualification mentioned prior within this document.

Bonus Payment

In order to generate a bonus, a LIV must be active within the Period; in the case of not being active, the generated bonuses will be distributed to the LIVs above the inactive position, according to the VIVRI® Terms and Procedures and in agreement to the Dynamic Compression Team Bonifications System (DCS). In addition, to receive full bonifications, a LIV must have their fiscal profile completed within their VIVRI Virtual Office (Back-Office), or equivalent according to the requirements of their country.

Bonification Minimum

The minimum amount to generate payment of your bonuses is \$10 USD, in the event of not reaching a higher amount within a Period, the generated profit will be placed on hold by VIVRI®, once the generated profits surpass \$10 USD, the accumulated total will be paid within the corresponding Period. Product credit bonuses (for Preferred Customers) have no required minimum amount.

50% Rank Criteria

To strengthen meritocracy within VIVRI® we have created the following Rank criteria. To determine your Real Active Rank (RAR) each Period, a maximum of 50% of the necessary Team Volume to achieve any given Rank can come from only one line, this helps LIVs avoid focusing solely on one line, and incentivizes Team work, while also avoiding placing positions in a direct line to work only on the last position on the bottom of the line.

For your peace of mind, consider that once your RAR is determined, you will always get paid over *all* your active lines, according to the RAR achieved. The easiest way to visualize this concept is taking half of each Rank, for example, to qualify to the Rank of Advisor which requires 2,000 Team Volume points within a Period, consider that a maximum of 1,000 points can come from one line, and so on with each Rank.

Applicability

The VIVRI® & Me Compensation Plan established the economic benefits enjoyed by LIVs and Preferred Customers who remain active every Period, which in turn forms a part of the terms and conditions applied to LIVs along with the VIVRI® Independent Leader Agreement, the VIVRI® Terms and Procedures, under the understanding that the VIVRI® & Me Compensation Plan, in its most recent version, regulates everything not expressed previously by such documents and will prevail in any inconsistency and/or contradiction to such documents. Anything not contemplated and expressed in this VIVRI® & Me Compensation Plan, in the VIVRI® Independent Leader Agreement, and/or the VIVRI® Terms and Procedures will be defined solely and entirely at VIVRI's discretion without the need of a prior notice.

Diamond Heart Rank Requirements

The Diamond Heart Rank was born from the notion of rewarding all who achieve the growth of VIVRI® by promoting VIVRI+ products to its customers, creating virtual and in-person coaching sessions, promotional events and tours; for which, without detriment to the prerequisites of qualification, a positive attitude and a commitment to Leadership and entrepreneurship is needed in order to enjoy the benefits of such Ranks as stated by the VIVRI® & Me Compensation Plan (trips, gifts, Global Diamond Heart Pool bonuses, and Generational Royalties), and in such a way, to go above and beyond the completion of the requirements stated in the “RANK CHART”; Personal Volume (PV), Team Volume (TV) and Active Frontals necessary.

By being independent, each LIV with sufficient volume must decide if they remain in the Founder’s Club Rank, or if they choose to contribute a little *extra* in order to accomplish the activity requirements to achieve and qualify each Period as Diamond Heart or higher, by committing to an annual work plan.

The work plan must: (i) generate a positive, substantial, and visible impact to VIVRI®, (ii) thoroughly representing the values VIVRI® holds, and (iii) uphold the VIVRI® Code of Ethics at all times.

TOP JOURNEY QUALIFYING

Diamond Hearts will get access to Top Journey based on the following criteria:

- The Diamond Heart must have enough DHGP shares to cover his or her spot and will have the option to include their partner by paying for the partner’s expenses. If two Top Journeys have passed since the new DH qualified for the Rank, his or her shares will revert to the DHGP and will be distributed proportionately to everyone else. This creates the incentive to not only reach the Rank once, but to maintain it and take advantage of the opportunity to go on the trip.
- After the cost of Top Journey is covered in full, the remainder of the DHGP will be awarded in prizes and/or cash at VIVRI World to motivate the entire VIVRI community. VIVRI will decide whether rewards will be cash or prizes, taking into account the preferences of each Diamond Heart, as well as suitability to each individual.
- Diamond Hearts who cannot attend a Top Journey due an inability to get a visa, or other reasons, may request an exception each year to receive their percentage of the DHGP in prizes and/or cash. Approval of such requests will be at VIVRI's discretion. This change will come into effect after Top Journey Qatar.

Notes:

- Diamond Heart Rank is lost after 12 consecutive months of not achieving the Rank.
- New DHs will have access to go on Top Journey, but will need to accumulate enough money before the trip, or pay the difference, in order to attend.

- VIVRI reserves the right to change Top Journey as well as to modify its qualification requirements, eg. the rule that DHs can bring other LIVs on the trip subject to meritocracy criteria, etc.
- In order to earn DHGP participation, the DC must be in full compliance with the VIVRI Code of Ethics. If not, your participation will be terminated.

Additional Top Journey Criteria and Other Diamond Heart Trips

Top Journey and other Diamond Heart trips are unique experiences that allow Diamond Hearts and the Founder & CEO of VIVRI® to exchange ideas throughout days filled with out-of-the-ordinary experiences, and to show the entire world how amazing the VIVRI® Lifestyle is.

The following criteria have the objective of organizing and funding Diamond Heart trips in a fair way to motivate Diamond Hearts to achieve more:

- Diamond Hearts and higher Ranks may invite their guest or partner to VIVRI® trips, as long as their guest have demonstrated a positive attitude and respect towards the VIVRI® Values and the LIV Ethics Code. All guests must be 18 years or older.
- When a Diamond Heart wishes to invite a guest that is not their partner, a written request must be submitted for authorization by corporate, and the invited guest must demonstrate a consistent positive attitude towards the VIVRI® Values and an absolute respect to the LIV Ethics Code. All guests must be 18 years or older.
- Diamond Hearts (DH) who wish to purchase their plane tickets directly (to use their miles or travel in another category) can request a reimbursement corresponding to the average price paid for by the Diamond Heart Global Pool for all attendees. This same concept applies to hotels and other concepts, at VIVRI's discretion, and subject to approval from VIVRI® before the company handles the direct payment.
- When Diamond Hearts qualify individually for points and trips like VIVRI World, Explore and/or Cruise, they can keep their qualified position for that trip as well their position for the trip as Diamond Heart and invite special guests, or they can choose to take only their Diamond Heart position for the trip and request a reimbursement of the position for the trip not being taken (which would be a reimbursement for the equivalent of the amount not being spent by VIVRI® for that specific position).
- Diamond Hearts with two or more active positions as DH or higher within their Family Unit*, may attend VIVRI® Trips with both positions, if they choose to and if their Diamond Heart Global Pool (DHGP) account covers the required amount. If the amount is not sufficient, the option to pay the difference of the corresponding trip will be available, in which case, the payment must be made within 60 days prior to the trip.

**A family unit includes all positions which operate and are controlled by those living within the same household, including spouses which do not live within the same household.*

Sustainability Policy

To guarantee the sustainability policy of the VIVRI® & Me Compensation Plan and ensure that the LIV Opportunity is solid and successful, we have established a maximum payment of 50% of the Business Value generated each Period. Such payment is made respecting the following priorities in earning methods:

1. RSTB Bonuses
2. Team Bonuses
3. VIVRI® Lifestyle Pool
4. Power Teams Pool
5. Diamond Heart Pool
6. Generational Royalties

This way, each Period we calibrate the model to ensure we respect the 50% maximum limit in Business Value. If in any Period the model were to exceed the limit, the first concept to adjust would be Generational Royalty, if this adjustment were not enough to respect to 50% limit, the following concept to be adjusted would be the DHGP, and so on.

Additionally, for sustainability the bonuses cannot exceed the operating break-even point. Therefore, if necessary, an average income per Rank will be applied, from the highest Rank to the lowest.

New Preferred Customer Criteria

If you don't report sales for six consecutive periods you will be automatically reclassified as a Preferred Customer. As such, your rewards of up to \$99 will be given to you in points for product credit. You'll be able to use these immediately. When you've accumulated rewards of more than \$99 you can be reclassified as a LIV by contacting our Call Center free of charge. Remember that for any payment, whether bonuses or product credit, the 70/30 rule is the final criterion.

New 70/30 Standard

As a LIV you must report your sales satisfactorily in the Orders section of the Client Book. To remain active as a LIV you must maintain a proportion of 70%-30% (sales vs. self-consumption). VIVRI will carry out monthly monitoring to make sure all LIVs meet this criteria. LIVs that don't meet this criteria in any consecutive 90-day period will be reclassified as Preferred Customers. When you meet this criteria once again you can be reclassified as a LIV, free of charge, by contacting our Call Center.

Glossary of Terms

*The terms specified within this Compensation Plan (VIVRI® & Me) which are not found below, will have the definition applied according to the "Definitions" segment within the VIVRI® Terms and Procedures and/or the VIVRI® Independent Leader Agreement.

A

Autoship (AS): An Autoship (AS) is a recurring purchase subscription for personal consumption. Additionally, it ensures your qualification as an active LIV.

B

Business Value (BV): Points assigned to each VIVRI, VINTARI, Analomia, MACHĒ and YERBAMOR product for which bonuses in favor of the LIV are determined, in accordance with the VIVRI® & Me Compensation Plan. Each Business Value (BV) point is equivalent to the US dollar exchange rate set by VIVRI®. Current prices and Business Value (VN) can be consulted in the VIVRI® Virtual Office ("Back-Office").

F

Frontals: all the direct LIVs from a Sponsoring LIV of a Team.

I

IDC: VIVRI® Independent Delivery Center. It is a strategic point of sale operated independently by one or more LIVs. Having an IDC allows you to capture the attention of many potential clients, with the support, tools and knowledge of VIVRI®. In addition, by having a space to store and distribute the products, you avoid the cost of parceling your Team. To apply for an IDC, you must be ranked at a minimum in Director's Club and comply with all the additional requirements that the company establishes.

If you are interested, you can formally request your IDC by sending an email to IDC@VIVRI.com with the title of "IDC Application"; The email must include your name, LIV number and city where you want to open your IDC. Once we receive your request, we will send you the formal requirements and we will follow up on your application.

P

Period: Period of time during which your activity as a LIV is measured to determine your Active Rank, quantify your bonuses, and measure your results related to Monthly Bonuses, travel qualification and other ways to win. In a month there are always two Periods; the first runs from day 1 to the 15th, the second from the 16th to the last day, in accordance with the VIVRI® & Me Compensation Plan.

Personal and Customer Consumption (P&CC): Personal and Customer Purchases made through the virtual store of your Personalized VIVRI® Website.

Personal Volume (PV): Business Value Points (BV) that are credited in one Period to a LIV from his Autoship (AS), if applicable, as well as his Personal and Customer Consumption.

R

Rank: A LIVs status according to the VIVRI® & Me Compensation Plan. There are 10 basic Ranks within the VIVRI® leadership career, from Consultant to Diamond Heart.

Real Active Rank (RAR): Rank achieved within a Period considering: Personal Volume, total Active Frontal LIVs, Team Volume (TV), as well as the 50% Rank Criteria.

T

Team Volume (TV): Represents the sum of the Personal Volume (PV) of a LIV plus the Personal Volume of all LIVs and Preferred Customers within the first descending 9 Levels of the team , within a Period.