

30 YEARS

ACN[®]

ES-EN COMPENSATION PLAN

Effective from 1st May 2023


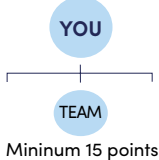
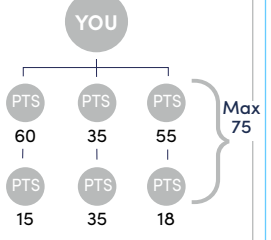
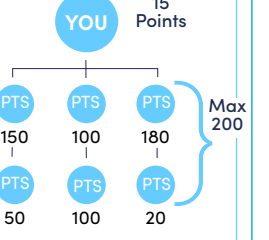
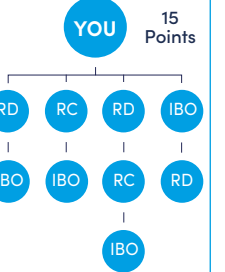
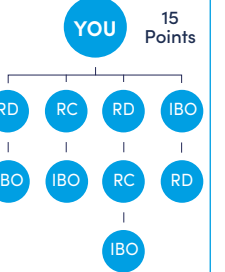
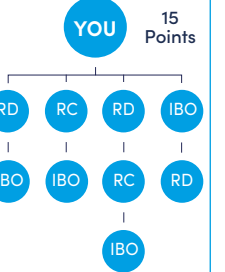
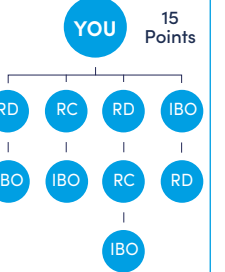
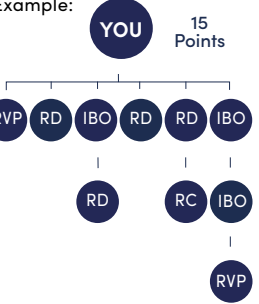
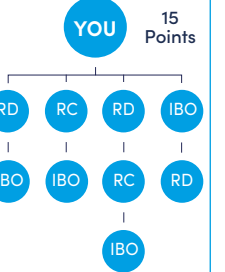
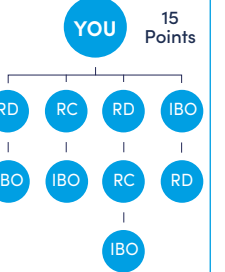
COMPENSATION PLAN

The ACN® Opportunity has been designed to help you build a business that can produce immediate and long-term income. As a new Independent Business Owner (IBO), you should set yourself a goal to learn the Compensation Plan in detail. The better you understand it, the better you will make it work for you.

BECOME A CUSTOMER QUALIFIED IBO (CQ)

To become a Customer Qualified IBO (CQ) you must acquire and maintain at least 7 personal customer points and 3 services.

HOW TO ADVANCE TO EARNED POSITIONS

CQ	ETL	RC	RD	RVP	SVP						
CUSTOMER QUALIFIED IBO To become a Customer Qualified IBO you must have a minimum of 7 personal points with a minimum of 3 services Example:  POINTS 7 SERVICE 3	EXECUTIVE TEAM LEADER To become an ETL you must have a minimum of 30 total customer points with a minimum of 15 downline customer points Example:  Personal and Downline 30 Total Customer Points Minimum 15 points	REGIONAL COORDINATOR 200 total customer points with a maximum of 75 customer points per leg Example:  Personal and Downline 200 Total Customer Points Max 75	REGIONAL DIRECTOR 600 total customer points (max: 200 per leg) Example:  Personal and Downline 600 Total Customer Points Max 200	<table border="1"> <thead> <tr> <th>REGIONAL VICE PRESIDENT</th> <th>RVP GOLD</th> <th>RVP PLATINUM</th> </tr> </thead> <tbody> <tr> <td> REGIONAL VICE PRESIDENT 3,000 Total Customer Points 3,000 total customer points (max: 750 per leg) </td> <td> RVP GOLD 3,000 total customer points (max: 750 per leg) Example:  Personal and Downline 3,000 Total Customer Points €175,000 monthly downline billing (max per leg = €60,000) </td> <td> RVP PLATINUM 3,000 total customer points (max: 750 per leg) Example:  Personal and Downline 3,000 Total Customer Points €250,000 monthly downline billing (max per leg = €100,000) </td> </tr> </tbody> </table>	REGIONAL VICE PRESIDENT	RVP GOLD	RVP PLATINUM	REGIONAL VICE PRESIDENT 3,000 Total Customer Points 3,000 total customer points (max: 750 per leg)	RVP GOLD 3,000 total customer points (max: 750 per leg) Example:  Personal and Downline 3,000 Total Customer Points €175,000 monthly downline billing (max per leg = €60,000)	RVP PLATINUM 3,000 total customer points (max: 750 per leg) Example:  Personal and Downline 3,000 Total Customer Points €250,000 monthly downline billing (max per leg = €100,000)	SENIOR VICE PRESIDENT 2 RVP legs & 4 RD legs with €400,000 (max €175,000 per leg) Example:  €400,000 monthly downline billing (max per leg = €175,000)
REGIONAL VICE PRESIDENT	RVP GOLD	RVP PLATINUM									
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			RD MUST MAINTAIN YOU 15 Personal Points & SERVICE 5 TO RECEIVE EARNED POSITION COMPENSATION	RVP MUST MAINTAIN YOU 15 Personal Points & SERVICE 5 TO RECEIVE EARNED POSITION COMPENSATION	SVP MUST MAINTAIN YOU 15 Personal Points & SERVICE 5 TO RECEIVE EARNED POSITION COMPENSATION						

Only services that carry points will count towards qualification. Customers from all countries that ACN operates in will count towards qualification.

Success as an ACN® Independent Business Owner is not guaranteed, but directly influenced by an individual's efforts. No one is guaranteed income as an IBO and not all IBOs make a profit.

COMPENSATION PLAN

TWO TYPES OF CABs

OPEN LINE CABs

Open Line CABs are bonuses you earn when IBOs in your organisation (who have not reached your earned position) help their newly sponsored IBO's become qualified within their first 30 days.

GENERATIONAL CABs

Generational CABs are bonuses you earn when IBOs in your organisation—who are under an IBO that has reached the same earned positions (or higher) that you have reached—acquire customers to become qualified within 30 days of their start date.

Overriding Customer Acquisition Bonuses — All Earned Positions

	ETL	RC	RD	RVP	SVP
	Executive Team Leader	Regional Coordinator	Regional Director	Regional Vice President	Senior Vice President
Personally Sponsored	€ 40	€ 140	€ 290	€ 390	€ 410
Open Line	€ 40	€ 100	€ 150	€ 100	€ 20
1 st Generation	-	-	€ 60	€ 40	€ 10

You can earn a CAB if you sponsor a new IBO and they acquire 7 personal customer points and 3 services during their first 30 days.

CABs are paid based on the position you hold once ACN® accepts the new IBO contract.

Team Coordinators in Latin America will be considered Regional Directors for the European compensation plan.

No compensation is earned at ACN® unless customers are acquired. Success as an ACN® IBO is not guaranteed, but directly influenced by an individual's specific efforts.






No one is guaranteed income as an ACN® IBO and not all ACN® IBOs make a profit. A maximum of two accounts per customer and service from the same household (any household) count towards position qualification. Additional services for the same household will not count for qualification but only for commission.

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CUSTOMER ACQUISITION BONUSES

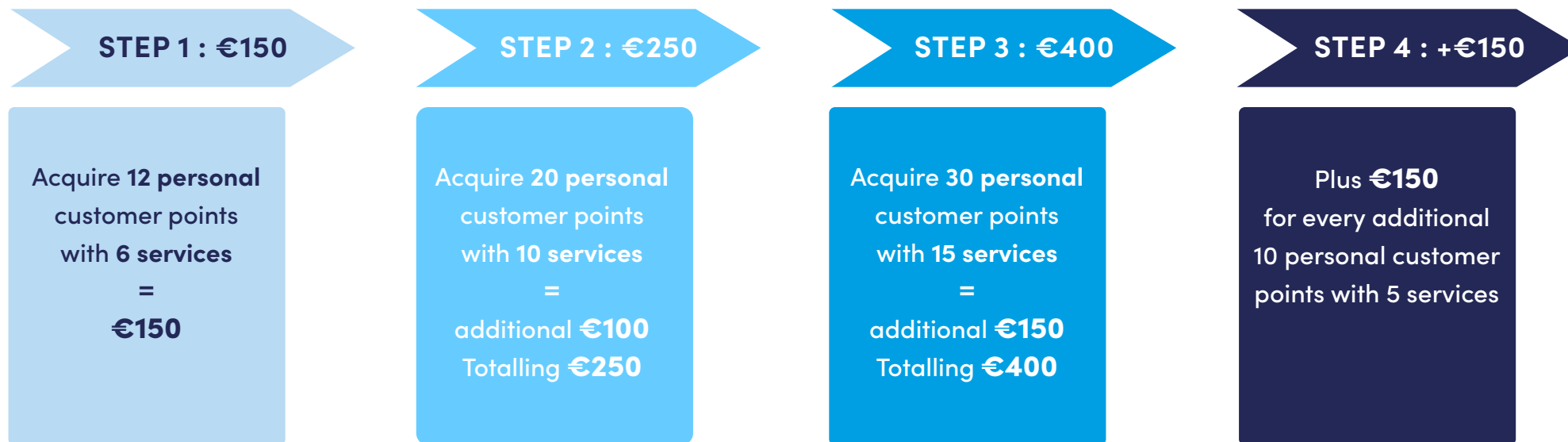
Overriding Customer Acquisition Bonuses — All Earned Positions

IBO	ETL	RC	RD	RVP	SVP
					
	ETL €40	RC €140	RD €290	RVP €390	SVP €410
		▼	▼	▼	▼
		ETL €100	ETL €250	ETL €350	ETL €370
		▼	▼	▼	▼
		ETL €100	RC €150	RC €250	RC €270
		▼	▼	▼	▼
		ETL €100	1st RD €60	RD €160	RD €180
				▼	▼
				RD €100	RD €120
				▼	▼
				1st RVP €40	1st RVP €60
					▼
					1st SVP €10

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PERSONAL CUSTOMER BONUSES NEW & EXISTING IBOs



- ▶ **New IBOs** can earn these bonuses based on the number of customer points and services they acquire in their first 30 days.
- ▶ Existing IBOs have the calendar month to acquire these bonuses.
- ▶ Customers with Zero points do not count towards this bonus.
- ▶ Europe Customer bonuses can only be earned by IBOs in Europe, using customers from Europe.
- ▶ Once Bonus requirements have been achieved, then Payout will occur the following week.

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PERSONAL CUSTOMER BONUSES

EXISTING IBOs

BUILD & EARN BONUS



- ▶ ** Sponsor 2 new IBOs in the same calendar month, that each acquire at least 10 personal points in their first 30 days to earn €150.
- ▶ An existing IBO is any IBO outside of their first 30 days.

- ▶ Customers with Zero points do not count towards this bonus.
- ▶ Customers from any European country that ACN operates in will count for this Bonus.
- ▶ Both existing IBOs and new IBOs must be Customer Qualified.

- ▶ Build & Earn Bonus can be earned more than once.
- ▶ Existing IBOs can qualify for both the Build & Earn Bonus and Personal Customer Bonuses.

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MONTHLY RESIDUAL EARNINGS COMMISSIONS (OVERRIDING COMMISSIONS)

All Independent Business Owners can earn commissions on customer purchases of Services acquired in their downline.

A Commissionable Value (CV) is assigned to each Service. Over time, the majority of your compensation will come from the residual income of your customer's monthly billings. Customer acquisition is the fuel for your business, creating long-term, lasting income and by teaching other people how to do the same thing, you will build residual income for yourself. Commissions for services are paid up to three months in arrears. Please see the table below for more information.

LEVELS	QUALIFICATIONS ¹	SERVICES	TRUVVI LIFESTYLE SERVICES
Personal	All positions	3-15%	3-15%
1	25 personal points	3%	5%
2	25 personal points	3%	
3	50 personal points	3%	
4	50 personal points	3%	
5	75 personal points	3%	
RVP Open Line	RVP or above*	1½%	3%
	RVP Gold*	2½%	
	RVP Platinum*	3%	
RVP 1 st Generation	1 st Generation RVP**	1%	2%
RVP 2 nd Generation	2 nd Generation RVP***	½%	1%
SVP Open Line	Open Line SVP****	2%	3%
SVP 1 st Generation	1 st Generation SVP*****	1%	2%

Personal Commissions

As you acquire personal customers you qualify to earn between 3% and 15% of their monthly bills. This percentage is based on your total number of personal customer points.

1-39	personal points	=	3%
40-59	personal points	=	5%
60-99	personal points	=	10%
100-199	personal points	=	12%
200+	personal points	=	15%

¹ New personal level qualifications (Level 1-5) will apply - commission calculation starting from 1st June. Until then, the previous level qualifications are applicable.

*Open Line RVP Platinum, RVP Gold and RVP commissions are paid on customer billings below your 5th level down to the 5th level, of the first RVP (or SVP) in your downline.

**1st Generation RVP commissions are paid on customer billings from the 6th level of the first downline RVP (or SVP) through the 5th level of the second downline RVP (or SVP).

***2nd Generation RVP commissions are paid on customer billings from the 6th level of the second downline RVP (or SVP) through the 5th level of the third downline RVP (or SVP).

****Open Line SVP commissions are paid on customer billings below your 5th level down to the 5th level of the first SVP in your downline.

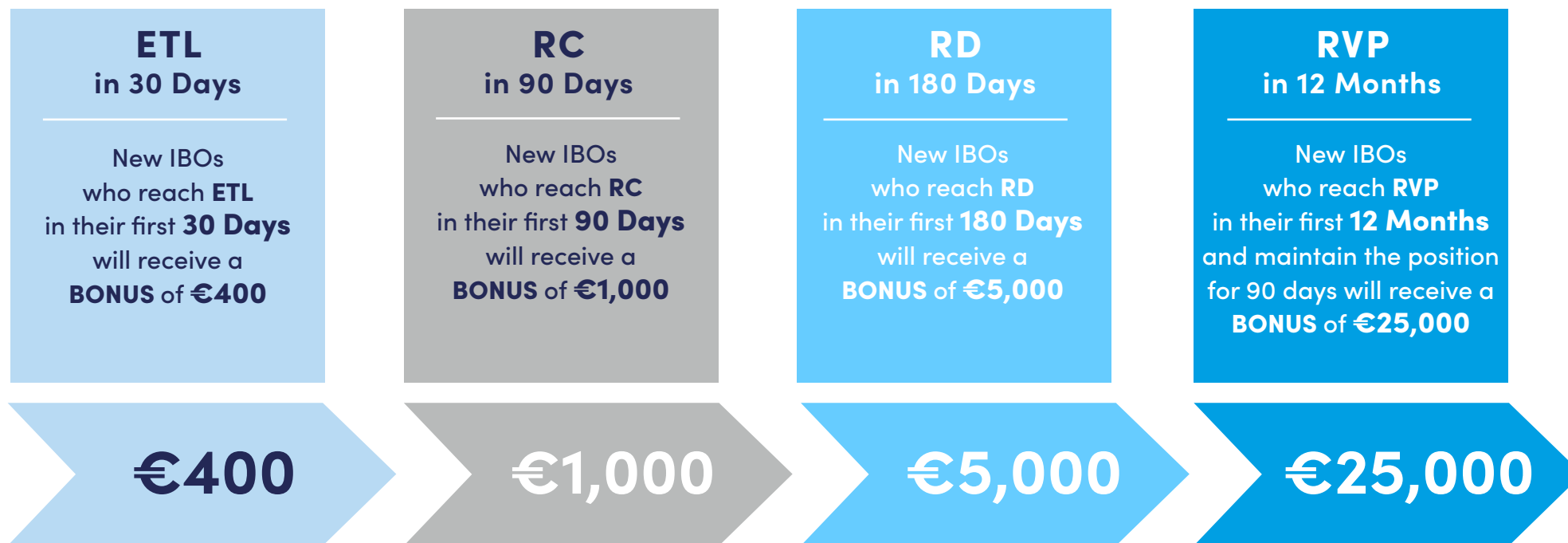
*****1st Generation SVP commissions are paid on customer billings from the 6th level of the first downline SVP through the 5th level of the second downline SVP.

Important note: commission percentages are based on customers acquired on or after 1st June 2015.

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NEW FAST START BONUSES



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SERVICES LISTING

ALL PRICES ARE IN EUROS (€)

TRUVVI LIFESTYLE	DURATION	CV**	CP*
GOLD			
TRUVVI - MTH - Monthly Subscription	Lifetime of customer	80% of the monthly amount***	1
TRUVVI - QTR - Quarterly Subscription			3
TRUVVI - YRLY - Yearly Subscription			5
PLATINUM / PLATINUM PLUS			
TRUVVI - MTH - Monthly Subscription	Lifetime of customer	80% of the monthly amount***	2
TRUVVI - QTR - Quarterly Subscription			4
TRUVVI - YRLY - Yearly Subscription			7
UK BONUS PACK****			
TRUVVI - MTH / QTR / YRLY - Monthly / Quarterly / Yearly	Lifetime of customer	80% of the monthly amount***	0

*Customer Points (CP): A value assigned to each ACN® Service for qualification purposes under the Compensation Plan.

**Commissionable Value (CV): A value is allocated to each Service. Commissions are calculated as a percentage of the CV.

***Quarterly and annual subscriptions will be broken out into monthly amounts for commissioning purposes.

****UK Bonus Pack may only be purchased in combination with a MTH (monthly), QTR (quarterly) or YRLY (yearly) plan.

Customers must be active to count towards customers bonuses.

For orders to count towards compensation, they must be processed through the correct ACN platform.

All bonuses are subject to quality checks and validation of customers.

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SECURITAS DIRECT	CP*	CV**	DURATION
Home Security	4	25	Up to 60 months

MÁSMÓVIL NEGOCIOS	CP*	CV**	DURATION	
BROADBAND	2	25	Up to 36 months	
				ADSL up to 20 Mbps
				FTTH 100 Mbps
				FTTH 300 Mbps
	3	30		
MOBILE	0	0	Up to 36 months	
		5		
	1	8		
		>25 GB		

The CV amount is 100% commissionable

Mobile ordered standalone is not compensated.

Only the services with points will count towards qualification.

Any additional services that you or your customer order – which are not mentioned in this Compensation Plan – will not be compensated for.

Orders made directly with agencies will not be compensated. For orders to count towards compensation, they must be processed through the correct ACN platform.

JOI MULTIPLAY RESIDENTIAL	CP*	CV**	DURATION
BROADBAND	2	20	FTTH <300Mbps/ADSL + FIXED - (2P)
			FTTH <300Mbps/ADSL (second residence)
	3	30	FTTH 600Mbps + FIXED - (2P)
	2	25	FTTH <300Mbps/ADSL + FIXED + MOBILE <10GB (3P)
			FTTH <300Mbps/ADSL + FIXED + MOBILE 30GB (3P)
	3	30	FTTH <300Mbps/ADSL + FIXED + MOBILE >30GB (3P)
			FTTH 600Mbps + FIXED + MOBILE 50GB (3P)
	4	35	FTTH 600Mbps/1Gbps + FIXED + MOBILE >50GB (3P)
Additional Multiplay Mobile line and Mobile SIM Only	0	0	Mobile Line <6GB
		5	Mobile Line 6GB -19GB
	1	8	Mobile Line >19GB

*Customer Points (CP): A value assigned to each ACN® Service for qualification purposes under the Compensation Plan.

**Commissionable Value (CV): A value is allocated to each Service. Commissions are calculated as a percentage of the CV.

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SERVICES LISTING

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PLENITUDE (RESIDENTIAL) - (ALDRO ENERGÍA)	CP*	CV**	DURATION
ELECTRICITY - WITHOUT MAINTENANCE SERVICE			
Electricity 2.0TD ≤1 MWh (S)	1	8	48 months
Electricity 2.0TD >1≤2 MWh (M)	2	13	
Electricity 2.0TD >2≤5 MWh (L)	2	22	
Electricity 2.0TD >5 MWh (XL)	3	30	
Electricity ≥= 3.0TD ≤1 MWh (S)	2	22	
Electricity ≥= 3.0TD >1≤2 MWh (M)	2	27	
Electricity ≥= 3.0TD >2≤5 MWh (L)	3	35	
Electricity ≥= 3.0TD >5 MWh (XL)	3	45	
GAS - SIN SERVICIO DE MANTENIMIENTO			
Gas ≤1 MWh (S)	1	8	48 months
Gas >1≤2 MWh (M)	2	13	
Gas >2≤5 MWh (L)	2	15	
Gas >5≤10 MWh (S)	2	20	
Gas >10 ≤15 MWh (M)	2	27	
Gas >15 ≤30 MWh (S)	3	40	
Gas >30 MWh (M)	3	70	

A customer with a dual offer (electricity and gas) will count as 2 services

PLENITUDE (RESIDENTIAL) - (ALDRO ENERGÍA)	CP*	CV**	DURATION
ELECTRICITY - MAINTENANCE SERVICE			
Elec Express 24	1	4	48 months
Elec Express +	1	6	
Elec Premium	1	10	
GAS - MAINTENANCE SERVICE			
Gas Express 24	1	8	48 months
Gas Classic	1	8	
Gas Premium	1	12	

12*11 is only available with Maintenance Service

Please note, that a maintenance service can be added by the customer any time. This will not count as an ACN service for qualification and/or Bonus.

The CV amount is 100% commissionable.

The CV counts until the contract is cancelled by the customer.

All ROMA: Includes Easy ROMA, Index ROMA and Plena ROMA.

Comunidades de Propietarios can only contract the Luz Exprés 24 service.

The compensation for COMUNIDAD DE PROPIETARIOS is the same as for Business customers.

PLENITUDE (BUSINESS) - (ALDRO ENERGÍA)	CP*	CV**	DURATION
ELECTRICITY - WITHOUT MAINTENANCE SERVICE			
Electricity 2.0TD≤1 MWh (S)	1	8	48 months
Electricity 2.0TD >1≤2 MWh (M)	2	13	
Electricity 2.0TD >2≤5 MWh (L)	2	22	
Electricity 2.0TD >5 MWh (XL)	3	30	
Electricity ≥= 3.0TD ≤1 MWh (S)	2	22	
Electricity ≥= 3.0TD >1≤2 MWh (M)	2	27	
Electricity ≥= 3.0TD >2≤5 MWh (L)	3	35	
Electricity ≥= 3.0TD >5 MWh (XL)	3	45	
GAS - WITHOUT MAINTENANCE SERVICE			
Electricity ≥= 3.0TD >5≤10 MWh (XL0)	3	45	48 months
Electricity ≥= 3.0TD >10≤20 MWh (XL1)	3	70	
Electricity ≥= 3.0TD >20≤30 MWh (XL2)	4	110	
Electricity ≥= 3.0TD >30≤40 MWh (XL3)	4	145	
Electricity ≥= 3.0TD >40≤50 MWh (XL4)	4	185	
Electricity ≥= 3.0TD >50≤70 MWh (XL5)	4	220	
Electricity ≥= 3.0TD >70≤100 MWh (XL6)	5	305	
Electricity ≥= 3.0TD >100≤150 MWh (XL7)	5	355	
Electricity ≥= 3.0TD >150≤200 MWh (XL8)	5	510	
Electricity ≥= 3.0TD >200≤300 MWh (XL9)	5	715	
Electricity ≥= 3.0TD >300≤400 MWh (XL10)	6	1025	
Electricity ≥= 3.0TD >400 MWh (XL11)	6	1340	
GAS - WITHOUT MAINTENANCE SERVICE			
Gas ≤1 MWh (S)	1	8	48 months
Gas >1≤2 MWh (M)	2	13	
Gas >2≤5 MWh (S)	2	15	
Gas >5≤10 MWh(M)	2	19	
Gas >10≤15 MWh (L)	2	27	
Gas >15≤30 MWh (S)	3	38	
Gas >30≤50 MWh (M)	3	71	
Gas >50≤100 MWh (S)	4	130	
Gas >100≤150 MWh (M)	4	175	
Gas >150≤300 MWh (L)	4	275	
Gas >300 MWh (XL)	5	450	

The CV amount is 100% commissionable.

*Customer Points (CP): A value assigned to each ACN® Service for qualification purposes under the Compensation Plan.

**Commissionable Value (CV): A value is allocated to each Service. Commissions are calculated as a percentage of the CV. Only the services listed above are compensated.

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PLENITUDE (BUSINESS) - (ALDRO ENERGÍA)	CP*	CV**	DURATION
ELECTRICITY - MAINTENANCE SERVICE			
Business Elec Express 24	1	6	48 months
Business Elec Express +	1	12	
Business Elec Premium	2	29	
GAS - MAINTENANCE SERVICE			
Business Gas Premium	2	17	48 months

Comunidades de Propietarios can only contract the Luz Exprés 24 service.
The compensation for COMUNIDAD DE PROPIETARIOS is the same as for Business customers. The CV amount is 100% commissionable. The CV counts until the contract is cancelled by the customer.
All ROMA: Includes Easy ROMA, Index ROMA and Plena ROMA.

BIBE INSURANCE	CP*	CV**
INSURANCE CATEGORIES		
AUTOMOBILE		
	<120	0
	120-209	1
	210-339	2
	340-549	2
	550-919	3
	≥920	4
VAN		
	<150	0
	150-279	1
	280-449	1
	450-699	2
	700+	3
MOTO		
	<150	0
	150-279	1
	280-449	2
	450-699	2
	700+	3

BIBE INSURANCE	CP*	CV**
INSURANCE CATEGORIES		
HOME		
	<70	0
	70-179	1
	180-269	2
	270-419	3
	≥420	4
LIFE		
	<120	0
	120-219	1
	220-349	3
	≥350	4
FAMILY		
	<70	0
	70-109	0
	110-189	1
	≥190	2
HEALTH		
	<330	0
	330-479	1
	≥480	2
DENTAL		
	<84	0
	84-119	0
	≥120	1
BUSINESS SME & COMMUNITY OF OWNERS		
	<340	0
	340-549	3
	550-1,799	4
	≥1,800	4
CIVIL LIABILITY		
	<250	0
	250-299	2
	300-499	2
	≥500	4

*Customer Points (CP): A value assigned to each ACN® Service for qualification purposes under the Compensation Plan. **Commissionable Value (CV): A value is allocated to each Service. Commissions are calculated as a percentage of the CV.

***Premium excluding VAT and insurance taxes.

Please note that the entry date is considered when calculating bonuses.

- 1 BiBE customer counts as 1 Service, regardless of the number of policies of the customer
- Only policies from new customers issued in the same calendar month count towards bonus. An additional policy of an existing customer issued in a different calendar month does not count towards bonus (however it does count for qualification)
- Only the services with points count towards qualification and bonus
- The customer entry date is considered when calculating bonus
- The Insurance policy has to be in effect within 90 days from the policy issue date in order to count towards a bonus
- The Customer Points appear once the policy status is visible as ACTIVE on the IBO PCL
- For any policy that is cancelled within 90 days of its effective date, any compensation, including any bonuses, is subject a clawback

THE INFORMATION PROVIDED IN THE SERVICE LISTING IS SUBJECT TO CHANGE AT ANY TIME. APPLICABLE TO SALES OF SERVICES IN IRELAND.
Qualifications and compensation under the Compensation Plan are earned solely by the successful sale of ACN® Services to Customers and the Customers' usage of ACN® Services. ACN® reserves the right to review and retract any and all Qualifications, CABs, Bonuses & commissions where ACN®'s acceptable usage is not being met or the customer cancels their service within 90 days.

ACN

UNSTOPPABLE