



ES-EN COMPENSATION PLAN

January 2024

COMPENSATION PLAN

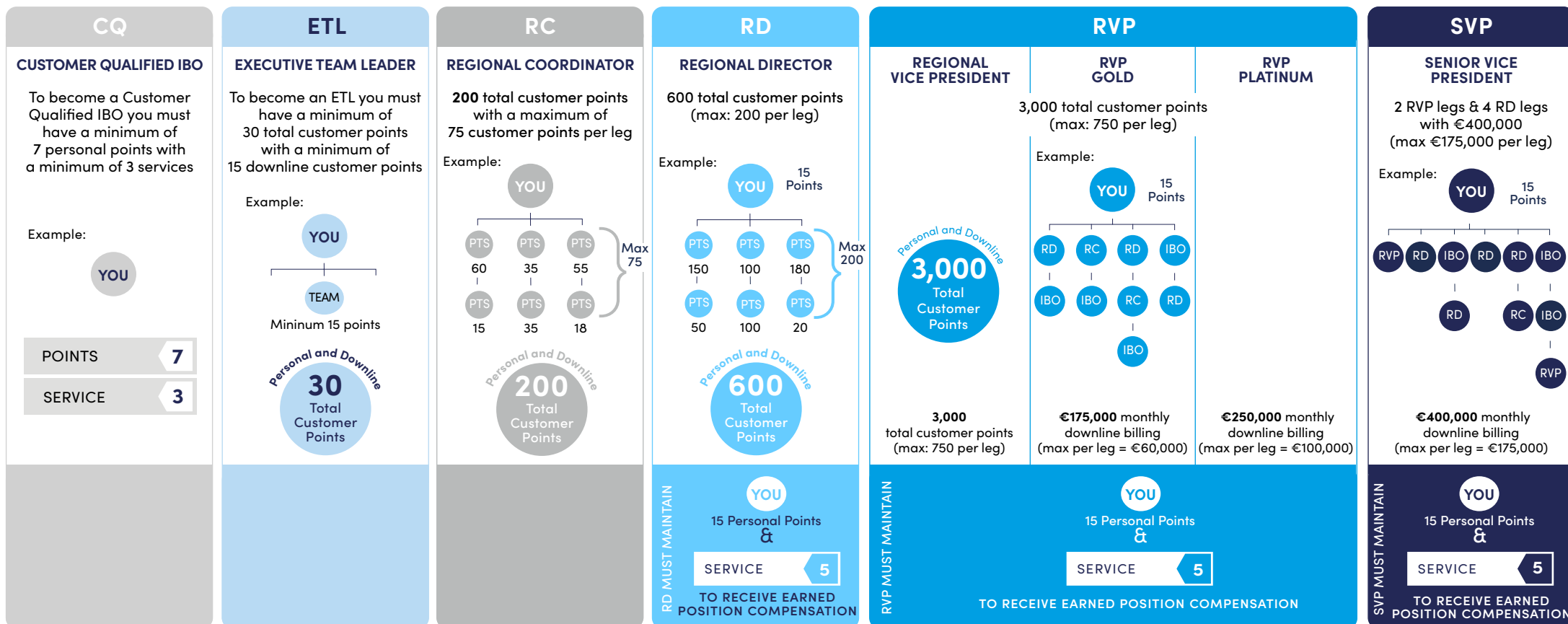
SPAIN
Effective 1st January, 2024
ES - EN - CP - 012

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



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.

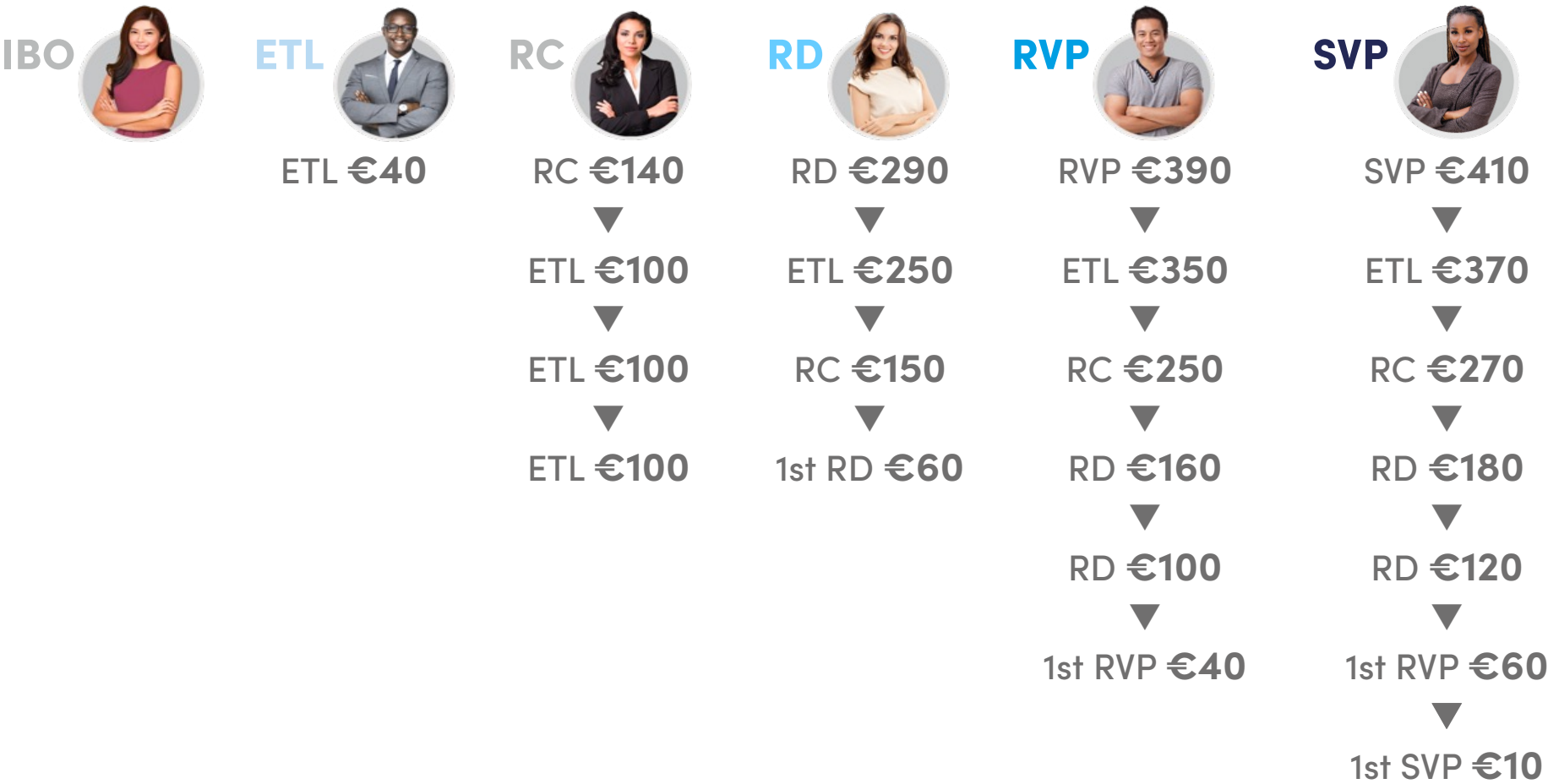
No compensation is earned at ACN® unless customers are acquired. Success as an ACN® IBO is not guaranteed, but directly influenced by an individual's specific efforts.
No one is guaranteed income as an ACN® IBO and not all ACN® IBOs make a profit. A maximum of two accounts per customer and service from 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



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PERSONAL CUSTOMER BONUSES NEW & EXISTING IBOs

For all positions from IBO to SVP:

STEP 1 : €150

Acquire 12 **personal**
customer points
with 6 **services**
=
€150

STEP 2 : €250

2 possibilities

If an IBO earned
Step 1 bonus
& acquires 20 **personal**
customer points
with 10 **services**
=
additional **€100**
Totalling **€250**

If an IBO did not earn
for Step 1 bonus
& acquires 20 **personal**
customer points
with 10 **services**
=
Total **€250**

STEP 3 : €400

Acquire 30 **personal**
customer points
with 15 **services**
=
additional **€150**
Totalling **€400**

The IBO does not have
to have achieved
Step 1 bonus in order to
qualify for this bonus.

STEP 4 : +€150

Plus **€150**
for every additional
10 **personal** customer
points with 5 **services**

- ▶ **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.
- ▶ New CQ allocated by the uplines with the strategic sponsor placement won't count for this bonus.

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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.

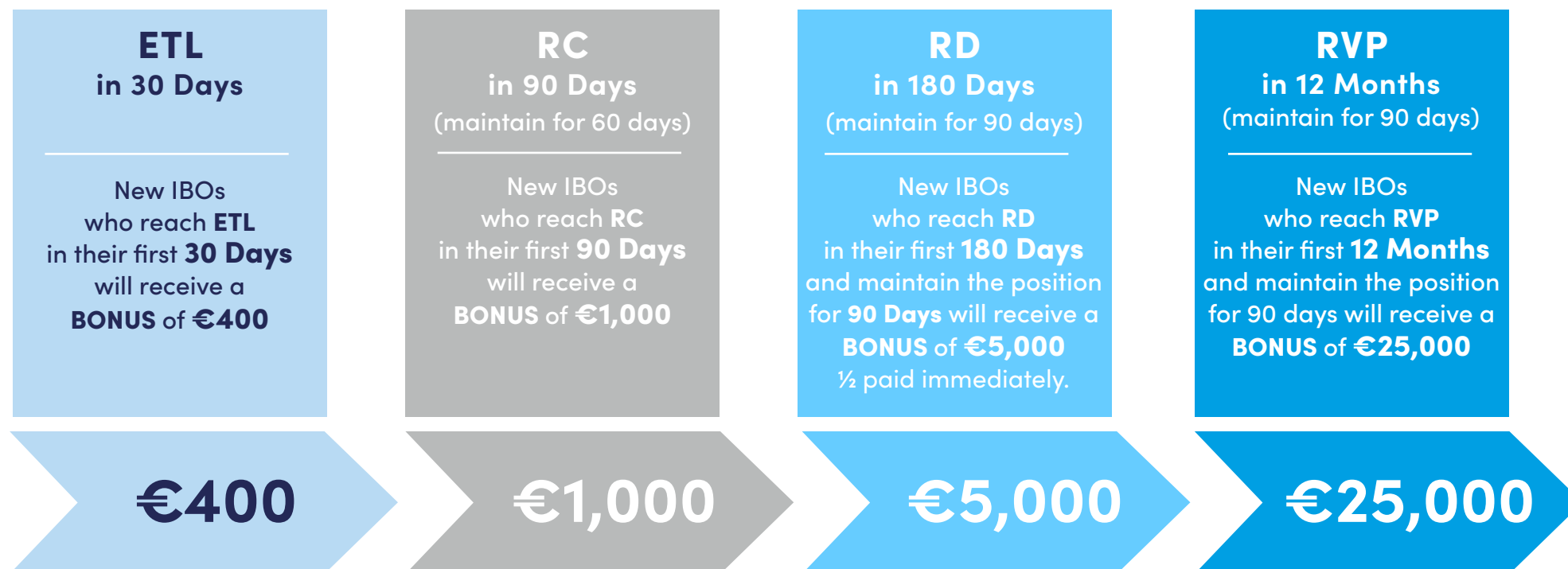
*****1st Generation SVP commissions are paid on customer billings from the 6th level of the first downline SVP through the 5th level of the second downline SVP.

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

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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.
**Commisionable 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	ADSL up to 20 Mbps	2	25	Up to 36 months	
	FTTH 100 Mbps				
	FTTH 300 Mbps				
	FTTH 600 Mbps	3	30		
MOBILE	<5GB	0	0		
	5GB / 8GB		5		
	25 GB	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	FTTH <300Mbps/ADSL + FIXED - (2P)	2	20	Lifetime of customer
	FTTH <300Mbps/ADSL (second residence)			
	FTTH 600Mbps + FIXED - (2P)	3	30	
	FTTH <300Mbps/ADSL + FIXED + MOBILE <10GB (3P)	2	25	
	FTTH <300Mbps/ADSL + FIXED + MOBILE 30GB (3P)			
	FTTH <300Mbps/ADSL + FIXED + MOBILE >30GB (3P)	3	30	
	FTTH 600Mbps + FIXED + MOBILE 50GB (3P)			
	FTTH 600Mbps/1Gbps + FIXED + MOBILE >50GB (3P)	4	35	
Additional Multiplay Mobile line and Mobile SIM Only	Mobile Line <6GB	0	0	
	Mobile Line 6GB -19GB		5	
	Mobile Line >19GB	1	8	

*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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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 /Premium Climate	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≤10 MWh (XL0)	3	45	
Electricity >= 3.0TD >10≤20 MWh (XL1)	3	70	48 months
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.

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**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 / Premium Climate	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	YEARLY PREMIUM IN EUROS***		
AUTOMOBILE	<120	0	0
	120-209	1	5
	210-339	2	10
	340-549	2	15
	550-919	3	20
	≥920	4	35
VAN	<150	0	0
	150-279	1	5
	280-449	1	10
	450-699	2	15
	700+	3	20
MOTO	<150	0	0
	150-279	1	5
	280-449	2	10
	450-699	2	15
	700+	3	20

BIBE INSURANCE		CP*	CV**
INSURANCE CATEGORIES	YEARLY PREMIUM IN EUROS***		
HOME	<70	0	0
	70-179	1	6
	180-269	2	15
	270-419	3	20
	≥420	4	30
LIFE	<120	0	0
	120-219	1	10
	220-349	3	15
	≥350	4	25
FAMILY	<70	0	0
	70-109	0	5
	110-189	1	8
HEALTH	≥190	2	10
	<330	0	0
	330-479	1	10
DENTAL	≥480	2	15
	<84	0	0
	84-119	0	4
BUSINESS SME & COMMUNITY OF OWNERS	≥120	1	6
	<340	0	0
	340-549	3	20
	550-1,799	4	40
	≥1,800	4	100
CIVIL LIABILITY	<250	0	0
	250-299	2	10
	300-499	2	15
	≥500	4	35

*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

