

COMPENSATION PLAN OVERVIEW

SPAIN
Effective 1st January, 2022
ES - EN - CP - 047

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	RD	RVP	SVP
<p>CUSTOMER QUALIFIED IBO</p> <p>To become a Customer Qualified IBO you must have a minimum of 7 personal points with a minimum of 3 services</p> <p>Example:</p> <p>POINTS 7</p> <p>SERVICES 3</p>	<p>EXECUTIVE TEAM LEADER</p> <p>To become an ETL you must have a minimum of 30 personal/group points with a minimum of 7 personal points with 3 services</p> <p>Example:</p> <p>Personal and Downline 30 Total Customer Points</p>	<p>REGIONAL DIRECTOR</p> <p>600 group points (max: 200 per leg)</p> <p>Example:</p> <p>RD MUST MAINTAIN</p> <p>YOU 15 Personal Points</p> <p>&</p> <p>SERVICES 5</p> <p>TO RECEIVE EARNED POSITION COMPENSATION</p>	<p>REGIONAL VICE PRESIDENT</p> <p>3.000 total customer points (max: 750 per leg)</p> <p>Example:</p> <p>Personal and Downline 3.000 Total Customer Points</p> <p>RVP MUST MAINTAIN</p> <p>YOU 15 Personal Points</p> <p>&</p> <p>SERVICES 5</p> <p>TO RECEIVE EARNED POSITION COMPENSATION</p>	<p>SENIOR VICE PRESIDENT</p> <p>2 RVP legs & 4 RD legs with €400.000 (max €175.000 per leg)</p> <p>Example:</p> <p>SVP MUST MAINTAIN</p> <p>YOU 15 Personal Points</p> <p>&</p> <p>SERVICES 5</p> <p>TO RECEIVE EARNED POSITION COMPENSATION</p>
		<p>3.000 total customer points (max: 750 per leg)</p> <p>€175,000 monthly downline billing (max per leg = €60,000)</p>	<p>3.000 total customer points (max: 750 per leg)</p> <p>€175,000 monthly downline billing (max per leg = €60,000)</p> <p>€250,000 monthly downline billing (max per leg = €100,000)</p>	<p>€400.000 monthly downline billing (max per leg = €175,000)</p>

Only services that carry points 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.

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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	RD	RVP
	Executive Team Leader	Regional Director	Regional Vice President
Personally Sponsored	€ 40	€ 170	€ 240
Open Line	€ 40	€ 130	€ 70
1 st Generation	-	€ 70	€ 40

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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PERSONAL CUSTOMER BONUSES



10 points = additional **€25** totalling **€100**

Plus **€100** for every additional **10 points**

- ▶ You can earn Customer Bonuses each month when you personally acquire customers.
- ▶ **New IBOs** can earn these bonuses based on the number of customer points and services they acquire in their first 30 days.
- ▶ **Existing IBOs** (who have passed their first 30 days) can earn these bonuses based upon the number of customer points acquired in calendar month.
- ▶ Customer points from *any European country* that ACN operates in, count for this bonus.
- ▶ Please see the country specific Service Listing for customer qualification rules.
- ▶ *All points acquired within the promotional period will count for these bonuses.*
- ▶ *Payout of the bonuses will occur the week following the achieved qualification.*

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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. Please see the table below for more information.

Levels	Qualifications	Services	IDSeal Guardian Services
Personal	All positions	3-15%	3-15%
1	20 personal points	3%	5%
2	20 personal points	3%	
3	30 personal points	3%	
4	30 personal points	3%	
5	50 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%

RD 5 level commission qualification: RDs must now maintain 50 personal points per January 1st 2021 to be paid through level 5.

*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 March 2015.

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SERVICES LISTING

ALL PRICES ARE IN EURO (€)

PARTNERSHIP SERVICES	CP*	CV**	Duration
ACN® CYBER SECURITY IN PARTNERSHIP WITH IDSEAL GUARDIAN			
GUARDIAN - MTH	1	95% of the monthly amount***	Lifetime of customer
GUARDIAN - QTR	3		
GUARDIAN - ANN	5		

* 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.

Customers must be installed to count towards customers bonuses.

PARTNERSHIP SERVICES	CP*	CV**	Duration
ACN® SECURITY IN PARTNERSHIP WITH SECURITAS DIRECT			
Home Security	4	25	Up to 60 months

ACN® BROADBAND IN PARTNERSHIP WITH MÁSMÓVIL FOR BUSINESS				
BROADBAND	ADSL up to 20 Mbps	2	25	Up to 36 months
	FTTH 100 Mbps			
	FTTH 600 Mbps	3	30	
MOBILE	<5GB	0	0	
	5GB / 8GB			
	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.

ACN® SERVICES	Contract type	CP*	CV**	Duration
JOi MOBILE				
JOi S ported	12 months contract	1	Subscription amount (excluding taxes) is 100% commissionable	Lifetime of customer
JOi M ported		1		
JOi L ported		2		
JOi XL ported		3		
JOi Tablet 2GB		0		
JOi Tablet 5GB		1		
JOi S ported	Month to month	0		
JOi M ported		1		
JOi L ported		1		
JOi XL ported		1		
JOi Tablet 2GB		0		
JOi Tablet 5GB		1		

ACN® SERVICES	CP*	CV**	Duration	
JOi MULTIPLAY RESIDENTIAL				
BROADBAND	FTTH 100Mbps/ADSL + FIXED - (2P)	2	25	Lifetime of customer
	FTTH 600Mbps + FIXED - (2P)	3	30	
	FTTH100Mbps/ADSL + FIXED + MOBILE 5GB (3P)	2	25	
	FTTH100Mbps/ADSL + FIXED + MOBILE 25GB (3P)			
	FTTH100Mbps/ADSL + FIXED + MOBILE >25GB (3P)	3	30	
	FTTH 600Mbps + FIXED + MOBILE 5GB (3P)			
	FTTH 600Mbps + FIXED + MOBILE 25GB (3P)			
FTTH 600Mbps/1Gbps + FIXED + MOBILE >25GB (3P)	4	38		
MOBILE	Additional Mobile Line <5GB	0	0	
	Additional Mobile Line 5GB / 8GB	1	5	
	Additional Mobile Line 25 GB		8	
	Additional Mobile Line >25 GB			

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

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PARTNERSHIP SERVICES	CP*	CV**	Duration
ACN® ENERGY IN PARTNERSHIP WITH ALDRO ENERGÍA (RESIDENTIAL)			
Gas & Gas Service	2	15	Lifetime
Elec ONLINE & Elec Service	2	15	
Elec ONLINE+ & Elec Service	3	20	
Elec EASY Premium & Elec Service	2	10	
Elec EASY Excellent+ & Elec Service	3	20	
Gas & Elec ONLINE & Elec Service	3	25	
Gas & Elec ONLINE+ & Elec Service	4	30	
Gas & Elec EASY Premium & Elec Service	3	20	
Gas & Elec EASY Excellent+ & Elec Service	4	30	
Gas & Elec ONLINE & Gas Service	3	25	
Gas & Elec ONLINE+ & Gas Service	4	35	
Gas & Elec EASY Premium & Gas Service	3	20	
Gas & Elec EASY Excellent+ & Gas Service	4	35	
Gas & Elec ONLINE & Elec Service & Gas Service	4	30	
Gas & Elec ONLINE+ & Elec Service & Gas Service	5	35	
Gas & Elec EASY Premium & Elec Service & Gas Service	4	25	
Gas & Elec EASY Excellent+ & Elec Service & Gas Service	5	35	

The CV amount is 100% commissionable.

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

Please note that it is not retroactive, customers that placed their orders prior to 1/10/2021 will remain on the previous compensation plan and will be compensated for 4 years.

Access Rate	Usage in KWH	CP*	CV**	Duration
ACN® ENERGY IN PARTNERSHIP WITH ALDRO ENERGÍA (BUSINESS)				
ELECTRICITY ONLINE & EASY				
2.0TD	Elec ONLINE	2	20	48 months
	Elec ONLINE+	3	25	
2.0TD & 3.0TD	Elec EASY Premium	2	15	
	Elec EASY Excellent+	3	25	
ELECTRICITY PREMIUM, ONLINE & ONLINE+				
=> 3.0TD	<20.000	3	40	60 months
	20.000 - <100.000	4	80	
	=> 100.000		120	
GAS				
	0 - <5.000	1	12	36 months
	5.000 - <50.000	3	40	
	50.000 - <100.000	4	60	60 months
	=> 100.000		100	
	Service	CP*	CV**	Duration
Electricity	Exprés 24	1	5	60 months
	Exprés Plus		10	
Gas	Premium	2	25	
			15	

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.

*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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PARTNERSHIP SERVICES		CP*	CV**
ACN® IN PARTNERSHIP WITH BIBE INSURANCE			
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
FAMILY	≥350	4	25
	<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
CIVIL LIABILITY	550-1,799	4	40
	≥1,800	4	100
	<250	0	0
	250-299	2	10
	300-499	2	15
	≥500	4	35

PARTNERSHIP SERVICES		CP*	CV**
ACN® IN PARTNERSHIP WITH BIBE INSURANCE			
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
MOTO	700+	3	20
	<150	0	0
	150-279	1	5
	280-449	2	10
	450-699	2	15
	700+	3	20

*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.

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MONTHLY PROMOTIONS



Joi MULTIPLAY RETAIL BONUS PROMOTION

Triple play orders:

Earn **€125** for every **2 new** customers.

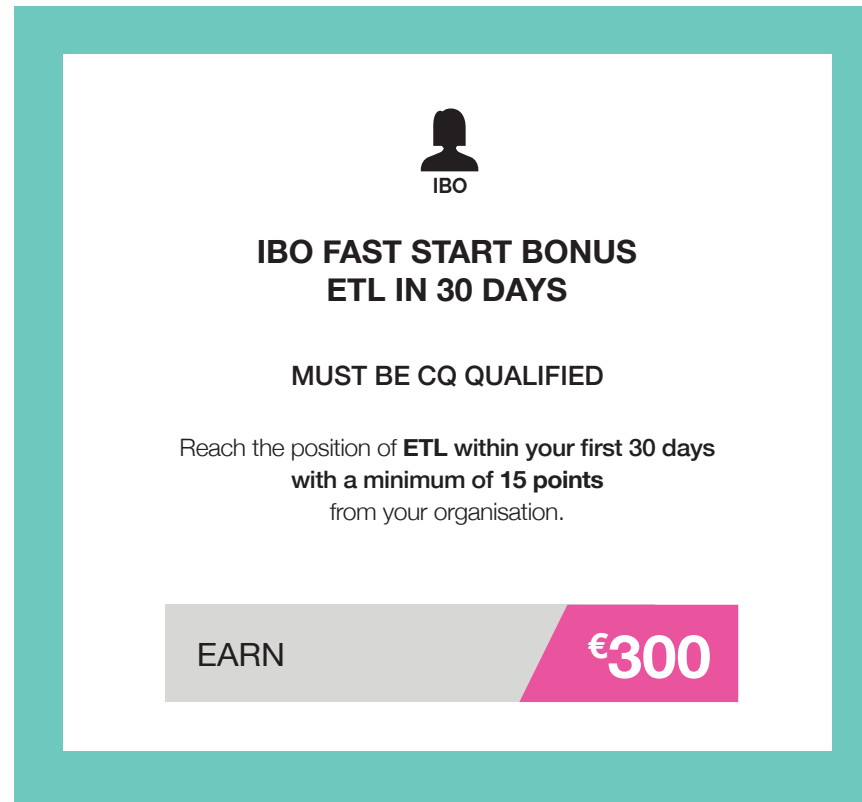
Earn **€250** for every **3 new** customers.

- **Triple play orders – Fibre + Fixed + Mobile** count towards this bonus
- Customers must be **installed**
- Customer must be acquired **within the calendar month**
- Only services that carry points will count towards the bonus promotion
- This bonus will be paid at the **end of the following month**

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IBO FAST START BONUS



The graphic is a teal-bordered box containing the following text and elements:

- IBO icon (person silhouette) with "IBO" text below it.
- IBO FAST START BONUS**
- ETL IN 30 DAYS**
- MUST BE CQ QUALIFIED**
- Reach the position of **ETL within your first 30 days** with a **minimum of 15 points** from your organisation.
- A bar at the bottom with "EARN" on the left and "€300" on the right.


- ▶ An IBO must have a start date within the calendar month to make them eligible for this bonus.
- ▶ Any IBO from any European country with a start date within the calendar month can try for the bonuses.
- ▶ This is a ONE-TIME bonus that can be acquired within a newly started IBO qualification period.
- ▶ This Bonus is in addition to the Customers bonus promotions.

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IBO FAST START BONUS

RD



IBO

**IBO FAST START BONUS
RD IN 120 DAYS**

Earn the position of **RD** within your first 120 days
and receive a bonus of:

€5,000

- ▶ All IBOs from any European country **with a start date within the calendar month** can try for this bonus
- ▶ IBOs must reach the position of Regional Director **within 120 days of the start date**
- ▶ RD position must be **maintained for period of 60 consecutive days**
- ▶ This is a **ONE-TIME ONLY** bonus