

Compensation Plan

Compensation Definitions

- **Personal Volume (PV):** The net volume of products purchased by a Partner, sold to a Partner's new customers or partners within their first calendar month, or purchased online by the Partner's retail customers in one calendar month.
- **Commissionable Volume (CV):** The volume assigned to each product purchased or sold which is used to calculate commissions. CV values vary by country.
- **Qualified Volume (QV):** Monthly net volume generated by a Partner's sales organization within seven qualified levels, which is used to qualify for rank and global lifestyle pools. A maximum of 60% of the required volume for a title can be counted from any single leg.
- **Active:** To be eligible to qualify for all bonuses under the Compensation Plan, the Partner must be active, which is defined as having 120 PV on your account each month.
- **Inactive:** Three calendar months of generating less than 30 PV. Once considered inactive, a Partner's downline will be compressed to the next active upline.
- **Dynamic Compression:** If a Xyngular Partner does not generate at least 30 PV within one calendar month, their downline will compress up one level for commission purposes.

Daily Bonuses

First Order Bonus

The First Order Bonus allows Xyngular Partners to earn higher commission on sales to new Partners or Customers in their first calendar month.

Level	Supplement Bonus %	XMD Bonus %	Monthly PV Requirement
1	20%	30%	30 PV
2	10%	6%	120 PV
3	7%	3%	120 PV
4	5%	2%	120 PV

Note: 1) Sales volume that qualifies for the XMD First Order Bonus shall not contribute to the Global Lifestyle Pools.
 2) Qualifying products for the XMD Bonus: Clear Protein+ and XMD Products. The product list is subject to change.
 3) All product packs will be calculated based on the Supplement Bonus percentages, even if they include Biohacking product.
 4) Sales volume that qualifies for the XMD Bonus shall not qualify for the Supplement Bonus and vice versa.

Reorder Bonus

The Reorder Bonus pays Xyngular partners on product sales generated from up to eight levels in their organization.

Level	Supplement Bonus %	XMD Bonus %	Monthly PV Requirement	Monthly QV Requirement
1	10%	20%	30 PV	NA
2	7%	6%	120 PV	NA
3	5%	3%	120 PV	500 QV in 7 Levels
4	5%	2%	120 PV	2,000 QV in 7 Levels
5	5%	0%	120 PV	6,000 QV in 7 Levels
6	5%	0%	120 PV	10,000 QV in 7 Levels
7	4%	0%	120 PV	15,000 QV in 7 Levels
8	4%	0%	120 PV	20,000 QV in 7 Levels

Note: 1) Qualifying products for the XMD Bonus: Clear Protein+ and XMD Products. The product list is subject to change.
 2) All product packs will be calculated based on the Supplement Bonus percentages, even if they include XMD product.
 3) Sales volume that qualifies for the XMD Bonus shall not qualify for the Supplement Bonus and vice versa.

Retail Sales

Retail sales allow you to receive retail profits in two ways. First, you can purchase the supplement product for wholesale price and sell it at retail. Second, you can refer your Customers to Xyngular's website where they

can purchase the supplement products at retail and Xyngular remits the difference between the retail price and the wholesale price to you in your daily commissions.

Monthly Bonuses

12% Global Lifestyle Pools

Xyngular Partners share in the product sales of the entire company. Each 1% sales pool is 1% of qualifying global Xyngular sales volume for the month. A Partner can earn shares in all 12 Global Lifestyle Pools each month.

Paid-As Rank	Monthly PV Requirement	Monthly QV Requirement	Sales Pool Payout
Manager II	120 PV	6,000	1%
Manager III	120 PV	8,000	1%
Senior Manager	120 PV	10,000	1%
Senior Manager I	120 PV	15,000	1%
Senior Manager II	120 PV	20,000	1%
Director	120 PV	30,000	1%
Director II	120 PV	40,000	1%
Senior Director	120 PV	50,000	1%
Executive	120 PV	100,000	1%
Executive II	120 PV	200,000	1%
Senior Executive	120 PV	300,000	1%
Ambassador	120 PV	500,000	1%

All Manager and Senior Manager Global Lifestyle Pools are divided equally among qualified Xyngular Partners. Director and above Global Lifestyle Pools are divided on a pro-rata basis by the QV of all qualified

Xyngular Partners in the pool. QV maximums for Global Lifestyle Pool payouts are listed below for Director and above rank earnings.

Director Ranks	QV Maximum
Director	39,999 QV
Director II	49,999 QV
Senior Director	99,999 QV

Executive & Above Ranks	QV Maximum
Executive	199,999 QV
Executive II	399,999 QV
Senior Executive	599,999 QV
Ambassador	No Limit

Rank Bonuses

Xyngular Partners can achieve meaningful earnings! To qualify for a Rank Bonus, the Partner must first achieve the required paid-as rank or higher for two (2) consecutive months.

For Rank Bonuses that only have one (1) installment period, the payment shall be paid with the Monthly Bonuses after achieving the paid-as rank for the second consecutive month.

For Rank Bonuses that have more than one (1) installment period, the first installment payment shall be paid with the Monthly Bonuses after achieving the rank for the second consecutive month. To receive the remaining installment payments, the Partner must continue to be paid as that rank or one (1) rank below during the installment period until the full Rank Bonus has been paid. If the full Rank Bonus has not been paid by the end of the installment period, the remaining portion of that bonus shall be forfeited.

Each Rank Bonus can only be earned once.

Paid-As Rank	QV Requirement	Rank Bonus	Installment Period
Senior Manager I	15,000	\$300	1
Senior Manager II	20,000	\$400	1
Senior Manager III	25,000	\$500	1
Director	30,000	\$600	1
Director I	35,000	\$700	1
Director II	40,000	\$800	1
Director III	45,000	\$900	1
Senior Director I	60,000	\$1,200	1
Senior Director II	70,000	\$1,600	1
Senior Director III	80,000	\$2,000	1
Executive	100,000	\$4,000	1
Executive I	150,000	\$5,000	1
Executive II	200,000	\$6,000	1
Executive III	250,000	\$8,000	1
Senior Executive	300,000	\$10,000	1
Senior Executive I	350,000	\$15,000	1
Senior Executive II	400,000	\$20,000	1
Senior Executive III	450,000	\$25,000	1
Ambassador	500,000	\$30,000	1

Rank Bonuses continued on next page.

Rank Bonuses continued.

Paid-As Rank	QV Requirement	Rank Bonus	Installment Period
Ambassador I	600,000	\$35,000	1
Ambassador II	700,000	\$50,000	2
Ambassador III	800,000	\$65,000	3
Senior Ambassador	1,000,000	\$100,000	5
Senior Ambassador I	1,250,000	\$125,000	6
Senior Ambassador II	1,500,000	\$150,000	8
Senior Ambassador III	2,000,000	\$200,000	10

Note: This compensation plan will become effective as of October 1, 2026. Existing Partners that were with Xyngular prior to October 1, 2026, shall be given the Rank associated with the highest QV attained in their highest paid-as rank in the previous twelve (12) months for ranks below Executive, or eighteen (18) months for ranks at Executive or above. The Rank Bonuses available to a Partner shall be limited to the ranks whose QV is higher than the greater of 1) the QV of the Partner's new rank in the plan as of October 1, 2026, 2) the QV associated with the top trip earned under Xyngular's prior Passport Program or 3) the QV associated with the top Leadership Bonus earned under the prior compensation plan.

International Conversion Rates

The Xyngular Compensation Plan is calculated in U.S. dollars and converted to individual market currency. If your country is not listed below, it is assumed to be equal to the U.S. dollar at a rate of 1:1.

Country	Conversion Rate
Philippines	USD 1.00 : PHP 45.05
Canada	USD 1.00 : CAD 1.27