

True Earnings

Detailed description of how to earn Retail Profit and team bonuses with Truenordic.

Version Release: 20 June, 2017.

DEFINITIONS AND CONCEPTS IN TRUE EARNINGS

True Partner

Congratulations for making a selfish decision. You are now a True Partner, one of our team, and one of the few people with the right to represent and promote some of the best food supplements in the world. We want to work in a true partnership with you, and in this document you will learn how the payment plan has been designed to optimise the largest part of the cost of each product – the commissions to our Partners. By understanding True Earnings, you will be able to make the most out of your efforts.

The distributorship or "position" of a True Partner and the relationship with Truenordic is governed by the True Partner Agreement and Truenordic Policies. Only True Partners can sell to customers and enroll other True Partners. To become a True Partner, a registration form must be filled in on the Truenordic web site with payment of the applicable registration fee. Any individual over the age of 18 can become a True Partner. Truenordic does, however, reserve the right to reject a new True Partner if there is legal or moral concern about the co-operation and will refund the registration fee in case of rejection.

Each individual can have their own True Partner registration, ie in the case of married couples, both persons can have their own position/distributorship as a True Partner. In the case of registering a legal entity as the True Partner, the responsibility for the position will always be held by the registered physical person. Naming a physical person for the True Partner position is mandatory at the time of registration

There are no monthly or annual fees to maintain a True Partner status. However, certain service fees may apply to cover actual business costs. This may, for example, include bank costs for the transaction of a bonus payment to a bank account or payroll costs or taxes in countries where Truenordic needs to do official reporting of earnings to the tax authorities or withhold tax on earnings.

Customer

A customer with their own Truenordic account who has not signed a distributor (True Partner) agreement. A customer can only order products, not sell to customers enroll True Partners or earn commissions. There is no autoship requirement to become a Customer.

A loyalty programme that tracks the accumulation of "True Points" will be made available to Customers, who will be able to cash in their True Points in exchange of free products.

The company will communicate with Customers separately from distributors and send them product related or other relevant e-mails. True Partners will not be sent e-mail copies of these emails, but Truenordic will upload a copy of the latest customer email in Backoffice.

If the True Partner who signed up a Customer resigns or is terminated due to inactivity, his/her Customers will automatically be moved and assigned to the Enroller/Sponsor who is immediately one step above the discontinued True Partner.

Requirements during sign-up

Payment of "registration fee" is required during the sign-up process of a new True Partner. No product purchase is necessary, but can be made during the same transaction as payment of the fee. A product pack is offered during sign-up but is not a requirement. Also, no True Partner should require that their new team member makes a specific product purchase.

The registration fee is currently 100 EUR + VAT (and equivalent in other currencies).

Annual renewal

There is no annual fee or process for annual renewal of the contract. Instead, activity is required to maintain a business in good standing.

Good standing (activity)

To maintain a True Partner (distributorship) position, a volume of 200 PQP in any 9 month rolling period is required. Failure to do so leads to termination and compression of the organization.

Termination of inactive Partners

A True Partner who does not achieve at least 200 PQP combined in a 9-month period, will enter a process of termination. They will receive a last notice of activation in the beginning of the 10th month and will have 14 days to activate their account (place a completing order or achieve the required volume in customer order) from receipt of the last notice. If this doesn't happen, the True Partner's position will be deleted in the system. Once terminated, all their personal customers and personally enrolled Partners will be moved up to the next True Partner in the upline who is in good standing.

Rank achievement and pin rank

All rank achievements are based on a combination of:

- Group volume (GQP)
- Personal volume requirement (PQP)
- 50 % rule on GQP from strongest leg, 50 % from PQP

Group volume, or GQP, is the primary requirement. The total amount of GQP in a calendar month determines the achieved rank (new pin rank or pay rank).

The two additional requirements mean that no more than 50 % of the required GQP for the rank in question can be counted from the leg with the biggest total GQP, and that no more than 50 % of the required GQP can come from PQP. These two rules start at 10 Star True Partner level (1000 GQP requirement, of which 500 can come from the strongest leg. 500 can come from PQP).

There are no other structural requirements to achieving a rank or maintaining a rank (being paid as). The summary chart shows the GQP and PQP requirements for achieving each rank. The 50 % rule comes into force at rank "10 Star True Partner", where min 500 of the 1000 required GQP must come from outside the strongest leg, and applies for each rank above that in the compensation plan.

"Paid as" rank

The rank achieved within any given calendar month, regardless of prior highest rank. The paid as rank reflects the true results of the calendar month and determines at which rank the Partner will be paid.

In a month in which a True Partner reaches one or more ranks as their highest rank ever achieved (new pin rank) – the paid as rank equals the highest pin rank in that month.

Example: A Diamond who is only "Paid As" a True Mentor, will be paid according to the commissions at the True Mentor level.

Example 2: A True Partner who previously had "1 Star True Partner" as their highest ever pin rank, reaches True Team Leader in a calendar month. Their pay rank will also be True Team Leader for that month.

QP (qualification points)

In order to manage qualifications across markets with different currencies each product is assigned a Qualifying Points (QP) value. QP is the unit that determines the qualification volumes.

The points value of QP for a particular product is based on retail price ex VAT in EUR. If a product costs 36.00 ex VAT for a customer, the product gives 36 QP.

All rank qualifications in Truenordic are based on achieving GQP and PQP, which are made up of each product's QP. For promotions or special packs – QP may be adjusted.

PQP (personal qualification volume)

PQP is the sum of all the personal product purchases of a True Partner and all purchases made by their personal customers in any given calendar month (commission period).

The PQP requirement increases as the True Partner reaches higher ranks. Starting at 100 PQP to reach 1 Star True Partner, it goes up to 500 PQP for 2 Star True Team Leader and all ranks above that level.

| RANK | GQP REQ. | MAX 1 LEG | PQP REQ. |
|----------------------|----------|-----------|----------|
| 1 STAR TRUE PARTNER | 100 | | 100 |
| 3 STAR TRUE PARTNER | 300 | | 100 |
| 5 STAR TRUE PARTNER | 500 | | 100 |
| 7 STAR TRUE PARTNER | 700 | | 100 |
| 10 STAR TRUE PARTNER | 1 000 | 500 | 100 |
| TRUE BRONZE | 1 400 | 700 | 100 |
| TRUE SILVER | 2 000 | 1 000 | 200 |
| TRUE GOLD | 2 800 | 1 400 | 300 |
| TRUE TEAM LEADER | 4 000 | 2 000 | 400 |
| 2 STAR TEAM LEADER | 6 000 | 3 000 | 500 |

To be paid any commissions except for Retail Profit (which requires no particular minimum achievement) – a minimum of 100 PQP is required in each calendar month or bonus period.

Any returns processed in the calendar month will affect the PQP. Processed personal returns or returns from one's customers where commissions are clawed back also result in QP deduction.

GQP (group qualification points)

GQP is the sum of all QP volume in a True Partner's entire team (including their own PQP) in any given commission period. All orders from Partners and customers in the organization count towards GQP, basically every single order originating from a True Partner, including one's personal PQP.

Qualification period

Qualification period is calendar month. PQP, GQP and CV will not be carried forward to the next month and will only count in any given commission period. You will be paid according to your achieved rank in any given qualification period and your "paid as" rank will not carry over to the following month.

CV (commission value)

All bonuses other than Retail Profit are calculated based on CV. Each product is assigned a commission value set in either EUR or local currency, depending on where the product is sold.

The CV value of a product depends on the price of the product in the market. Initially, all CV values are set in EUR. CV is based on an average True Partner price ("wholesale price") after taking into account an expected average payout of Retail Profit.

TTLCV (True Team Leader CV)

True Team Leader CV. A person paid as a True Team Leader has a minimum of 4000 GQP in a bonus month. This Partner's team forms a "generation" for the purpose of the Leadership Bonus. Any volume (counted in CV) in a True Team Leader's team from all personal purchases, customers and True Partners in the team and their customers – EXCEPT any volume originating from another qualified True Team Leader or higher in their team (including their own personal volume) is part of TTLCV. The Leadership Bonus is paid on up to 6 "paid as" generations of True Team Leader and higher, with the payment in each generation based on the TTLCV (always excluding paid as True Team Leader's TTLCV since those form the next generation).

One's own group does not constitute a generation for oneself. Instead, generation 1 starts at the first "paid as" level of True Team Leader or higher. Leadership Bonus compresses, meaning that only when a Partner is "paid as" True Team Leader or higher do they constitute a generation.

This bonus is paid out on top of Team Building Bonus and does not replace any bonuses.

3STMCV

3 Star True Mentor CV. A person paid as a 3 Star True Mentor has minimum 50 000 GQP in a bonus month. This Partner's team forms a "generation" for the purposes of the Leadership Duplication Bonus. This is basically a second "layer" or tier of Leadership Bonus, using the same principle as for the Leadership Bonus, but for units or teams that are bigger with more volume. These two bonuses overlap. So a True Partner can earn BOTH Leadership Bonus and Leadership Duplication Bonus on the same volume. (Also Team Building Bonus if the volume is within the levels for unilevel payout).

Any volume (counted in CV) in a True Team Leader's team from all personal purchases, customers and True Partners in the team and their customers – EXCEPT any volume originating from another qualified 3 Star True Mentor or higher in their team (including their own personal volume) is part of 3STMCV. The Leadership Duplication Bonus is paid on up to 4 generations of 3 Star True Mentor and higher, and in each generation on the 3STMCV. One's own group does not constitute a generation, like in the case of TTLCV.

POOLS

There are three "Pools" in the compensation plan, True Sharing Bonus, Jarl Bonus and Sampo Bonus. Each pool has 1 % of sales (in CV) entered for any period for which there is a qualifying Partner.

CUSTOMER PRICE AND RETAIL PROFIT

The two primary price levels in Truenordic are Customer Price and True Partner Price. All product prices are set with the Customer Price in mind as the strategic "price point" and positioning against competing products. Customers purchasing products directly from Truenordic pay Customer Price, unless they have a discount voucher or are using other offers or discounts as may be offered from time to time.

The total Retail Profit is the price difference between price paid by Customer and the price for a True Partner (normally 15%), plus any additional Retail Profit (up to 25%) based on PQP achieved in the calendar month.

In the case of customers receiving discounts, the actual price difference between True Partner and Customer is used for the initial Retail Profit. So if a customer has a 10% discount, the price difference is 5% and that 5% is paid to the True Partner as the initial Retail Profit. The additional Retail Profit (5 to 25% on top of the initial 15%), are calculated based on the Customer Price.

TRUE PARTNER PRICE

The True Partner price is the Customer Price * 0,85 (15% discount). Certain discounts may reduce the price a customer pays – but in those cases True Partner pricing would not be affected (unless specifically stated). In reality, the True Partner price depends on the achieved PQP in the month, since the Retail Profit also affects one's own orders. At the 40% Retail Profit level for example, a further 25% based on Customer Price will be paid back to the True Partner for all personal purchases made in the calendar month.

For commissions, Retail Profit is adjusted to take into account the actual price difference to a Customer, as explained in the paragraph "Customer Price and Retail Profit", and percentages based on price actually paid.

THE BONUSES

RETAIL PROFIT

Each customer purchase results in a price difference between Customer Price and True Partner price to be paid out to the True Partner who enrolled the customer. There are no PQP requirements for a True Partner to earn Retail Profit. A True Partner can have 0 in personal purchases and only 36 QP in customer purchases, for example, and the Retail Profit would still be paid. (For example, if a customer buys a bottle of true omega™, retail price 36 EUR excl VAT, it would equal 15% x 36 EUR = 4,90 EUR to be paid out as Retail Profit).

The Retail Profit is 15-40% of retail price (ex VAT) on all commissionable products in a True Partners personal volume during a calendar month. The percentage depends on achieved PQP in the month and applies to the entire volume of sold products (which make up the PQP), including personal purchases.

For personal purchases, the first 15 % in retail profit has already been "paid out" in effect in the form of a discount, as True Partners purchase products at a 15 % discount.

Any additional Retail Profit is paid out as commission. If the PQP is 500, for example, the True Partner will qualify for 25% Retail Profit. For any personal purchases, 15 % has already been paid out as a discount. Another 10 % based on the Customer Price will be paid out as commissions, as well as 25 % on any customer purchases. If the customer received a 5 or 10 % discount, that discount is deducted from the Retail Profit.

Retail profit is based on the retail price excluding VAT, with VAT added at the end, where applicable, in the commissions payout. Please note that VAT on "services", ie commissions, can be different than VAT on food supplements. Thus a product might be sold with 12 % VAT in Sweden, but the retail profit paid to a distributor would carry 25 % VAT, since it is paid for a service rendered.

Retail bonus levels run as monthly qualifications and the level is never carried forward to the next month.

| PQP IN CALENDAR MONTH | RETAIL PROFIT |
|-----------------------|---------------|
| 0 - 199 | 15 % |
| 200 - 399 | 20 % |
| 400 - 999 | 25 % |
| 1 000 - 1 999 | 30 % |
| 2 000 - 3 999 | 35 % |
| 4 000 + | 40 % |

SUPPORT BONUS

Support Bonus is paid on the orders of new True Partners and their customers. The Support Bonus is based on CV (commissionable volume). In order to qualify for the Support Bonus in a particular calendar month, the True Partner needs to achieve a minimum of 100 GQP.

The bonus is 5 % based on CV of the personally enrolled True Partner and their customers, during the month of registration of the new True Partner, and for three full calendar months following the signup. Support Bonus applies to any True Partners signed up for the first time in Truenordic in March 2017 onwards.

TEAM BUILDING BONUS

A new True Partner starts at the "rank" of True Partner (no rank). When that person produces a minimum of 100 GQP they will hit the rank of 1 Star True Partner. The Team Building Bonus starts at the rank of 3 Star True Partner, where a True Partner (who has min 300 GQP and is commission qualified with 100 PQP) will earn 5% of the total CV of personally enrolled True Partners and their customers.

Personally enrolled True Partners and their Customers are considered level 1 in the unilevel structure of the Team Building Bonus. As that personally enrolled True Partner introduces new True Partners they will be considered as level 2. The Team Building Bonus is a unilevel bonus without compression of inactive levels.

With advancement in the paid as rank, the True Partner gets an increased percentage in Team Building Bonus on the 1st level of True Partners, and an increase in depth of payment of the bonus in their team.

The Team Building bonus is paid on all orders made by True Partners and their customers. True Mentor is the rank where this bonus "maxes" out and does not change with further increases in rank.

| RANK | GQP | #1 | #2 | #3 | #4 | #5 | #6 |
|----------------------|--------|------|-----|-----|-----|-----|-----|
| 1 STAR TRUE PARTNER | 100 | | | | | | |
| 3 STAR TRUE PARTNER | 300 | 5 % | | | | | |
| 5 STAR TRUE PARTNER | 500 | 7 % | | | | | |
| 7 STAR TRUE PARTNER | 700 | 9 % | | | | | |
| 10 STAR TRUE PARTNER | 1 000 | 10 % | 3 % | | | | |
| TRUE BRONZE | 1 400 | 10 % | 4 % | | | | |
| TRUE SILVER | 2 000 | 10 % | 5 % | 3 % | | | |
| TRUE GOLD | 2 800 | 10 % | 6 % | 4 % | | | |
| TRUE TEAM LEADER | 4 000 | 10 % | 6 % | 5 % | 3 % | | |
| 2 STAR TEAM LEADER | 6 000 | 10 % | 6 % | 5 % | 5 % | 3 % | |
| 3 STAR TEAM LEADER | 9 000 | 10 % | 6 % | 5 % | 5 % | 4 % | 3 % |
| TRUE MENTOR | 15 000 | 10 % | 6 % | 5 % | 5 % | 5 % | 3 % |

LEADERSHIP BONUS

Leadership Bonus starts paying out to Partners at the rank of 3 Star True Team Leader and is paid according to paid-as rank in any given bonus month. The unit of calculation is TTLCV on the person's paid as True Team Leaders and above. See definition of TTLCV in the beginning of the document.

Leadership Bonus pays on up to 6 generations of paid as True Team Leaders and above regardless of actual depth. The system will track all True Team Leaders in your team and the first "paid as" True Team leader in a leg, no matter at what depth, will be counted as the 1st generation True Team leader. The percentage and number of generations that a person gets Leadership Bonus on depends on their paid as rank.

There is compression of leadership bonus. Only a person qualified "paid as" a True Team Leader or higher forms a generation and starts the payment of Leadership Bonus on that generation's TTLCV. If there is enough volume to technically qualify as a True Team Leader but the rank is not achieved, all the volume counts in the TTLCV of the next paid as True Team Leader or higher in the person's upline and forms part of that generation for that calendar month.

5 Star True Diamond is the rank where Leadership Bonus "maxes" out and the bonus does not change with further increases in rank.

| RANK | GQP | G 1 | G 2 | G 3 | G 4 | G 5 | G 6 |
|-------------------------|---------|-----|-----|-----|-----|-----|-----|
| 3 STAR TRUE TEAM LEADER | 9 000 | 2 % | | | | | |
| TRUE MENTOR | 15 000 | 3 % | 2 % | | | | |
| 2 STAR TRUE MENTOR | 25 000 | 3 % | 4 % | | | | |
| 3 STAR TRUE MENTOR | 50 000 | 3 % | 4 % | 2 % | | | |
| TRUE DIAMOND | 100 000 | 3 % | 4 % | 2 % | 2 % | | |
| 2 STAR TRUE DIAMOND | 240 000 | 3 % | 4 % | 2 % | 2 % | 2 % | |
| 5 STAR TRUE DIAMOND | 600 000 | 3 % | 4 % | 2 % | 2 % | 2 % | 2 % |

LEADERSHIP DUPLICATION BONUS

Leadership Duplication Bonus starts paying out to Partners who are paid as 3 Star True Diamonds and have one or more 3 Star True Mentors in their team. This second tier Leadership Bonus is paid on the group volume of 3 Star True Mentors (3STMCV). The group volume is the sum of all sales in the team of the 3 Star True Mentor with no limit to volume or depth, until hitting the next 3 Star True Mentor or higher. See definition of 3STMCV in the beginning of the document.

Each "paid as" 3 Star True Mentor in a leg starts a new generation in that leg. The percentage and number of generations a person gets paid Leadership Duplication Bonus depends on their paid as rank rank.

Leadership Duplication Bonus pays on up to 4 generations of 3 Star True Mentors and higher regardless of actual depth. The system will track all 3 Star True Mentors a team and the first paid as 3 Star True Mentor in any given leg, no matter at what depth, will be counted as the 1st generation 3 Star True Mentor.

There is compression of Leadership Duplication Bonus. Only a person qualified "paid as" a 3 Star True Mentor or higher forms a generation and starts the payment of Leadership Duplication Bonus on that generation's 3STMCV. If there is enough volume to technically qualify as a 3 Star True Mentor but the rank is not achieved, all the volume counts in the 3STMCV of the next paid as 3 Star True Mentor or higher in the person's upline and forms part of that generation for the specific calendar month.

The Leadership Duplication Bonus "maxes" out at 12 Star True Ambassador. A True Boss earns the same percentages in Leadership Duplication Bonus as a 12 Star True Ambassador.

| RANK | GQP | GEN 1 | GEN 2 | GEN 3 | GEN 4 |
|-------------------------|------------|-------|-------|-------|-------|
| 3 STAR TRUE DIAMOND | 240 000 | 1 % | | | |
| 5 STAR TRUE DIAMOND | 600 000 | 1 % | .5 % | | |
| TRUE AMBASSADOR | 1 500 000 | 1 % | 1 % | 1 % | |
| 3 STAR TRUE AMBASSADOR | 4 000 000 | 1 % | 1 % | 1 % | .5 % |
| 12 STAR TRUE AMBASSADOR | 12 000 000 | 1 % | 1 % | 1 % | 1 % |
| TRUE BOSS | 36 000 000 | 1 % | 1 % | 1 % | 1 % |

TRUE SHARING BONUS

1% of the total CV achieved globally each month is entered into a pool to form the True Sharing Bonus. The shares are allocated quarterly. The quarters in question are:

- Q1: Jan-Mar (paid out in April)
- Q2: Apr-Jun (paid out in July)
- Q3: Jul-Sep (paid out in October)
- Q4: Oct-Dec (paid out in January)

Qualification to the pool is by lowest rank in the quarter in question and starts at minimum True Mentor. To earn 1 share in the pool, a True Partner would have to be paid as True Mentor (or higher in one or two months, but with True Mentor as their "lowest" rank in that period) in each of the months of the quarter. To earn 2 shares, they would have to be 2 Star True Mentor (or higher) for each month in the quarter. If they are paid as 2 Star Mentor 2 out of 3 months in the quarter but True Mentor in one of the months, they get 1 share in the pool for that quarter.

The True Sharing Bonus is paid out quarterly. Calculation of the value of shares happens in a bonus calculation in the month following the quarter. (Jan-Mar shares calculated in early April for payout in April).

The total size of the pool (1 % of CV for the three months in that quarter) – is divided according to the number of shares the qualified True Partners had in the pool. If there are no qualifiers, then payout does not happen and the volume does not carry forward to future payments.

| RANK | GQP | SHARES |
|-------------------------|------------|--------|
| TRUE MENTOR | 15 000 | 1 |
| 2 STAR TRUE MENTOR | 25 000 | 2 |
| 3 STAR TRUE MENTOR | 50 000 | 3 |
| TRUE DIAMOND | 100 000 | 3 |
| 2 STAR TRUE DIAMOND | 240 000 | 3 |
| 5 STAR TRUE DIAMOND | 600 000 | 3 |
| TRUE AMBASSADOR | 1 500 000 | 3 |
| 3 STAR TRUE AMBASSADOR | 4 000 000 | 3 |
| 12 STAR TRUE AMBASSADOR | 12 000 000 | 3 |
| TRUE BOSS | 36 000 000 | 3 |

JARL BONUS

1% of the total CV achieved globally each month is entered into a pool to form the Jarl Bonus. The shares are allocated quarterly. The principle is the same as with True Sharing Bonus, only the ranks and the number of ranks allocated per rank differ.

The quarters in question are:

- Q1: Jan-Mar (paid out in April)
- Q2: Apr-Jun (paid out in July)
- Q3: Jul-Sep (paid out in October)
- Q4: Oct-Dec (paid out in January)

Qualification to the pool is by lowest rank in the quarter in question and starts at minimum True Diamond. To earn 1 share in the pool, a True Partner would have to be paid as True Diamond (or higher in one or two months, but with True Diamond as their "lowest" rank in that period) in each of the months of the quarter. To earn 2,5 shares, they would have to be 3 Star True Diamond (or higher) for each month in the quarter. If they are paid as 3 Star True Diamond 2 out of 3 months in the quarter but True Diamond in one of the months, they get 1 share in the pool for that quarter.

The Jarl Bonus is paid out quarterly. Calculation of the value of shares happens in a bonus calculation in the month following the quarter. (Jan-Mar shares calculated in early April for payout in April).

The total size of the pool (1 % of CV for the three months in that quarter) – is divided according to the number of shares the qualified True Partners had in the pool. If there are no qualifiers, then payout does not happen and the volume does not carry forward to future payments.

| RANK | GQP | JARL SHARES |
|-------------------------|------------|-------------|
| TRUE DIAMOND | 100 000 | 1 |
| 3 STAR TRUE DIAMOND | 240 000 | 2,5 |
| 5 STAR TRUE DIAMOND | 600 000 | 6 |
| TRUE AMBASSADOR | 1 500 000 | 8 |
| 3 STAR TRUE AMBASSADOR | 4 000 000 | 8 |
| 12 STAR TRUE AMBASSADOR | 12 000 000 | 8 |
| TRUE BOSS | 36 000 000 | 8 |

SAMPO BONUS

1% of the total CV achieved globally each month is entered into a pool to form the Sampo Bonus. The bonus only pays out when there are qualifiers. No unpaid bonuses accumulate to the next qualifying month or any future payout. Only monthly CV for which there are qualifiers in this pool are actually "paid" into the pool.

Qualification happens by month. The period determining the annual payout is AUGUST (year 1) to JULY (year 2), with payment happening in OCTOBER (year 2).

A True Partner who is qualified as (Paid As) a 3 Star True Ambassador (with 4 000 000 GQP in the month, after applying the 50 % rule and with 500 PQP), gets 1 share in the pool. Only 1 share is required to activate the entire bonus payment for that particular month. If only 1 person in the company qualifies at the 3 Star True Ambassador level in a given month, the 1 share qualifies them to the entire 1 % of CV payment.

The Sambo Bonus is calculated monthly, where a True Boss would get 9 shares of the total pool for the calendar month, a 12 Star True Ambassador 3 shares and a 3 Star True Ambassador 3 shares. The earned bonus is accrued each month to be paid out annually at the company's "Truenordic Open" event in October each year.

| RANK | GQP | SHARES IN POOL |
|-------------------------|------------|----------------|
| 3 STAR TRUE AMBASSADOR | 4 000 000 | 1 |
| 12 STAR TRUE AMBASSADOR | 12 000 000 | 3 |
| TRUE BOSS | 36 000 000 | 9 |

ADDITIONAL FEATURES AND DEFINITIONS

Support Bonus exclusions

Support Bonus is a bonus for supporting a new Partner, and will thus be paid on new True Partners, signing up for the first time in Truenordic starting March 2017. Support Bonus is not paid on volume generated by any True Partners who were moved over to the new system. Support Bonus rewards building new volume, so existing structures are exempt from the bonus.

Prolonged qualification period

A prolonged qualification period exists if a bonus period is longer than a calendar month. This would in reality not happen except in rare cases, such as a change of compensation plan. The first bonus period of Truenordic AB represents a prolonged qualification period. Business activities started in March 2017, but the bonus period is extended until 30 April. Thus, the first commission run will combine all volume from calendar months March and April 2017 to count them both as if they were "one month" for qualification and bonus purposes.

Commission payout

Commissions earned in the previous calendar month will normally be visible in True Partner profiles (ewallet) by the 15th of the following month, from when bank transfers can be initiated to be made by to the True Partner's account.

THE RANKS

| RANK | GQP | MAX ONE LEG | PQP |
|-------------------------|------------|-------------|-----|
| 1 Star True Partner | 100 | | 100 |
| 3 Star True Partner | 300 | | 100 |
| 5 Star True Partner | 500 | | 100 |
| 7 Star True Partner | 700 | | 100 |
| 10 Star True Partner | 1 000 | 500 | 100 |
| True Bronze Partner | 1 400 | 700 | 100 |
| True Silver Partner | 2 000 | 1 000 | 200 |
| True Gold Partner | 2 800 | 1 400 | 300 |
| True Team Leader | 4 000 | 2 000 | 400 |
| 2 Star True Team Leader | 6 000 | 3 000 | 500 |
| 3 Star True Team Leader | 9 000 | 4 500 | 500 |
| True Mentor | 15 000 | 7 500 | 500 |
| 2 Star True Mentor | 25 000 | 12 500 | 500 |
| 3 Star True Mentor | 50 000 | 25 000 | 500 |
| True Diamond | 100 000 | 50 000 | 500 |
| 3 Star True Diamond | 240 000 | 120 000 | 500 |
| 5 Star True Diamond | 600 000 | 300 000 | 500 |
| True Ambassador | 1 500 000 | 750 000 | 500 |
| 3 Star True Ambassador | 4 000 000 | 2 000 000 | 500 |
| 12 Star True Ambassador | 12 000 000 | 6 000 000 | 500 |
| True Boss | 36 000 000 | 18 000 000 | 500 |