



COMPENSATION PLAN

BOOKLET EUROPE 2021

An opportunity for everyone



Effective from 22th February 2021

Xelliss®

Whether you are simply looking to improve your lifestyle with an additional income or are interested in a new career, Xelliss is your opportunity for discovering the real keys to success.

With just 10 or 12 hours a week, you can create a Xelliss business at home from your guest room or kitchen table, using your computer or mobile phone.

You choose both your working hours and the people you work with. Best of all, you do this by representing some of the world's most revolutionary nutritional products.



Build your wealth with the power of leveraged sales...



Xelliss allows you to use the concept of leverage to increase your income and wealth exponentially.

You build a solid additional income by developing a stable list of happy customers who repeat orders again and again. Once customers experience these products, they want them every day.

There are eight different ways to make money with the Xelliss Compensation Plan.

You have solutions to improve your lifestyle by creating a continuous additional income, earning trips and even a car bonus.

Some benefits are rewarded monthly and others offer a weekly cash flow.

Here is an overview of the Xelliss Compensation Plan.



From the moment you become a Xelliss distributor, you have an online shop available 24/7 all over the world, enabling you to share the corresponding personalised web link with your network and promote the products to your customers.

Retail Customer

On each order from your retail customers, you benefit from a margin on the selling price and also from the PV associated with each product.

| Bonus from your Retail customer orders | |
|----------------------------------------|-------------------------------------------------------------|
| RETAIL CUSTOMER MARGIN | 30 % margin |
| PV FROM CUSTOMER ORDERS | PV from customers orders are added directly to your pay leg |

Privilege Customer: build customer loyalty

Your customers can become Privilege Customers by setting up an Automatic Delivery Program (ADP), enabling them to join the Loyalty Reward Program and benefit from exclusive advantages.

Privilege Customer Advantages



ADP

Get your favourite products delivered to your home every month.



PRODUCT DISCOUNT

Take advantage of a 20% discount on all your purchases.



FREE PRODUCTS

Convert your reward points into free products (*)

(*) Collect Rewards Points (RW) on each order, on shipping costs and also by sponsoring customers

On each order from your Privilege Customers and customers sponsored by your Privilege Customers, you benefit from the margin on the selling price and also from the PV associated with each product.

| Bonus from your Privilege customer orders | |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| PRIVILEGE CUSTOMER MARGIN | 10 % margin PV from orders is added directly to your pay leg. |
| CUSTOMERS SPONSORED BY YOUR PRIVILEGE CUSTOMERS | 30% margin, if Retail customers 10% margin, if Privilege customers PV from orders are added directly to your pay leg |



The **Loyalty Rewards Program** rewards the loyalty of distributors and Privilege Customers who have implemented an Automatic Delivery Program (ADP), by offering them free products.

Thanks to the Rewards Points (loyalty points) collected during their purchases and those of the customers they have sponsored, they can choose free products from our entire range.

The distributor or Privilege Customer will choose the free product(s) according to the value, in Rewards Points, of each product.

How are Rewards Points collected?

- The total number of PV from orders is converted into Rewards Points.
- The amount of the shipping costs of the orders is also converted into Rewards Points!
- Only Privilege Customers obtain 10% of the total number of PV of the first order from the customers they personally sponsor.

How Rewards Points are calculated.

Rewards Points = (total PV of an order) x (recurrence percentage)

The recurrence percentage is determined by the number of consecutive months of your ADP recurrence.

| Percentage /ADP recurrence | |
|----------------------------|------|
| ADP BETWEEN 1 AND 3 MONTHS | 10 % |
| ADP BETWEEN 4 AND 6 MONTHS | 15 % |
| ADP FROM 7 MONTHS | 20 % |

Examples:

- I am in my 3rd month of recurrence and my order amounts to 90PV, which means that I generate 9 RW ($90 \times 10\% = 9$ RW)
- I am in my 5th month of recurrence and my order amounts to 90PV, which means that I generate 13.5 RW ($90 \times 15\% = 13.5$ RW)
- I am in my 9th month of recurrence and my order amounts to 90PV, which means that I generate 18 RW ($90 \times 20\% = 18$ RW)

Obtaining free products

With your Rewards Points, choose your free product(s) according to their value. The value of each product is equivalent to the number of PV it carries.

Example:

I have 50 Rewards Points.

- I can choose a NaturaGreen Native (23PV) + a NaturaBlue Limitless (23PV). This leaves me with 4 Rewards Points ($23 + 23 = 46$).
- Or, I can choose a NaturaBlue Original (45PV). This leaves me with 5 Rewards Points.



BONUS 2 FORTY BONUS

Forty Bonuses are bonuses paid on the Activation Pack PVs chosen by new partners to launch their business.

You are eligible for Forty Bonuses of 20% and 10% during the first 40 days of registration of your new direct partners.

FB 20 % (level 1): You receive 20% of the total PV of the products contained in the Activation Packs of your new partners.

FB 10 % (level 2): You receive 10% of the total PV of the products contained in the Activation Packs of new partners from your level 1.

The Activation Packs have been designed to optimise your business, with quantities of products that are adapted to your needs and interests. Xelliss offers 3 packs: PERSONAL, BUSINESS et PROFESSIONAL.



Pack
PERSONAL

100 PV



Pack
BUSINESS

250 PV



Pack
PROFESSIONAL

500 PV

| Activation Pack | PV | Forty Bonus 20% Level 1 | Forty Bonus 10% Level 2 |
|-----------------|--------|----------------------------|----------------------------|
| PERSONAL | 100 PV | 20 € | 10 € |
| BUSINESS | 250 PV | 50 € | 25 € |
| PROFESSIONAL | 500 PV | 100 € | 50 € |

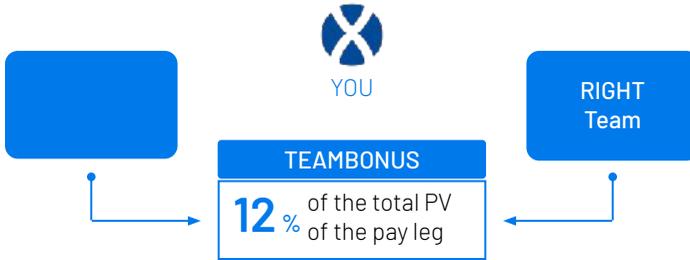


Team Bonus commissions reward you for building a balanced group between your two legs (left and right) and strengthen your support and interaction with your upline.

Here's how it works: your group comprises two legs, the left and the right. So once you have registered two people, one for each leg, the next ones will be added to one of these two groups. At the end of each week, the system adds up all the volume of PV generated on each side of these two groups or legs. You benefit from all the PV each week for the calculation of the Team Bonus : This is because the total PV includes the PV from your team group, your customers' orders, the excess PV from your qualifying orders.

The leg with the lower volume is called the pay leg. Your Team Bonus commissions (paid on a weekly basis) are calculated according to the volume of this pay leg.

The amount of Team Bonus commissions is calculated at 12% of the volume of your pay leg, up to the maximum amount determined by your rank (this is the rank you qualified for in the previous period).



Example of a Team Bonus calculation:

Left team: 1000 PV

The team on the left is the pay leg.

Right team: 5000 PV

The team on the right is the security leg.

Team Bonus =

$12\% \times 1000 \text{ PV} = 120 \text{ €}$

Team Bonus = 1000 PV for

calculation of the Team Bonus

PV carryover:

$1000 \text{ PV} - 1000 \text{ PV} = 0 \text{ PV}$

PV carryover:

$5000 \text{ PV} - 1000 \text{ PV} = 4000 \text{ PV}$ will be carried over for the following week's calculation

Weekly Team Bonus payout cap

| Rang (paid-as-rank) | Payout |
|---------------------|----------|
| CONSULTANT | 300 € |
| BRONZE | 500 € |
| SILVER | 800 € |
| GOLD | 1.000 € |
| SAPPHIRE | 2.500 € |
| RUBY | 4.000 € |
| EMERALD | 6.000 € |
| DIAMOND | 15.000 € |
| DOUBLE DIAMOND | 15.000 € |
| TRIPLE DIAMOND | 15.000 € |
| CROWN AMBASSADOR | 15.000 € |



Earn a ranking bonus every period!

This rewards you and your team members for staying qualified and encourages you to reach higher ranks.

| Rank | Bonus/période |
|------------------|---------------|
| BRONZE | 50 € |
| SILVER | 125 € |
| GOLD | 250 € |
| SAPPHIRE | 450 € |
| RUBY | 600 € |
| EMERALD | 1.000 € |
| DIAMOND | 1.500 € |
| DOUBLE DIAMOND | 2.000 € |
| TRIPLE DIAMOND | 3.000 € |
| CROWN AMBASSADOR | 5.000 € |

| Rank | Active PVP | PVC | PVG Left PVG Right | Direct | Sponsorship |
|---------------------|------------|--------|-----------------------|----------------------------------------------|--------------|
| CONSULTANT | 45 PV | | | | 1 active L+R |
| BRONZE | 45 PV | 100 PV | 400 PV | | 1 active L+R |
| SILVER | 90 PV | 100 PV | 1.250 PV | | 1 active L+R |
| GOLD | 90 PV | 100 PV | 2.500 PV | 2 BRONZE | 1 active L+R |
| SAPPHIRE | 90 PV | 100 PV | 5.000 PV | 2 SILVER | 1 active L+R |
| RUBY | 90 PV | 100 PV | 10.000 PV | 2 GOLD (direct or up-ranking) | 1 active L+R |
| EMERALD | 90 PV | 100 PV | 25.000 PV | 2 RUBY (direct or up-ranking) | 1 active L+R |
| DIAMOND | 90 PV | 100 PV | 50.000 PV | 4 RUBY (direct or up-ranking) | 1 active L+R |
| DOUBLE DIAMOND | 90 PV | 100 PV | 100.000 PV | 6 RUBY (direct or up-ranking) | 1 active L+R |
| TRIPLE DIAMOND | 90 PV | 100 PV | 200.000 PV | 2 DIAMOND + 4 RUBY (direct or up-ranking) | 1 active L+R |
| CROWN AMBASSADOR | 90 PV | 100 PV | 1.000.000 PV | 6 DIAMOND + 6 RUBY (direct or up-ranking) | 1 active L+R |

Active PVP: (Personal Points Volume) Point volume from your customers sales or personal purchases.

PVC: (Point Volume Customer) Point volume of the orders from your customers sales.

PVG: (Points Volume Group) is the total PV amount of all distributors in your binary .

Up-ranking: must be from team members with unencumbered ranks.

(*) PVC (Point Volume Customer)

For implementation of the customer acquisition criteria, the required PV is 50 PV between 22 February and 13 June 2021.



The Matching Bonus is an additional bonus corresponding to a percentage proportional to the Team Bonus paid to the distributors in your 'linear tree' up to seven levels, starting from the Ruby qualification.

For the Matching Bonus payment, for each new rank reached from the Ruby rank upwards, you will receive an additional percentage of payout corresponding to a lower generation level, as defined in the table.



| Rank | L1 | L2 | L3 | L4 | L5 | L6 | L7 |
|------------------|------|------|------|------|------|------|------|
| RUBY | 25 % | 20 % | 15 % | | | | |
| EMERALD | 25 % | 20 % | 15 % | 10 % | | | |
| DIAMOND | 30 % | 25 % | 20 % | 15 % | 10 % | | |
| DOUBLE DIAMOND | 35 % | 30 % | 25 % | 15 % | 10 % | 5 % | |
| TRIPLE DIAMOND | 35 % | 30 % | 25 % | 20 % | 15 % | 10 % | |
| CROWN AMBASSADOR | 40 % | 35 % | 30 % | 25 % | 20 % | 15 % | 10 % |



BONUS 6 CAR BONUS

In order to join the Car Programme and be eligible for the bonus, it is necessary to at least qualify as Ruby for 3 consecutive qualification periods.

Thereafter, you will receive your Car Bonus according to the rank achieved at the end of each qualifying period.

| Rank | Bonus |
|--------------|---------|
| RUBY | 600 € |
| EMERALD | 800 € |
| DIAMOND et + | 1.000 € |




BONUS 7
LEADERSHIP
TRIP

Each year, distributors from the Emerald Rank upwards earn points towards being invited to the annual Leadership Trip.

Points are proportional to the rank achieved at the end of each qualification period.

| Rank | Points/period |
|------------------|---------------|
| EMERALD | 1 point |
| DIAMOND | 2 points |
| DOUBLE DIAMOND | 3 points |
| TRIPLE DIAMOND | 4 points |
| CROWN AMBASSADOR | 5 points |





**BONUS 8
DIAMOND
BONUS**

The Diamond Bonus allows a percentage of the company's total internationally generated PV volume to be redistributed to distributors from the Emerald Rank upwards.

These distributors earn points per qualifying period, which will be used to pay out the bonus earned during the annual Leadership Trip.

| Rank | Point |
|------------------|----------|
| EMERALD | 1 point |
| DIAMOND | 2 points |
| DOUBLE DIAMOND | 3 points |
| TRIPLE DIAMOND | 4 points |
| CROWN AMBASSADOR | 5 points |



*Xelliss is a real opportunity for everyone.
Especially for you.*

Whether you simply want to earn enough to get your products for free, whether you want an activity that brings you an additional income or whether you want to acquire financial independence, Xelliss offers you the solutions to live your dreams.

Join Xelliss to bring optimal health and prosperity to the world!



This document is a simplified presentation of the Xelliss Compensation Plan for USA. It does not constitute a promise of earnings. For more information on the criteria and conditions of qualification, please consult the detailed Compensation Plan or contact the company via e-mail at: support_us@xelliss.com.

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