

NEW Core Plus⁺ Journey PY24

SOUTHERN AFRICA* ABO compensation plan



NEW! BRONZE FOUNDATION INCENTIVE⁺

- 9%; 3x3%
- 100 PPV
- **30% of PB** (Performance Bonus)

9% 1.200PV

NEW!

- Highest <= 12% last year, non-past BFI recipient



NEW! BRONZE BUILDER INCENTIVE⁺

- 15%; 3x6%
- 100 PPV
- **40% of PB**

15% 4.000PV

NEW!

- Highest below Gold Producer since **PY20** prior to the first BBI month



NEW! BRONZE BUILDER CONSISTENCY INCENTIVE⁺

- 6 BBI payments
- 12 BBI payments
- **Fixed amounts**



PERFORMANCE PLUS INCENTIVE⁺

- ~~Performance Elite Incentive⁺~~ (elimination)
- **NEW!** 10.001 Ruby PV
 - **NEW!** 200 PPV
 - **2% of Ruby BV**

21% 10.000PV

- Elimination of Performance Elite



PERSONAL GROUP GROWTH INCENTIVE⁺

- **NEW! Monthly 20%**
- **NEW! Annual**
1-2 PRQs: 10%
3-5 PRQs: 20%
+6 PRQs: 30%
- **NEW! Maintain 12 PRQs:5%** (FPL up to FEM)
- Paid on total PB in PRQ months

Monthly

- Achieve PRQ³ month

Annual

- Grow PRQ months vs last year
- **NEW!** 2.400 Annual PPV

³Personal Ruby Q month: 10.000 Ruby PV OR 4.000 Ruby PV + 1 Q leg



FRONTLINE GROWTH INCENTIVE⁺

- **NEW! Annual** Maintain: 15%
1-2 FQs: 40%
3-5 FQs: 50%
+6 FQs: 60%
- **NEW!** 24.000 Annual Ruby PV¹
- **NEW!** Payment cap at 50.000 USD
- Paid on Annual Leadership, Foster Leadership and Depth bonuses

¹excluding Diamonds & above

- Founders Platinum and above
- Maintain or grow FQs vs last year
- **NEW!** 2.400 Annual PPV



TWO-TIME CASH INCENTIVE⁺

- **NEW! Gold Producer** up to new Founders Diamond
- **NEW!** 50%/50% share for the 1st and 2nd year payment

- Current share of the 1st and 2nd year payments is 25%/75%