

Definition of Terms

PV	: Point Value, for qualification and status.
SV	: Sales Value, for calculation of Bonus and Incentive.
Personal Point Value (PPV) / Personal Sales Value (PSV)	: Total PV/SV generated from all personal cash bills transacted in a month.
Personal Group Point Value (PGPV) / Personal Group Sales Value (PGSV)	: Total PV/SV generated in a month by all downline distributors within personal group (ie. excluding breakaway QSAs) and own PPV/PSV.
Diamond Group Point Value (DGPV) / Diamond Group Sales Value (DGSV)	: Total PV/SV generated in a month by all downline distributors within your diamond group (ie. excluding breakaway QSDs) and own PPV/PSV.
Qualified Star Agent (QSA)	: Any SA who maintains 300 PPV in a month.
Qualified Star Diamond (QSD)	: Any Diamond who qualifies for 37% Star Group Bonus.
Travel Seminar Qualifier	: Any SA and above who meets the Yearly Travel Seminar Incentive Points (TSIP) Quota set for the year.

Introduction of Remuneration

1) Retail Profit	15% - 25%
2) Bonus (71%) and Cash Incentive (EUR1,150)	
a) Group Bonus	6% - 21%
b) Star Group Bonus	25% - 37%
c) Development Bonus	15%
d) International Profit Sharing	2%
e) Leadership Bonus	15%
f) Travel Seminar Incentive	2%
g) One Time HP Cash Incentive	EUR150
h) One Time Overseas Trip Cash Incentive	EUR1,000

Status

Status	Conditions
Distributor	Membership Fee, Age 18 years + a sponsor
Star Agent (SA)	Achieves accumulated Group Sales of 4,500PV
Star Ruby (SR)	Sponsors 3 First Generation Star Agents (SA)
Star Diamond (SD)	With 6 First Generation Star Agents (SA) + qualifies for 37% Star Group Bonus.
Executive Star Diamond (ESD)	Star Diamond who sponsors 1 Star Diamonds*
Senior Star Diamond (SSD)	Star Diamond who sponsors 2 Star Diamonds*
Executive Senior Star Diamond (ESSD)	Star Diamond who sponsors 3 Star Diamonds*
Double Diamond (DD)	Star Diamond who sponsors 4 Star Diamonds*
Executive Double Diamond (EDD)	Star Diamond who sponsors 5 Star Diamonds*
Triple Diamond (TD)	Star Diamond who sponsors 6 Star Diamonds*
Executive Triple Diamond (ETD)	Star Diamond who sponsors 7 Star Diamonds*
Gold Diamond (GD)	Star Diamond who sponsors 8 Star Diamonds*
Executive Gold Diamond (EGD)	Star Diamond who sponsors 9 Star Diamonds*
Crown Diamond (CD)	Star Diamond who sponsors 10 Star Diamonds*
Executive Crown Diamond (ECD)	Star Diamond who sponsors 11 Star Diamonds*
Senior Crown Diamond (SCD)	Star Diamond who sponsors 12 Star Diamonds*
Executive Senior Crown Diamond (ESCD)	Star Diamond who sponsors 13 Star Diamonds*
Double Crown Diamond (DCD)	Star Diamond who sponsors 14 Star Diamonds*
Executive Double Crown Diamond (EDCD)	Star Diamond who sponsors 15 Star Diamonds*
Triple Crown Diamond (TCD)	Star Diamond who sponsors 16 Star Diamonds*
Executive Triple Crown Diamond (ETCD)	Star Diamond who sponsors 17 Star Diamonds*
Gold Crown Diamond (GCD)	Star Diamond who sponsors 18 Star Diamonds*
Executive Gold Crown Diamond (EGCD)	Star Diamond who sponsors 19 Star Diamonds*
Crown Ambassador (CA)	Star Diamond who sponsors 20 Star Diamonds*

* As per dynamic compression.

Remuneration in DXN Marketing Plan

1. Retail Profit (15% - 25%)

Direct profit for distributors is when they sell DXN products to non-DXN members. Retail profit is the difference between distributor price and retail price.

2. Group Bonus (6% - 21%)

To be entitled for this Group Bonus, you need to maintain 100 PPV each month.

Accumulated Group PV	Bonus
4,500 and above	21% *
3,250	18%
2,000	15%
1,000	12%
300	9%
100	6%

* If a Star Agent (21%) maintains 300 PPV , he will become a Qualified Star Agent (25%).

3. Star Group Bonus (25% - 37%)

To be entitled for this Star Group Bonus, you must be a SA and maintain 300 PPV (QSA)

No. of SA (1st Generation)	No. of Qualified SA Lines	DGPV	Bonus
6	-	5,000	37%
	4	2,500 #	
5	-	3,000	35%
	4	2,000	
4	4	-	33%
3	3	-	31%
2	2	-	29%
1	1	-	27%
0	0	-	25%

For SSD and above, if the number of QSD line is more than one, then the DGPV can be borrowed from one of the QSD and the number of QSD line will be reduced by one.

4. Development Bonus (15%)

To be entitled for this Development Bonus, you must be a SA and maintain 300 PPV (QSA).

Level of Qualified SA	Bonus
1 st Level	5%
2 nd Level	4%
3 rd Level	3%
4 th Level	2%
5 th Level	1%

5. International Profit Sharing (2%)

To be entitled for this International Profit Sharing (IPS) you must be a Qualified Star Diamond (QSD).

IPS Fund = Overall Company’s Sales in SV X 2%

Your IPS entitlement

=

IPS Fund X

Your IPS Point for the monthTotal IPS Point for all Qualified Star Diamond and above

- Your IPS Point Calculation:

Level of Qualified SD	IPS Point				
Personal			DGSV	X	100%
1 st Level QSD (L1)	+	L1	DGSV	X	50%
2 nd Level QSD (L2)	+	L2	DGSV	X	40%
3 rd Level QSD (L3)	+	L3	DGSV	X	30%
4 th Level QSD (L4)	+	L4	DGSV	X	20%
5 th Level QSD (L5)	+	L5	DGSV	X	10%

6. Leadership Bonus (15%)

To be entitled for this Leadership Bonus, you must be a Qualified Star Diamond (QSD).

No. of Qualified SD Lines	1	2	3	4	5	6	7	8	9	10
1st Level QSD's DGSV	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
2nd Level and below QSD's DGSV (till 1st level of next qualifier)	-	3%	4.8%	5.8%	6.5%	7.1%	7.6%	8%	8.3%	8.5%
Minimum DGSV needed to Guarantee upline	500	1,000	1,500	2,000	2,000	2,000	2,000	2,000	2,000	2,000

No. of Qualified SD Lines	11	12	13	14	15	16	17	18	19	20
1st Level QSD's DGSV	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
2nd Level and below QSD's DGSV (till 1st level of next qualifier)	8.7%	8.9%	9.1%	9.3%	9.5%	9.6%	9.7%	9.8%	9.9%	10%
Minimum DGSV needed to Guarantee upline	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000

7. Travel Seminar Incentive (2%)

This Travel Seminar Incentive (TSI) shall be used by the qualifier for the travel seminar organised by the Company only. It is not exchangeable for cash and also not transferable.

A qualifier may claim up to maximum Travel Seminar Fare against his/her TSI for two (2) if married.

$$\text{Travel Seminar Incentive Fund} = \text{Company's Annual Sales in SV} \times 2\%$$

- To be shared as below:

- 50% of the Travel Seminar Incentive Fund (TSIF) to be shared amongst all SA and above who met the YEARLY TSIP QUOTA set for the year.
- 50% of the Travel Seminar Incentive Fund (TSIF) to be shared amongst all SD and above who met the YEARLY TSIP QUOTA set for the year.

- Travel Seminar Incentive for SA Qualifier (TSI_{SA})

$$\text{TSI}_{\text{SA}} = 50\% \times \text{TSIF} \times \frac{\text{Accumulated TSIP* for a SA Qualifier}}{\text{Total Accumulated TSIP for all SA Qualifiers}}$$

* Travel Seminar Incentive Point (TSIP) will be calculated monthly based on the following formula and to be accumulated for a year:

Level of Qualified SA	Monthly Travel Seminar Incentive Point (TSIP)				
Personal			PGSV	X	100%
1 st Level QSA (L1)	+	L1	PGSV	X	50%
2 nd Level QSA (L2)	+	L2	PGSV	X	40%
3 rd Level QSA (L3)	+	L3	PGSV	X	30%
4 th Level QSA (L4)	+	L4	PGSV	X	20%
5 th Level QSA (L5)	+	L5	PGSV	X	10%

- Travel Seminar Incentive for SD Qualifier (TSI_{SD})

$$\text{TSI}_{\text{SD}} = 50\% \times \text{TSIF} \times \frac{\text{Accumulated TSIP* for a SD Qualifier}}{\text{Total Accumulated TSIP for all SD Qualifiers}}$$

* Travel Seminar Incentive Point (TSIP) will be calculated monthly based on the following formula and to be accumulated for a year:

Level of Qualified SA	Monthly Travel Seminar Incentive Point (TSIP)				
Personal			DGSV	X	100%
1 st Level QSD (L1)	+	L1	DGSV	X	50%
2 nd Level QSD (L2)	+	L2	DGSV	X	40%
3 rd Level QSD (L3)	+	L3	DGSV	X	30%
4 th Level QSD (L4)	+	L4	DGSV	X	20%
5 th Level QSD (L5)	+	L5	DGSV	X	10%

8. Hand Phone Cash Incentive (EUR 150) – One Time Only

When you have 3 immediate SA who achieved 6,000 Accumulated GPV, then you will be entitled to receive this One Time Hand Phone Cash Incentive amounting to EUR 150.

* Only personally sponsored downlines counted.

9. Overseas Trip Cash Incentive (EUR 1,000) – One Time Only

When you have 5 immediate downlines who have received their Hand Phone Cash Incentive, then you will be entitled to receive this One Time Overseas Trip Cash Incentive amounting to EUR 1,000.

* Only personally sponsored downlines counted.

Explanation On The DXN Marketing Plan Reward

1. Retail Profit (15% - 25%)

Direct profit for distributors is when they sell DXN products to non-DXN members. Retail profit is the difference between distributor price and retail price.

Example:

If you sell one bottle of a DXN Product to a non-member, you will earn the retail profit as below:

One bottle of DXN Product	
Distributor Price	EUR 25
Retail Price	EUR 30

Therefore,
Retail Price – Distributor Price = Retail Profit
EUR 30 – EUR 25 = EUR 5

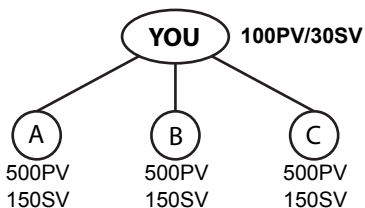
YOUR retail profit is EUR 5 (20% from the distributor price)

* Assume 1PV = 0.3SV for all the following Bonuses and Incentives calculations.

2. Group Bonus (6%-21%)

Case 1

If in the first month you have acquired 100 PV and sponsored 3 new distributors with 500PV each:



Personal PV (PPV) = 100PV
 Accumulated Group PV (AGPV) = 1,600PV

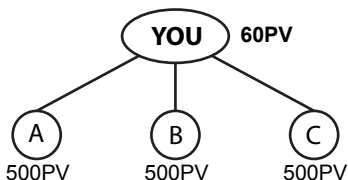
Your Group Bonus = $(30SV \times 12\%) + (150SV \times 3\%) \times 3$
 = EUR 3.60 + EUR 13.50
 = EUR 17.10

Therefore:

Your Group Bonus is EUR 17.10.

Case 2

If YOU have acquired 60PV and each one of your downline achieved 500PV;



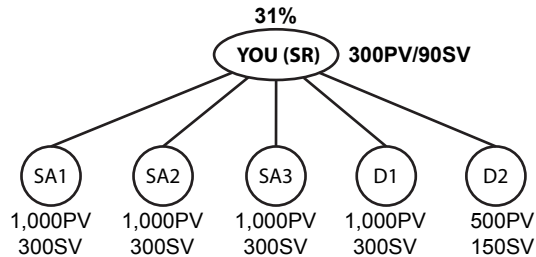
Personal PV (PPV) = 60PV
 Accumulated Group PV (AGPV) = 1,560PV

You are not qualified to receive any bonus because your Personal PV is less than 100PPV. To qualify for Group Bonus, YOU must have a minimum of 100PPV.

3. Star Group Bonus (25% - 37%)

Case 1

If YOU are a Star Ruby (SR) and have sponsored 3 Star Agents (SA) and 2 distributors;



Personal PV (PPV) = 300PV
 Personal Group PV (PGPV) = 1,800PV

Your Star Group Bonus = $(90SV \times 31\%) + (300SV \times 6\%) \times 3$
 $+ (300SV \times 19\%) + (150SV \times 22\%)$
 = EUR 27.90 + EUR 54.00 + EUR 57.00 + EUR 33.00
 = EUR 171.90

SA1, SA2 and SA3 = $300SV \times 25\%$
 = EUR 75.00

D1 = $300SV \times 12\%$
 = EUR 36.00

D2 = $150SV \times 9\%$
 = EUR 13.50

Therefore:

YOUR Star Group Bonus is EUR 171.90.

SA1, SA2 and SA3 will earn EUR 75.00.

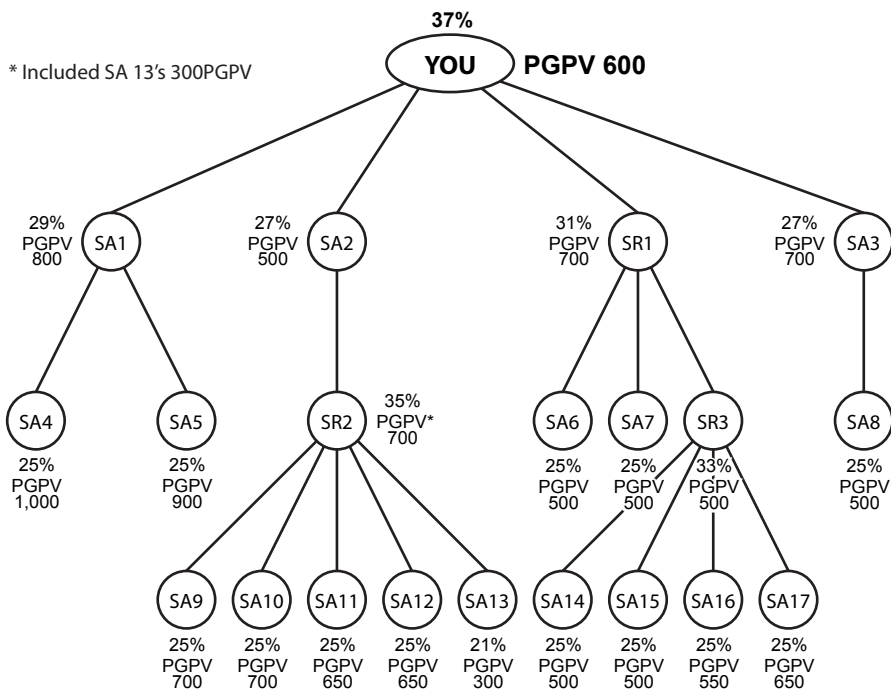
Group Bonus for D1 is EUR 36 and D2 is EUR 13.50.

Case 2

If YOU are a Star Diamond with 6 SA (1st Generation), 300PPV and 600 PGPV.

At the same time, YOU have some downlines with the status of Star Ruby (SR) and Star Agent (SA) who have at least 300PPV, except SA13 with 100PPV.

The Star Group Bonus entitlement (%) for YOU and your downlines will be as follow:



Star Group Bonus (%)

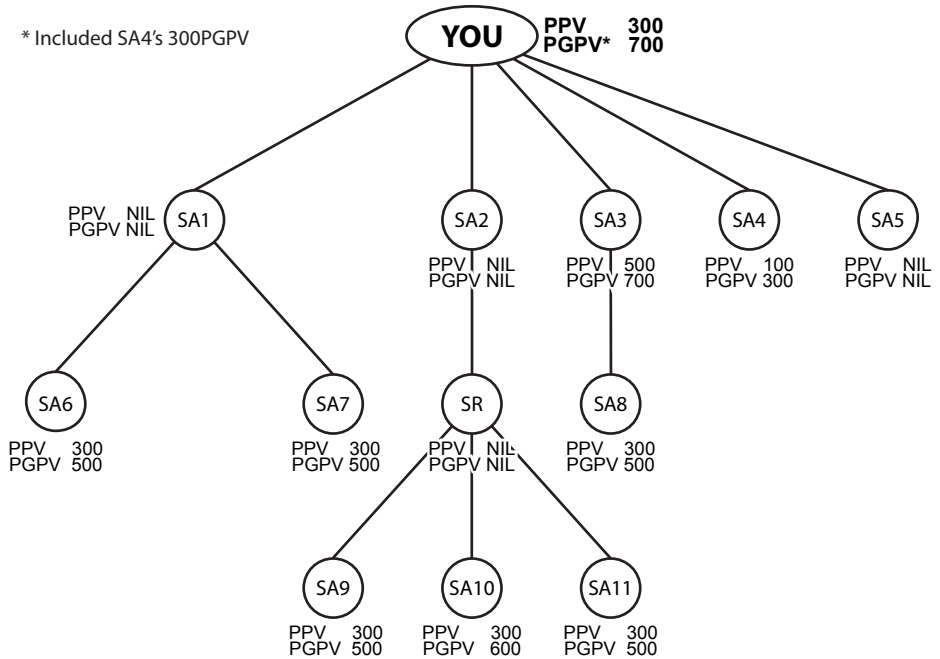
	Status	No of Qualified SA Lines	PPV	PGPV	DGPV	SGB entitlement (%)
YOU	SD	4	300	600	12,600	37%
SA1	SA	2	300	800		29%
SA2	SA	1	300	500		27%
SR1	SR	3	300	700		31%
SR2	SR	4	300	700	3,400	35%
SR3	SR	4	300	500		33%
SA4	SA	0	300	1,000		25%
SA13	SA	0	100	300		21%

Case 3

If YOU are a Star Ruby with 5 SA (1st Generation), 300PPV and 500PGPV.

At the same time, YOU have downlines with the status of Star Ruby (SR) and Star Agent (SA).
Some of the SR or SA are inactive (i.e. SA1, SA2, SA5 & SR).

* Included SA4's 300PGPV

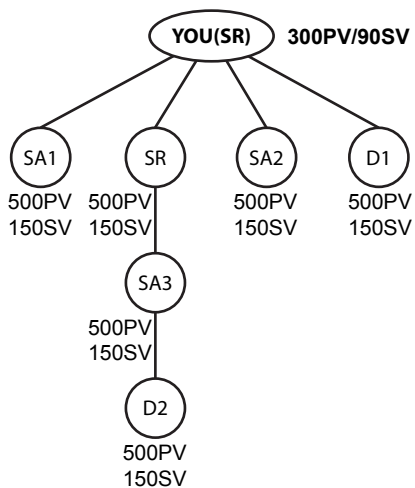


Therefore, YOU are entitled to 35% of Star Group Bonus even you have only 3 qualified SA lines. It is because YOU have 5 SA (1st Generation) and obtained 4,500 DGPV.

4. Development Bonus (15%)

Case 1

For Development Bonus, if YOU are a Star Ruby (SR) and have downlines as below:



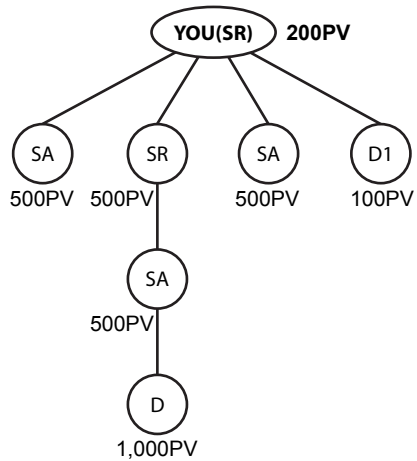
$$\begin{aligned}\text{YOUR Development Bonus} &= (150\text{SV} \times 5\% \times 3) + (300\text{SV} \times 4\%) \\ &= \text{EUR } 22.50 + \text{EUR } 12.00 \\ &= \underline{\underline{\text{EUR } 34.50}}\end{aligned}$$

Therefore:

Your Development Bonus is EUR 34.50.

Case 2

For Development Bonus, if YOU are a Star Ruby (SR) and have downlines are below:



Personal PV (PPV) = 200PV

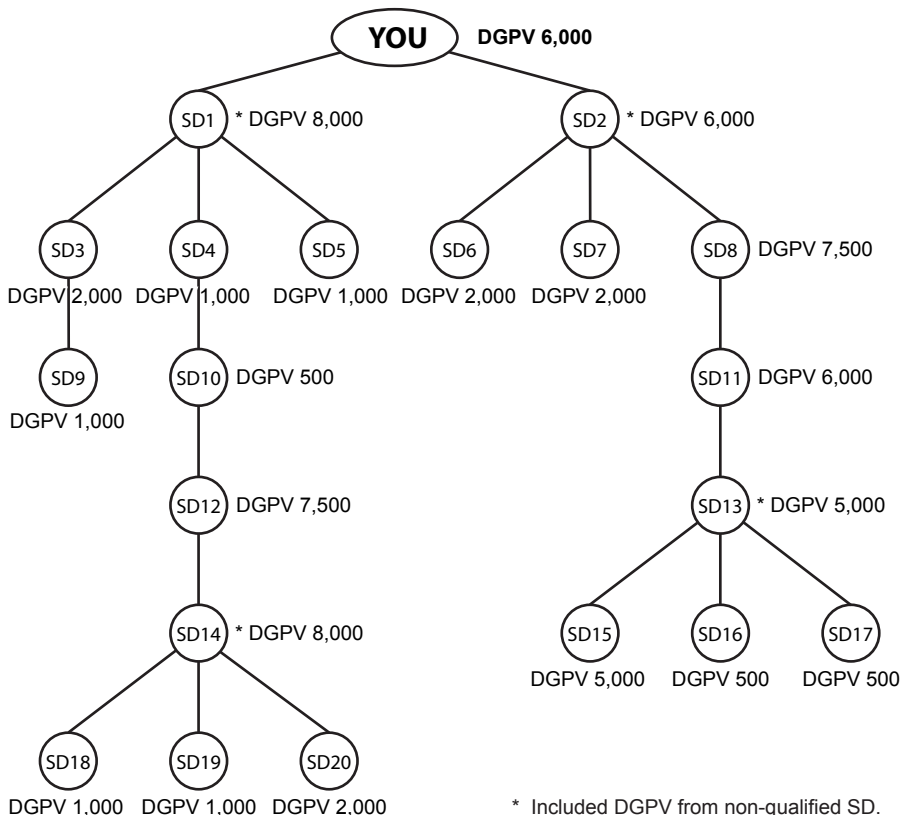
Personal Group PV (PGPV) = 300PV

YOU are not qualified to earn the development bonus because your Personal PV is less than 300PV.

5. International Profit Sharing (2%)

EXAMPLE

YOU are a Senior Star Diamond (SSD) and have downlines of Star Diamond (SD) and above.



Non-qualified SD: SD3, SD4, SD5, SD6, SD7, SD9, SD10, SD16, SD17, SD18, SD19 & SD20

Qualified SD : YOU, SD1, SD2, SD8, SD11, SD12, SD13, SD14 & SD15

Assumptions:

- 1 PV equals to 0.3 SV.
- There are 68 Star Diamonds and above in the company and the Total IPS Point is 150,000.
- Total company's sales for that particular month is 600,000 SV.

IPS Point for YOU:

	DGSV		IPS Points
YOU	1,800	X 100%	= 1,800
1 st Level: SD1 + SD2	4,200	X 50%	= 2,100
2 nd Level: SD12 + SD8	4,500	X 40%	= 1,800
3 rd Level: SD14 + SD11	4,200	X 30%	= 1,260
4 th Level: SD13	1,500	X 20%	= 300
5 th Level: SD15	1,500	X 10%	= 150

YOUR Total IPS Point

7,410

Therefore:

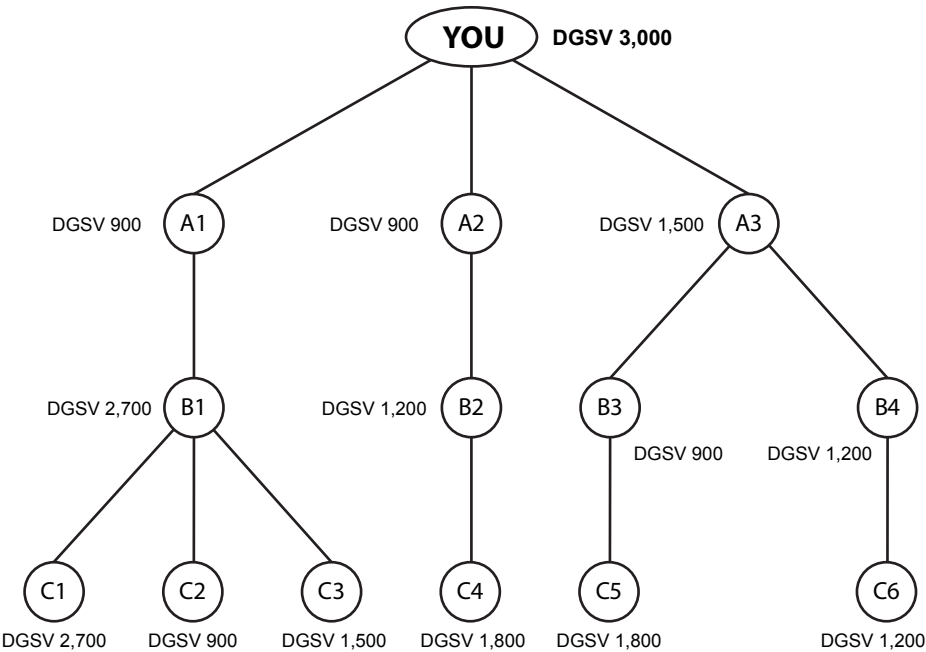
YOUR International Profit Sharing

$$\begin{aligned}
 &= \text{IPS Fund} \times \frac{\text{Your IPS Point for the month}}{\text{Total IPS Point for all Qualified Star Diamond \& above}} \\
 &= (2\% \times 600,000\text{SV}) \times \frac{7,410 \text{ pts}}{150,000 \text{ pts}} \\
 &= \underline{\underline{\text{EUR } 592.80}}
 \end{aligned}$$

6. Leadership Bonus (15%)

Case 1

YOU are a Executive Senior Star Diamond (ESSD) and have qualified for 37% Star Group Bonus.
Every Circle (from A1 to C6) represents a SD and above.
All SDs have qualified for 37% Star Group Bonus.



YOUR Leadership Bonus:

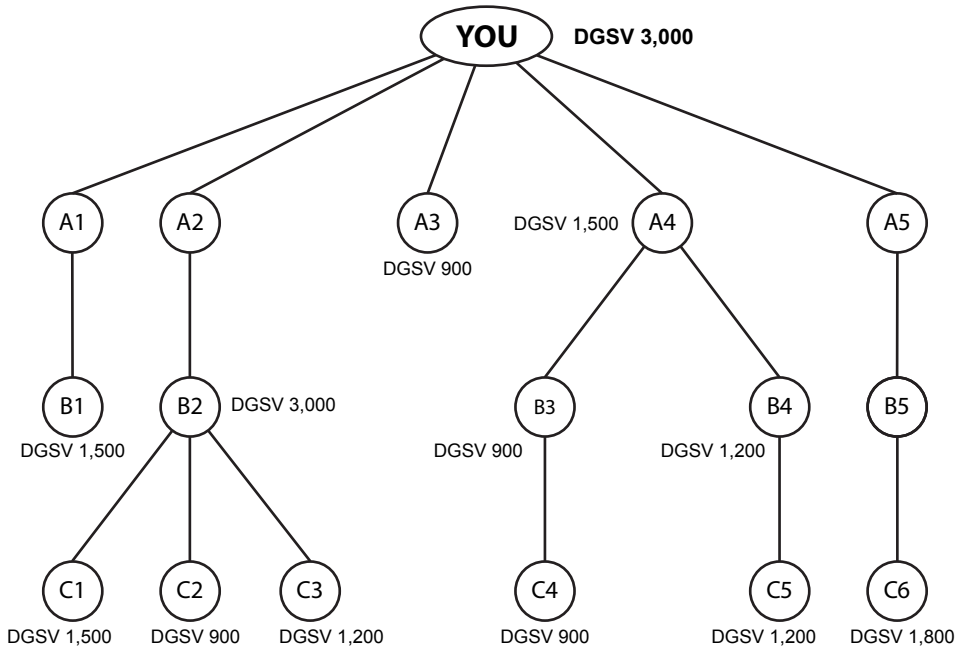
1st Level qualified SD:
A1 + A2 + A3 = 3,300SV X 5.0% = EUR 165.00

2nd Level and below qualified SDe:
B1 + C1 + C2 + C3 + B2 + C4 + B3 + B4 = 12,900SV X 4.8% = EUR 619.20
C5 + C6 = 3,000SV X 1.8% = EUR 54.00

YOUR Leadership Bonus = EUR 838.20

Case 2

YOU are a Executive Double Diamond (EDD) and have qualified for 37% Star Group Bonus.
 Every Circle (from A1 to C6) represents a SD and above.
 All SDs have qualified for 37% Star Group Bonus with the exception of A1, A2, A5, & B5.



YOUR Leadership Bonus:

1st Level qualified SD:

B1 + B2 + A3 + A4 + C6

= 8,700SV X 5.0%

= EUR 435.00

2nd Level and below qualified SD:

C1 + C2 + C3 + B3 + B4

= 5,700SV X 6.5%

= EUR 370.50

C4 + C5

= 2,100SV X 3.5%

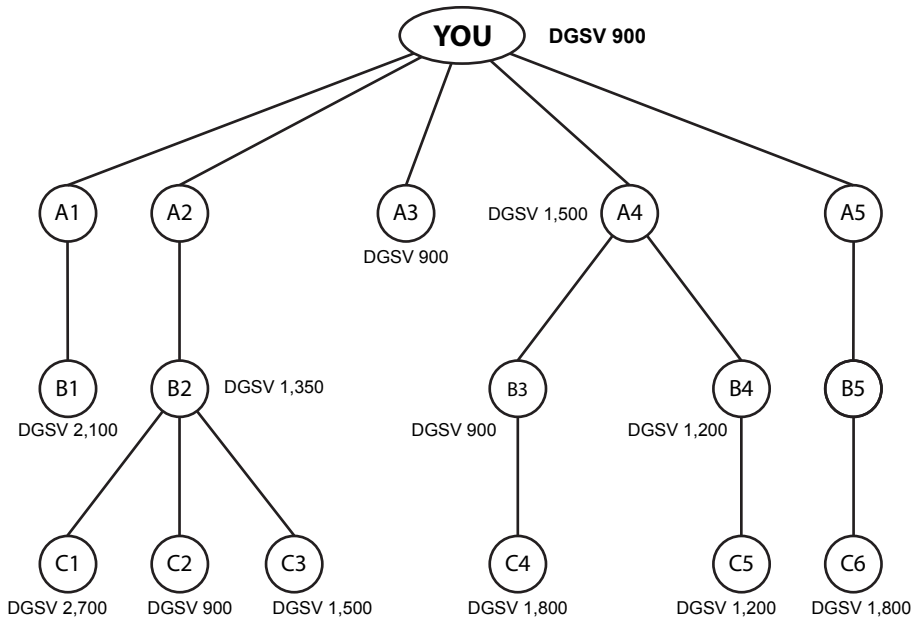
= EUR 73.50

YOUR Leadership Bonus

EUR 879.00

Case 3

YOU are a Executive Double Diamond (EDD) and have qualified for 37% Star Group Bonus. Every Circle (from A1 to C6) represents a SD and above.
All SDs have qualified for 37% Star Group Bonus with the exception of A1, A2, A5, & B5.



YOUR Leadership Bonus:

1st Level qualified SD:

B1 + B2 + A3 + A4 + C6

Add: Guarantee from Downline (B2)

Less: Guarantee Upline (YOU)

7,650SV

150SV

(1,100SV)

6,700SV X 5.0% = EUR 335.00

2nd Level and below qualified SD:

C1 + C2 + C3 + B3 + B4

Less: Guarantee Upline (B2)

7,200SV

(150SV)

7,050SV X 6.5% = EUR 458.25

C4 + C5

3,000SV X 3.5% = EUR 105.00

YOUR Leadership Bonus

EUR 898.25

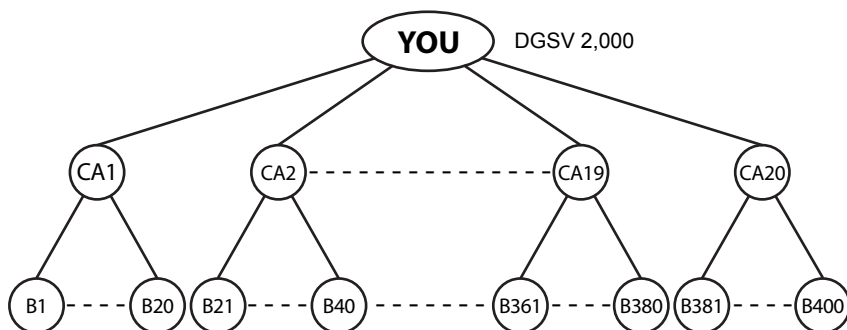
* YOU need to guarantee upline 2,000 DGSV.

* B2 need to guarantee upline 1,500 DGSV.

Case 4

YOU are a Crown Ambassador (CA) and have 20 first generation Crown Ambassador (CAs) with 2,000 DGSV each.

All CAs have 20 Qualified SDs with 2,000 DGSV each.



Therefore:

Your Leadership Bonus

1st Level Qualified SD: 2,000 DGSV X 20 X 5% = EUR 2,000

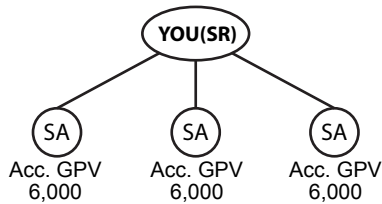
2nd Level Qualified SD: 2,000 DGSV X 400 X 10% = EUR 80,000

EUR 82,000

7. One Time Hand Phone Cash Incentive (One Time)



After you have sponsored 3 immediate SA who achieved 6,000 Accumulated GPV.

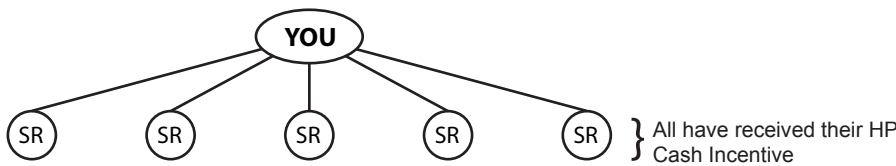


YOU are qualified to receive the One Time Hand Phone Cash Incentive amounting to EUR 150.

8. One Time Overseas Trip Cash Incentive (One Time)



After you have 5 immediate downlines who have received their Hand Phone Cash Incentive. Then you are qualified for this One Time Overseas Trip Cash Incentive.



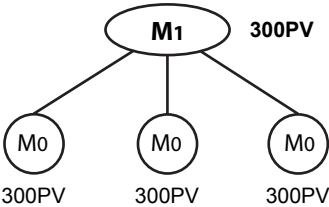
Therefore:
Once YOU have fulfilled the requirements, YOU are qualified for One Time Overseas Trip Cash Incentive amounting to EUR 1,000.

How to become a Star Diamond within 4 months

Assumptions:

- Personal purchase of each distributor is 300PPV per month.
- Each distributor sponsor 3 new distributors in each month.
- 1 PV = 0.3 SV

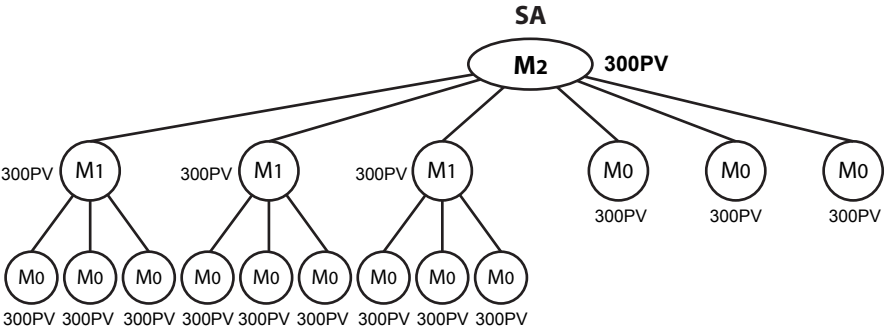
1st Month



Your status: Distributor - Accumulated 1,200GPV (12%)

Personal PV (PPV)	=	300PV
Personal SV (PSV)	=	90SV
Personal Group PV (PGPV)	=	1,200PV
Personal Group SV (PGSV)	=	360SV
Accumulated GPV	=	1,200PV

Your Bonus Income		
Group Bonus	= 360SV X 12%	= EUR 43.20
Less: Downlines Bonus	= (3 X 90SV X 9%)	= (EUR 24.30)
YOUR Bonus Income		<u>EUR 18.90</u>

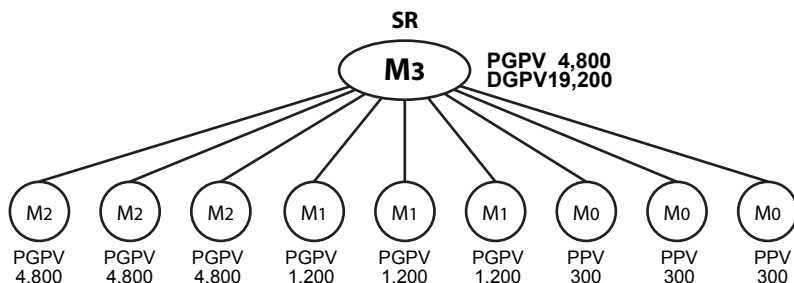


Congratulations! You have reached more than 4,500 Accumulated GPV and have been promoted as Star Agent (SA).

Your status: Star Agent - Accumulated 6,000 GPV (25%)

Personal PV (PPV)	=	300PV
Personal SV (PSV)	=	90SV
Personal Group PV (PGPV)	=	4,800PV
Personal Group SV (PGSV)	=	1,440SV
Accumulated GPV b/f	=	1,200PV
Accumulated GPV c/f	=	6,000PV

Your Bonus Income		
Group Bonus	= 1,440SV X 25%	= EUR 360.00
Less: Downlines Bonus	= (360SV X 12% X 3) + (90SV X 9% X 3)	= (EUR 153.90)
YOUR Bonus Income		<u>EUR 206.10</u>



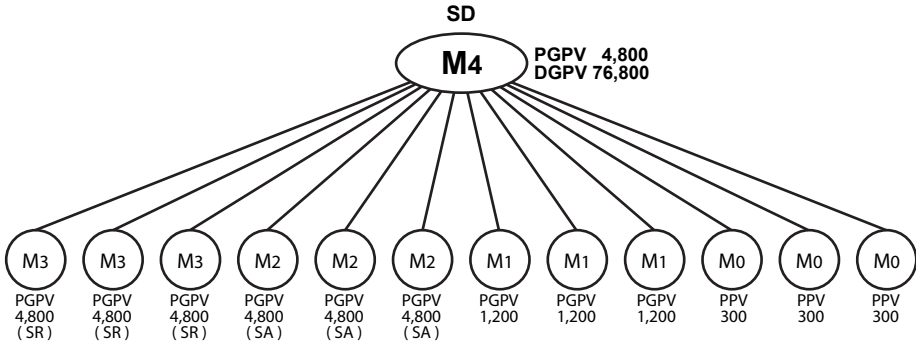
Congratulations! You have successfully promoted 3 direct Star Agent under you, and been promoted as Star Ruby (SR).

Personal PV (PPV)	=	300PV
Personal SV (PSV)	=	90SV
Personal Group PV (PGPV)	=	4,800PV
Personal Group SV (PGSV)	=	1,440SV
Diamond Group PV (DGPV)	=	19,200PV
Diamond Group SV (DGSV)	=	5,760SV

Your Bonus Income

(A) Star Group Bonus	=	5,760SV X 31%	=	EUR 1,785.60
Less: Downlines Bonus	=	(1,440SV X 25% X 3)		
		+ (360SV X 12% X 3)		
		+ (90SV X 9% X 3)	=	(EUR 1,233.90)
				EUR 551.70

(B) Development Bonus	=	1,440SV X 5% X 3	=	EUR 216.00
(C) HP Cash Incentive				EUR 150.00
YOUR Bonus Income				<u>EUR 917.70</u>



Congratulations! You have successfully promoted 6 SA (1st Generation) and have also met the 5,000DGPV quota. Hence you are now a Star Diamond.

Personal PV/SV (PPV/PSV) = 300PV/90SV
 Personal Group PV/SV (PGPV/PGSV) = 4,800PV/1,440SV
 Diamond Group PV/SV (DGPV/DGSV) = 76,800PV/23,040SV

Your Bonus Income

(A) Star Group Bonus = 23,040SV X 37% = EUR 8,524.80
 Less: Downlines Bonus = (5,760SV X 31% X 3)
 + (1,440SV X 25% X 3)
 + (360SV X 12% X 3)
 + (90SV X 9% X 3) = (EUR 6,590.70) **EUR 1,934.10**

(B) Development Bonus
 1st Level = 1,440 X 6 X 5% = EUR 432.00
 2nd Level = 1,440 X 9 X 4% = EUR 518.40 **EUR 950.40**

(C) International Profit Sharing
 Assumption:-
 i) IPS Fund = EUR 50,000
 ii) Total IPS Point for all Qualifiers = 5,760,000pts
 iii) YOUR IPS Point for the month = 23,040SV X 100%
 = 23,040pts

Your International Profit Sharing

= EUR 50,000 X $\frac{23,040\text{pts}}{5,760,000\text{pts}}$ = **EUR 200.00**

Your Bonus Income **EUR 3,084.50**