

South Africa
Policy Manual updates re doTERRA Sales Compensation Plan
Sections 2 and 10
Effective 1 June 2025

Section 2: General Definitions:

Active: A Wellness Advocate who has purchased dōTERRA products within the past twelve months. Reactivation of a Wellness Advocate or Wholesale Customer means a Wellness Advocate or Wholesale Customer that places an order after 12-monthly commission periods from the last day of the month of their last order.

Annual Renewal Fee: A fee that is required to be paid by a Wellness Advocate to the Company to renew his or her Distributorship each year on the Wellness Advocate's anniversary signup date.

Business Application Addendum: A supplemental document to the Wellness Advocate Agreement Form. The Business Application Addendum must be completed and signed by a partnership, corporation, or other legal entity (see Corporation) applying to become a Wellness Advocate. The Business Application Addendum should list all Persons who are partners, shareholders, principals, officers, beneficiaries, directors or members of a Corporation.

Company: Company or "dōTERRA" means dōTERRA Global Limited or any lawful assignee, successor, subsidiary or affiliate regardless of geographic location, together with dōTERRA South Africa Proprietary Limited.

Company Credit: Company Credit is a Wellness Advocate's account receivable balance. Company Credit can be used to purchase product (compare, Product Credit).

Contract: The agreement between a Wellness Advocate and the Company comprised of this Policy Manual and the Wellness Advocate Agreement Form together with any Business Application Addendum.

Corporation: Any business entity such as a corporation, partnership, limited liability company, or other form of business organisation legally formed under the laws of the jurisdiction in which it was organised.

Customer: The term "Customer" means a Person who purchases products but does not participate in the dōTERRA Compensation Plan and includes Wholesale Customers.

Distributorship: The term Distributorship is another term for the business of any Wellness Advocate, as represented by a Wellness Advocate's contractual relationship with the Company.

dōTERRA Intellectual Property: dōTERRA Intellectual Property means all intellectual property which dōTERRA Holdings, LLC or an affiliated company claims to own, or claims a right to use, including but not limited to trademarks, trade names, service marks, domain names, copyright, and content of its publications, whether registered with relevant governmental authorities or not.

Downline: Another term for Organisation.

Enrollee: A Wellness Advocate or Customer that a Wellness Advocate holds enrollership.

Enroller: Enroller is a designation that entitles a Wellness Advocate to qualify for Ranks and Fast Start Bonuses in the Sales Compensation Plan. Enrollers also enjoy the ability to identify a new Wellness Advocate's Sponsor within the Enroller's Organisation. An Enroller can also be the Sponsor (compare, Sponsor).

Hospital: Any Hospital, medical health or treatment centre, care home, retirement home, convalescence centre, or similar institution or location.

Local Market: A single country or grouping of countries that the Company designates.

Loyalty Rewards Program: The Loyalty Rewards Program (LRP) is a product ordering program wherein a Wellness Advocate or Wholesale Customer can set up automatic monthly deliveries of dōTERRA products, and which may qualify a Wellness Advocate to receive Product Credits and other benefits in the Sales Compensation Plan.

Open Local Market: A country or geographical region designated in writing by the Company as officially open for dōTERRA business.

Organisation: The group of Wellness Advocates sponsored in a Wellness Advocate's direct and subsequent downline chain of sponsorship, within qualifying commission levels.

Person: An individual, corporation, partnership, or other legal entity.

Ranks: Designations (levels) earned by and given to Wellness Advocates in the Company's Sales Compensation Plan structure, including: Consultant, Manager, Director, Executive, Elite, Premier, Silver, Gold, Platinum, Diamond, Blue Diamond, and Presidential Diamond. Ranks are earned and determined each monthly commission period.

Policy Manual: This document which forms part of the Contract.

Product Claims: Claims related to the efficacy or effect of dōTERRA products. Product claims are regulated by laws and government bodies in dōTERRA's home country including the Food and Drug Administration and Federal Trade Commission, or similar governmental agencies in the jurisdiction of the Wellness Advocate.

Product Credits: Product Credits are non-cash redeemable points that can be used to purchase Company designated products. Product Credits are granted as part of the LRP, and in the discretion of the Company for deserving Wellness Advocates and Customers. No Personal Volume or Organisational Volume is associated with the redemption of Product Credits (compare, Company Credit).

Sales Aid: Any material, whether physically printed or in digital form, used in the offer or sale of Company products, recruitment of prospective Wellness Advocates or Customers, or training of Wellness Advocates, which makes reference to the Company, the Company products, the Sales Compensation Plan, or dōTERRA Intellectual Property.

Sponsor: A Wellness Advocate who has another Wellness Advocate placed directly underneath him/her in his/her Organisation (compare, Enroller).

Wellness Advocate: A Person who is an independent contractor authorised by the Company to purchase and retail products to Customers, recruit other Wellness Advocates, and receive bonuses and commissions in accordance with the requirements of the Sales Compensation Plan. A Wellness Advocate's relationship to the Company is governed by the Contract. More than one Person may be included on a Distributorship as a co-applicant. In such a case, Wellness Advocate refers to all Persons collectively, although each Person individually has all the Wellness Advocate rights and obligations. Reactivation of a Wellness Advocate means a Wellness Advocate that places an order after 12-monthly commission periods from the last day of the month of their last order.

Wellness Advocate Agreement Form: The application, whether in printed or electronic form, to become a Wellness Advocate which, upon acceptance by the Company, is part of the Contract between the Wellness Advocate and the Company.

Wholesale Customer: A Wholesale Customer is a Person who purchases products at a discount. A Wholesale Customer does not earn bonuses through the dōTERRA Compensation Plan. A Wholesale Customer, however, may earn volume discounts on products through dōTERRA's Reward Program. Reactivation of a Wholesale Customer means a Wholesale Customer that places an order after 12-monthly commission periods from the last day of the month of their last order.

Wholesale Customer Agreement Form: The application, whether in printed or electronic form, to become a Wholesale Customer.

Section 10: Sales Compensation Plan

There are two fundamental ways in which a Wellness Advocate can earn bonuses: (1) through retail markups; and (2) through bonuses (sometimes called commissions) paid on a Wellness Advocate's product sales and the sales of other Wellness Advocates in his or her Organisation. A Wellness Advocate's success can come only through the systematic sale of Company products and the product sales within his or her Organisation.

Retail Markups. Wellness Advocates buy dōTERRA products from the Company at wholesale prices for resale to customers, for use as sales aids, or for personal consumption. The Company suggests retail prices that are the prices at which it recommends Wellness Advocates resale to customers; however, Wellness Advocates are permitted to set their own resale prices.

Bonuses & Commissions. Bonuses and commissions are geared toward rewarding the sustained efforts of everyone from the beginning Wellness Advocate to the seasoned professional Wellness Advocate. Available Wellness Advocate bonuses and commissions include the retail profit, Fast Start, Power of Three, Unilevel, Bonus Pools, Diamond Pools, and Founder's Club Bonus. Bonuses and commissions for sales outside your Local Market are subject to each Local Market's compensation plan and exchange rates. Not all products or promotions from the Company generate bonuses and commissions. All products that will generate Bonuses or Commissions are assigned a Commissionable Volume value and/or a Personal Volume value.

Definitions

Commissionable Volume (CV): The sales order's PV converted to a Local Market's currency and expressed in the currency where the sales order is sold or the transaction is placed. CV is determined by the Company's pricing of the products and is used to calculate a Wellness Advocate's sales commissions in the applicable commission period. CV does not include products redeemed with Product Credit.

doTERRA Company Volume (DCV): doTERRA Company Volume is the total amount of CV converted to USD sold by the Company to all Wellness Advocates, Wholesale Customers, and Retail Customers in a monthly commission period. DCV does not include products redeemed with Product Credit.

Local Market Volume: The collective CV of all Wellness Advocates that live in a designated Local Market. Local Market Volume is a term used to define the Founder's Bonus.

Loyalty Rewards Program (LRP): A program that permits monthly subscription orders to be processed according to a member's template.

Organisational Volume (OV): The total sales volume measured in PV of a Wellness Advocate, and of all other Wellness Advocates, Wholesale Customers, and Retail Customers in the Wellness Advocate's Organisation. OV does not include products redeemed with Product Credit.

Personal Volume (PV): Each commissionable product sold by the Company through a member's account is assigned a product point value. PV is the total point value from a Wellness Advocate or Wholesale Customer's individual account in a monthly commission period. Not all products have commissionable product point value. PV does not include products redeemed with Product Credit.

Personal Growth Volume (PGV): The sum of PV in a monthly commission period from LRP orders sold by a Wellness Advocate to their personal Enrollees that enrolled in the prior 12 monthly commission periods. PV in an Enrollee's initial enrollment month is not included in PGV. A Wellness Advocate's Enrollee is determined by the Company as of the date of Company's bonus calculation. PGV does not include the PV of products redeemed with Product Credit.

Pod: A term used in the Power of Three Bonus. A Pod consists of 500 or more PV from LRP orders in a monthly commission period sold by the Company to Wellness Advocates and Wholesale Customers on the Wellness Advocate's first sponsor level, excluding enrollment and reactivation orders. Pods do not include the PV of products redeemed with Product Credit.

Qualified Leg: A Qualified Leg is achieved when a Wellness Advocate Enrollee attains a designated Rank within a separate sponsor leg of his or her Enroller. A Qualified Leg for Ranks Platinum and above, also includes a rank compression Qualified Leg, which permits a Platinum or above to qualify for Rank using the highest qualifying Wellness Advocate in each of their sponsor downlines, provided such qualifying Wellness Advocate is also within the Enroller's enrollment downline. For purposes of an Enroller's Rank qualification, each Qualified Leg must be within a separate sponsor downline of the Enroller.

Qualifying Volume (QV): A Wellness Advocate's individual PV, and his or her personally enrolled Retail Customer's PV in a monthly commission period. QV does not include products redeemed with Product Credit.

Retail Customer: A Retail Customer is a person with a retail account. Wellness Advocates that are compensated for their Retail Customer orders do not receive additional compensation through other commissions and bonuses, except in the calculation of dōTERRA Company Volume.

Team Growth Volume (TGV): The sum of PV in a monthly commission period sold to new or reactivated Enrollees within a Wellness Advocate's designated sponsor tree level in the previous twelve (12) monthly commission periods. PV in an Enrollee's initial enrollment or

reactivation month is not included in TGV. A Wellness Advocate's Enrollee month is determined by the Company as of the date of Company's bonus and commission calculation. TGV does not include compression sales volume or products redeemed with Product Credit.

Fast Start

Overview. A Fast Start Commission is paid weekly to Enrollers for all CV sold to their new Wellness Advocate and Wholesale Customer enrollees in their first sixty (60) days. The Fast Start Commission is paid to the new Wellness Advocate's and Wholesale Customer's first, second, and third level Enrollers. The first level Enroller receives twenty (20) percent, the second level Enroller receives ten (10) percent, and the third level Enroller receives five (5) percent. See, Figure 1.

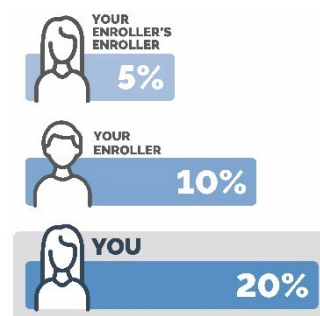


Figure 1

To qualify for the Fast Start Commission each Enroller must (1) have 100 QV in the monthly commission period prior to the Fast Start Bonus calculation, and (2) be participating in the Rewards Program (LRP). Unearned commissions do not roll up to any other Enroller. The previous week's commission (Monday through Sunday) is calculated and paid each week. No unilevel commission is paid on these sales.

Power of Three Bonus

Overview. The Power of Three Bonus is a monthly bonus paid to a Wellness Advocate that can be R800, R4,000 or R20,000. A Wellness Advocate may also boost their Power Three Bonus up to R4,000. Power of Three Bonuses are not available to Wellness Advocates in their initial month of enrollment. Following are the requisite qualifications for each Power of Three Bonus.

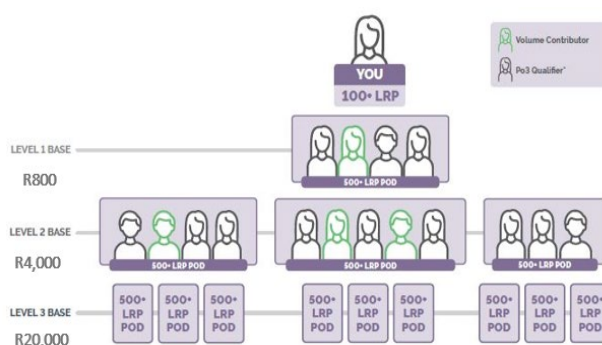


Figure 2

Level 1 Power of Three Bonus. To qualify for the R800 bonus, within a monthly commission period, a Wellness Advocate must have LRP order(s) totaling 100 PV or more and achieve one Pod that contains a minimum of 100 PV from LRP that is sold to a personally enrolled Wellness Advocates or Wholesale Customers.

Level 2 Power of Three Bonus. To qualify for the R4,000 bonus, within a monthly commission period, the Wellness Advocate must first meet the qualifications for the Level 1 Power of Three Bonus. The Wellness Advocate must then have three sponsored Wellness Advocates on their first level who each have a Pod. A Wellness Advocate may qualify for a Level 2 Power of Three Bonus without a Wellness Advocate in that chain of sponsorship qualifying for a Power of Three Bonus.

Level 3 Power of Three Bonus. To qualify for the R20,000 bonus, within a monthly commission period, the Wellness Advocate must first meet the qualifications for the Level 2 Power of Three Bonus. Their three sponsored Wellness Advocates on their first level, who each have a Pod, must then have each sponsored three Wellness Advocates who each have a Pod. A Wellness Advocate may qualify for a Level 3 Power of Three Bonus without a Wellness Advocate in that chain of sponsorship qualifying for a Power of Three Bonus. If a Wellness Advocate earns Level 3 Power of Three Bonus and their Organisation's Power of Three monthly payments exceeds 15% of their Organisation's CV, then the Wellness Advocate must reach the rank of Gold or higher to earn Level 3 Power of Three Bonus. If the Wellness Advocate does not reach the rank of Gold or higher, the Wellness Advocate is eligible to earn up to the Level 2 Power of Three Bonus.

Power of Three Boost. Each month a Wellness Advocate may earn one Boost to their Power of Three Bonus based on their highest qualifying PGV. Earn a R800 Boost by qualifying for a Power of Three Bonus and having 400 or more PGV. Earn a R4,000 Boost by qualifying for either Level 2 or Level 3 Power of Three Bonus, and having 800 or more PGV. Boost bonuses do not cumulate from one Boost to the next and a Wellness Advocate is only permitted one Boost per monthly commission period.

Power of Three Structures. If a Blue Diamond or higher qualifies for a Level 3 Power of Three Bonus in a monthly commission period, they may also qualify to be paid a second Power of Three Bonus at the appropriate level if they meet the criteria on a second structure. The Wellness Advocates, Wholesale Customers and accompanying sales volume used to qualify for the first Level 3 Power of Three Bonus cannot be used to qualify for the second Power of Three Bonus.

All Wellness Advocates who qualified to earn on multiple Power of Three Structures on or before December 31, 2024, will be eligible to continue to earn on the bonus level of the existing additional structures, provided each existing structure meets the new Power of Three requirements. In the event a structure fails to earn six (6) times, such structure shall be no longer eligible as an additional Power of Three structure.

Unilevel Commission

Wellness Advocate Unilevel Overview. The unilevel commission is paid to Wellness Advocates each month. The unilevel commission is calculated on the monthly CV of sales by the Company to the Organisation of the Wellness Advocate. A particular commission

period's unilevel commission is dependent upon the monthly Rank for which the Wellness Advocate achieved. The Qualifying Volume, Rank, and Organisational Volume requirements must be met each month. Sales on which Fast Start Commissions are paid are not included in the unilevel volume. See Figure 3.



Figure 3

Achieving Ranks. To achieve a Rank, the has minimum monthly requirements of Qualifying Volume and Organisational Volume for that Rank must be achieved. For instance, the Manager Rank requires 100 QV and 500 OV.

Ranks and Levels. Each Rank corresponds to the number of organisational levels from which the Wellness Advocate can be paid. See Figure 3. For example, the Rank of Executive is paid from levels 2, 3 and 4. Generally, as a Wellness Advocate advances in Rank, he or she is paid from deeper levels in his or her Organisation, until he or she reaches Silver. All ranks from Silver to Presidential Diamond are eligible to earn at levels 2-7.

The percentage that is paid to a Wellness Advocate also changes from level to level. As delineated in Figure 3, the initial unilevel pays three percent (3%) and the percentage increases through the pin tiles until reaching seven percent (7%) on the seventh level. The commission is calculated as cumulative levels of payment, so that an Executive will receive three percent (3%) for the initial unilevel, plus five percent (5%) for the respective next two levels.

To receive the full percentage of the deepest two levels of unilevel commission, Wellness Advocates achieving Ranks Elite through Gold must meet the following TGV thresholds in each monthly commission period: Elites must have at least 100 PV sold by the Company to a personally enrolled Wellness Advocate or Wholesale Customer and a minimum of 300 TGV within their first three (3) sponsor levels; Premiers must have a minimum of 400 TGV within their first four (4) sponsor levels; Silvers must have a minimum of 500 TGV within

their first five (5) sponsor levels; and Golds must have a minimum of 600 TGV within their first six (6) sponsor levels.

Qualified Legs and Pin Tiles. To achieve certain Ranks, a Wellness Advocate must have Qualified Legs in their separate sponsor legs. See Figure 3. For example, a Wellness Advocate wishing to attain the Rank of Silver is required to have three personally enrolled Elite Qualified Legs in separate sponsor legs. See Figure 3. Wellness Advocate Ranks of Platinum and above are permitted to have personally enrolled Qualified Legs in separate sponsor legs, or rank compression Qualified Legs. Rank compression Qualified Legs permits Ranks Platinum and above to qualify for Rank using the highest qualifying Wellness Advocate in each of their sponsor downlines, provided such qualifying Wellness Advocate is also within the Enroller's enrollment downline.

Compression. The dōTERRA Sales Compensation Plan maximises payment to Wellness Advocates through compression. When a Wellness Advocate's Rank does not qualify the Wellness Advocate to receive a commission of a level associated with higher Ranks, the commission will roll up and be paid to higher qualified ranked Wellness Advocates, except when an Elite through Gold does not qualify for their deepest two levels of unilevel commission.

Concentrated Legs. In the event the volume from one leg of a Wellness Advocate's Organisation exceeds eighty percent (80%) of the Wellness Advocate's total Organisation volume, the total unilevel commission of the Wellness Advocate shall not exceed the Euro equivalent of \$2,000.00 if the Wellness Advocate holds the Rank of Elite; Euro equivalent of \$5,000.00 if the Wellness Advocate holds a Rank of Premier; Euro equivalent of \$11,000.00 if the Wellness Advocate holds a Rank of Silver; and Euro equivalent of \$18,000.00 if the Wellness Advocate holds a Rank of Gold. Once the Rank of Platinum is achieved, there is no cap on the unilevel commission.

Bonus Pools – a bonus based on leadership performance.

Overview of the Bonus Pools. The Bonus Pools are earned and paid each month to Premier Ranks and above. The Bonus Pools collectively represent five percent (5%) of dōTERRA Company Volume (DCV) —the Empowerment Pool (1.5%), the Leadership Pool (2%), and the Performance Pool (1.5%). See, Figure 4. A Wellness Advocate qualifies to be paid from these pools when the Wellness Advocate meets the Rank and designated pool requirements in a particular month. A Wellness Advocate may have one or more 'shares' in the Bonus Pool. Each share's monthly bonus is equal to the designated pool's percentage (1.5%, 1.5% or 2%), multiplied by the DCV for the same month, and divided by the number of shares of Wellness Advocates who have qualified for a share or shares in the month.

PAID AS RANK	PREMIER	SILVER	GOLD	PLATINUM				
		Leadership Pool						
NO. OF POSSIBLE SHARES		1	5	10				
GROWTH REQUIREMENT		—	—	—				
ADDITIONAL SHARES		1 x New Elite						
% OF CV		2%			DIAMOND	BLUE DIAMOND	PRESIDENTIAL DIAMOND	
		Empowerment Pool			Performance Pool			
NO. OF POSSIBLE SHARES	1	1	2	1 3	3 4	3 6	3 8	
GROWTH REQUIREMENT	100 PV enrolment for each share			4,000	6,000	12,000	18,000	
ADDITIONAL SHARES	—	—	—	2 x New Premier				
% OF CV	1.50%			1.50%				

Figure 4

Shares in the Empowerment Pool. A Wellness Advocate who qualifies as a Premier, Silver, or Gold and who sells 100 PV or more to a new Wellness Advocate or Wholesale Customer in a month, will receive one share in the Empowerment Pool. A Gold may qualify for a second share if they sell 100 PV or more to an additional new Wellness Advocate or Wholesale Customer in the same monthly commission period. Shares do not cumulate from one Rank to the next. A share's monthly bonus is equal to the designated pool's percentage (1.5%) multiplied by the DCV for the same monthly commission period, and divided by the number of shares of Wellness Advocates who have qualified for a share in the monthly commission period.

Shares in the Leadership Pool. Each Silver receives one share in the Leadership Pool. Each Gold receives five shares in the Leadership Pool. Finally, each Platinum receives ten shares in the Leadership Pool. A Wellness Advocate can earn an additional share for the month if the Wellness Advocate is the Enroller of a first-time Elite. Shares do not cumulate from one Rank to the next. For example, a Wellness Advocate who moves from Silver to Gold is entitled to five shares, and not one share from the Silver pool and five from the Gold pool. A share's monthly bonus is equal to the designated pool's percentage (2%) multiplied by DCV for the same month, and divided by the number of shares of Wellness Advocates who have qualified for a share in the month.

Shares in the Performance Pool. Each Platinum receives one share in the Performance Pool. Each Diamond, Blue Diamond and Presidential Diamond receives three shares in the Performance Pool. A Wellness Advocate can earn two additional share for the month if the Wellness Advocate is the Enroller of a first-time Premier. A Wellness Advocate may also earn additional Performance Pool shares by meeting the applicable TGV threshold within their first seven (7) sponsor levels in each monthly commission period. A Platinum earns an additional two (2) shares when they meet a minimum of 4,000 TGV. Until January 1, 2026, a Diamond may earn one (1) additional share, a Blue Diamond shall earn three (3) additional shares, and a Presidential Diamond shall earn five (5) additional shares without a minimum TGV. Thereafter, a Diamond's additional one (1) share will require a minimum of 6,000 TGV, a Blue Diamond's additional three (3) shares will require a minimum of

12,000 TGV, and a Presidential Diamond's additional five (5) shares will require a minimum 18,000 TGV. The applicable TGV thresholds shall be updated periodically and be published on www.doTERRA.com. Shares do not cumulate from one Rank to the next.

A share's monthly bonus is equal to the designated pool's percentage (1.5%), multiplied by the DCV for the monthly commission period, and divided by the number of shares of Wellness Advocates who have qualified for a share or shares in the monthly commission period.

Diamond Pools – a bonus based on leadership performance.

Overview of the Diamond Pools. The Diamond Pools operate in a similar fashion to the Bonus Pools. The pools are earned and paid each month. The Diamond Pools are paid in addition to the shares earned in the Performance Pool. Like the Bonus Pools, shares do not cumulate from one Rank to the next. A share's monthly bonus is equal to the designated pool's percentage (1%), multiplied by the doTERRA Company Volume (DCV) for the same monthly commission period, and divided by the number of shares of Wellness Advocates who have qualified for a share or shares in the monthly commission period. See, Figure 5.

PAID AS RANK	DIAMOND	BLUE DIAMOND	PRESIDENTIAL DIAMOND
	Diamond Pool	Blue Diamond Pool	Presidential Diamond Pool
NO. OF POSSIBLE SHARES	2 4	2 4	2 4
GROWTH REQUIREMENT	6.000	12.000	18.000
ADDITIONAL SHARES	1 x New Premier		1 x New Silver
% OF CV	1%	1%	1%

Figure 5

Shares in the Diamond Pools. The Diamond Pool, Blue Diamond Pool, and Presidential Diamond Pool are each equal to one percent (1%) of the total DCV in the monthly commission period. See, Figure 5. Each qualifying Diamond, Blue Diamond and Presidential Diamond receives two (2) share each monthly commission period. A Diamond, Blue Diamond, and Presidential Diamond may earn two (2) additional shares in a monthly commission period when they meet the applicable TGV threshold within their first seven (7) sponsor levels. A Diamond's TGV threshold is 6,000. A Blue Diamond's TGV threshold is 12,000. A Presidential Diamond's TGV threshold is 18,000. The applicable TGV thresholds may be updated periodically and be published on www.doTERRA.com.

Additional One-Time Shares in Diamond Pools. A Presidential Diamond, Blue Diamond, and Diamond may qualify for additional shares as follows: A Presidential Diamond shall receive a one-time share in the Presidential Diamond Pool when another Wellness Advocate first attains the Silver Rank and the Wellness Advocate was personally enrolled by the Presidential Diamond. A Diamond or a Blue Diamond shall receive a one-time share

in the Diamond Pool or the Blue Diamond Pools when another Wellness Advocate first attains the Premier Rank and the Wellness Advocate was personally enrolled by the Diamond or Blue Diamond.

Founders - a bonus based on market development

Overview. As an incentive to Wellness Advocates who do business in new Local Markets, dōTERRA offers a Founders Bonus based on market development. The Founders Bonus is paid yearly. A Founder is one of a predetermined number of Wellness Advocates in a Local Market who is one of the first to achieve and continue to maintain certain requirements established by the Company for that market. A Founder will share with other Founders a bonus based on a certain percentage of the Local Market Volume.

Qualification. Each market's qualifications will be posted in the Local Market specific section at dōTERRA.com. Each qualification period will be twelve months unless otherwise indicated. Once a Wellness Advocate reaches the position of Founder, each year he must qualify to maintain the position by reaching the pre-determined qualifications for that twelve-month period. The Company will post notice of changed qualifications prior to the beginning of the next qualifying period.

In the event a Founder fails to re-qualify or otherwise loses the Founder position, the position is no longer available to the Founder or to another Wellness Advocate and ceases to exist. The percentage of interest will not change if the actual number of qualified Founders changes. Founder positions are unique to the Wellness Advocate who initially qualified. The position cannot be conveyed, transferred, gifted or sold to another Wellness Advocate or Person and does not extend beyond the death of the individual Founder. Not every market will be offered Founders positions.

The Company reserves the right to offer, at its discretion and upon proper notification and approval from relevant authorities, additional Founders Bonuses, each version of which will correspond to and be paid from certain designated sales blocks of Local Market Volume.

The Loyalty Rewards Program

Overview. Wellness Advocates can ensure to receive monthly deliveries of dōTERRA products by enrolling in the Loyalty Rewards Program (LRP). LRP eliminates the inconvenience of placing monthly orders manually.

Earning Product Credits. A Wellness Advocate initial LRP Order may be eligible for Product Credits, and subsequent LRP Orders that are at least 50 PV each month are eligible to for Product Credits each month.

Redemption of Product Credits. After the Wellness Advocate has been an LRP participant for 60 days, he may redeem Product Credits for full PV products. LRP Product Credits can

be redeemed for 12 months from the date of issue, after which they expire. The credits can be redeemed for a R13.70 fee, for each 100 Product Credit redemption, by calling +2710500246. Products obtained with LRP Product Credits are not for resale, nor can such product be returned. If products are returned, the Company has the right to recoup and deduct the amount of Product Credits that were used to acquire the returned products against any award of future Product Credits. Redemption orders have no PV and cannot be combined with other product orders. Product Credits have no cash redemption value and are not transferrable. All Product Credits will be cancelled if participation in the LRP is cancelled. A primary LRP order may only be cancelled by calling the Company. Any subsequent LRP order can be cancelled online.

Acting on Behalf of Another. A Wellness Advocate may not set up an LRP order on behalf of another participating Wellness Advocate or Wholesale Customer, without written permission from the participating Wellness Advocate or Wholesale Customer, which written permission must be on file with the Company prior to setting up the order. Such an order must be paid for by the participating Wellness Advocate or Wholesale Customer and must be shipped to the primary address listed on the participant's account.

General and Miscellaneous Compensation Provisions

Presidential Diamond Multiplier Account. Presidential Diamonds are permitted to establish an additional account directly under their main Presidential account ("PD1") called their Multiplier 1 ("M1") account. Presidential Diamonds who have six legs can add new legs to their M1 account and get additional unilevel commission on the new volume they create through that account, allowing them the opportunity to reach down to the volume 8 levels below their PD1 account.

The M1 account can be created as soon as that leader reaches the rank of Presidential Diamond. The M1 qualifies to receive commissions each month that the PD1 account is paid as a Presidential Diamond. If the PD1 account does not qualify as a Presidential Diamond in a given month, the M1 account will not qualify for any commissions that month. The M1 account itself cannot be one of the 6 qualifying legs of the PD1 account. However, if one of the PD1's 6 qualifying legs does not qualify as platinum in a given month, the PD1 account could still be paid as a Presidential Diamond by using one of the M1's personally enrolled platinum legs, provided that the M1 leg, and not the M1 account, qualifies as platinum. In this case, the M1 account is not permitted to use the personally enrolled platinum leg used by the PD1 in that month.

Once the M1 account is established, the Presidential Diamond leader may choose to move any personally enrolled frontline legs from their PD1 account to their M1 account, as long as the legs have not achieved the rank of Platinum or above. The legs cannot be stacked under each other nor restructured, but will move from PD1 frontline to M1 frontline with their existing structure.

When the M1 account itself has reached Presidential Diamond rank, the Company will allow an additional “M2” account as a frontline account to the prior M1 Account, allowing a leader three accounts from which to draw income on the newest volume they create, plus letting them benefit from income 9 levels below their original Presidential Diamond account. This multiplier effect could continue as long as the necessary platinum legs themselves qualify as outlined above.

Special or Promotional Bonuses or Rewards

From time to time, special bonuses or promotions are offered to Wellness Advocates. The products offered in this way may not have any PV and may not qualify a Wellness Advocate for commissions or bonuses resulting from the ordering of these products. The details of each of these offerings will be made available at dōTERRA.com.

No Compensation Solely for Enrolling Another. While Wellness Advocates are paid for product sales, a Wellness Advocate receives no compensation for enrolling or sponsoring other Wellness Advocates.

No Guaranteed Compensation. As with any other sales opportunity, the compensation earned by Wellness Advocates varies significantly. The cost to become a Wellness Advocate is very low. People become Wellness Advocates for various reasons. Most who wish to simply enjoy the Company's products at wholesale prices will sign up as a Wholesale Customer, but some may also sign up as a Wellness Advocate. Some join the business to improve their skills or to experience the management of their own business. Others become Wellness Advocates, but for various reasons, never purchase products from the Company. Consequently, many Wellness Advocates never qualify to receive bonuses and commissions. Wellness Advocates are neither guaranteed a specific income nor assured any level of profit or success. The profit and success of a Wellness Advocate can come only through the successful sale of products and the sales of other Wellness Advocates within the Organisation of the Wellness Advocate. All success is based primarily on the efforts of each Wellness Advocate.

Effort. Generating meaningful compensation as a Wellness Advocate requires considerable time, effort, and commitment. This is not a get-rich-quick program. There are no guarantees of financial success.

Inclusion in a Period's Bonus. A Person must become an approved Wellness Advocate by the last day of the applicable commission period in order to be included in that commission period's bonus and qualification computations. Absent an authorised exception, product sales must be completed, and payment received, by the last day of the commission period in order to be paid or qualify for a Rank for that period.

Preconditions to Bonus & Commission Payments. Wellness Advocates can receive bonuses or commissions only if they fulfill all requirements of the dōTERRA Sales Compensation Plan and are not in default of any material obligations under the Contract. In order to

promote good business practices, Wellness Advocates agree that all Bonuses and Commissions may be subject to Company auditing processes.

To facilitate recoupment of overpayments and exceptions to the Bonus and Diamond Pools because of product returns and/or audits, the Company is permitted to estimate overpayment amounts and then withhold said estimated funds from the monthly Bonus Pool and Diamond Pool payouts. The Company will regularly true-up the Bonus and Diamond Pools payments by recouping actual overpayments from the held funds and/or future Bonus Pool and Diamond Pool payments. If held funds exceed overpayments after one year from payment, the Company will regularly true-up the payments to of Bonus Pools and Diamond Pools from the held funds.

Payment of Bonuses & Commissions. A bonus or commission is paid to the primary applicant on the applicable Wellness Advocate Agreement Form.

Redemption of Company Credit. If a Company Credit is issued on products ordered but not available that month, Personal Volume for those products will only be included in bonus, commission and Rank qualification computations for the month in which that credit is redeemed.

Duty to Retain Documents. Each Wellness Advocate receiving a bonus or commission agrees to retain documentation, for at least six years, which evidences retail sale of products in the month for which the bonus or commission was paid. Wellness Advocates agree to make this documentation available to the Company at the Company's request. Failure to do so constitutes a breach of the Contract and entitles the Company to recoup any bonus or commission paid for orders in a month for which retail sales documentation is not maintained.

Recoupment of Bonuses & Commissions. In addition to any recoupment rights otherwise set forth in the Contract, the Company reserves the right to recoup any bonuses or commissions paid to Wellness Advocates on products:

- a. returned under the Company's Return Policy;
- b. returned to the Company under any applicable law;
- c. returned in relation to any incident of Wellness Advocate misconduct, including but not limited to, unauthorised or misleading representations regarding an offer or sale of any product or service, or a dōTERRA Sales Compensation Plan opportunity; or
- d. purchased in an amount which unreasonably exceeds that which can be expected to be resold and/or consumed within a reasonable period of time.

Payment of Recouped Bonuses & Commissions. In recouping bonus and commission payments as provided in this section, the Company, in its sole discretion, may require direct payment from an affected Wellness Advocate or offset the amount of the recoupment against any present or future bonuses and commissions.

Returned Bonus & Reissue Fees. Occasionally, a Wellness Advocate may ask the Company to reissue a lost bonus or commission payment. The Company may charge a fee to reissue the lost payment. In addition, the Company, in its own discretion, may request the issuing financial institution to stop payment on the original (lost) payment, and the Wellness Advocate must pay to the Company the stop payment fee.

Unclaimed Funds. A Wellness Advocate who fails to timely (as determined by relevant law) fail to accept payment of any bonus or commission paid by the Company authorises the Company to charge dormancy charges, interest charges, fees, and document costs to the extent permitted by law. Document fees shall not exceed €20 per document or notice sent to the Wellness Advocate, and the total of dormancy charges, interest charges, fees, and document costs shall not exceed €50.00 during a twelve month period.