iUnity Business Builder Compensation Plan

PRODUCT-SALES COMPENSATION • ORGANISATION VOLUME BONUS • OPTIONAL XUNIT ELECTION

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This Plan defines the simplified iUnity Business Builder compensation architecture for eligible product and service sales across the ZeeQuest ecosystem. It replaces the earlier multi-pool approach with a transparent product-sales model based on Commissionable Volume (CV), a two-tier structure, an annually calibrated Organisation Volume Bonus and an optional XUnit election.

CORE PRINCIPLE
Compensation follows genuine qualifying product revenue - not recruitment. A Business Builder earns Tier 1 commission on qualifying direct product sales, Tier 2 commission on qualifying second-tier product sales, and may additionally qualify for an annual Organisation Volume Bonus. Simply enrolling another person, creating a network position or growing membership does not generate a commission.

1. Compensation Plan at a Glance

Component	How it works	Rate / rule
Tier 1 - Direct Product Sales	Commission on prescribed CV from qualifying direct product sales. Rate increases according to the Business Builder's cumulative qualifying monthly Net Sales Value volume.	30% baseline; 33% above EUR 300; 36% above EUR 550; 40% above EUR 1,000
Tier 2 - Indirect Product Sales	Commission on prescribed CV from qualifying second-tier product sales.	5% of CV
Annual Organisation Volume Bonus	Additional revenue-based annual bonus for high-performing Organisations. Thresholds and qualification rules are published for each Plan Year.	Annual schedule; illustrative 1% / 2% / 3% thresholds
Optional XUnit Election	Eligible iUnity Club Member may choose to allocate part of otherwise payable commissions to XUnits.	8% of eligible commissions; voluntary; OFF by default

IMPORTANT EARNINGS NOTICE: The percentages in this Plan are commission-calculation rates, not guaranteed earnings. Tier 1 qualification is determined by cumulative qualifying Net Sales Value for the calendar month, while the resulting percentage is applied to the prescribed CV of eligible products. Actual earnings depend on genuine qualifying product sales and remain subject to validation, refunds, reversals, applicable taxes and these Terms.

2. Commissionable Volume (CV)

Commissionable Volume (CV) is the value assigned by ZeeQuest/iUnity to an eligible product or service for the purpose of calculating commissions. CV is not necessarily the retail price, invoice amount, gross price or net price of the product.

ZeeQuest/iUnity prescribes the definitive CV for each product in the current Product & CV Schedule. This allows commission economics to reflect the margin, cost structure and commercial characteristics of each product or project.

Product type	Illustrative CV approach	
Digital product	For illustration, CV may equal 0.90 / 90% of the applicable product basis.	
Physical product - e.g. Nutrition	For illustration, CV may equal 0.80 / 80% of the applicable product basis.	
Other ZeeQuest ecosystem product/service	CV may be different from both examples.	

IMPORTANT
90% for digital products and 80% for physical products are examples of how CV may be structured. They are not universal contractual formulas.

3. Tier 1 - Direct Product Sales: 30% to 40% of CV

CRITICAL DISTINCTION: Net Sales Value determines the Tier 1 percentage achieved. Prescribed CV determines the commission base. Example: once monthly Net Sales Value exceeds EUR 1,000, the Business Builder qualifies for 40%, and 40% is then applied to the prescribed CV of all qualifying Tier 1 sales for that calendar month.

Tier 1 is the principal Business Builder sales commission. It is calculated on the prescribed CV of qualifying direct product sales attributed to the Business Builder.

The applicable Tier 1 rate is determined by the Business Builder's cumulative qualifying NET SALES VALUE from direct product sales during the calendar month. Net Sales Value is the sales value excluding VAT/sales taxes and subject to the product-specific exclusions stated in the current Product & CV Schedule. Net Sales Value determines the achieved Tier 1 percentage; CV is the separate monetary base to which that percentage is applied.

Monthly cumulative qualifying Net Sales Value	Tier 1 rate	Commission calculation
EUR 0 - EUR 300	30%	30% x prescribed CV
More than EUR 300	33%	33% x prescribed CV
More than EUR 550	36%	36% x prescribed CV
More than EUR 1,000	40%	40% x prescribed CV

For threshold purposes, the EUR 300 / EUR 550 / EUR 1,000 levels are measured exclusively on cumulative qualifying NET SALES VALUE - not on CV and not on gross sales value including VAT/sales tax.

4. Monthly Cumulative Recalculation - The Higher Rate Applies to the Entire Month

The Tier 1 rate is cumulative and retroactive within the relevant calendar month. When a Business Builder crosses a higher monthly threshold, all qualifying Tier 1 CV generated by that Business Builder during that same month is recalculated at the newly achieved rate.

THIS IS A KEY INCENTIVE RULE
A Business Builder does not receive 30% on early-month sales and only 40% on sales made after crossing EUR 1,000. If the Business Builder reaches the > EUR 1,000 monthly threshold, the Tier 1 commission rate for ALL qualifying Tier 1 CV generated during that calendar month becomes 40%.

5. Tier 1 Calculation Examples

Example A - digital product with an illustrative 90% CV:

Item	Example
Eligible product basis	EUR 1,000
Prescribed CV for illustration	90% = EUR 900 CV
Monthly cumulative sales level	More than EUR 1,000
Tier 1 rate achieved	40%
Tier 1 commission	40% x EUR 900 CV = EUR 360

Example B - physical Nutrition product with an illustrative 80% CV:

Item	Example
Eligible product basis	EUR 1,000
Prescribed CV for illustration	80% = EUR 800 CV
Monthly cumulative sales level	More than EUR 550 but not more than EUR 1,000
Tier 1 rate achieved	36%
Tier 1 commission	36% x EUR 800 CV = EUR 288

These examples explain the mechanics only. The actual CV assigned to each product is determined by the current Product & CV Schedule.

6. Example of Monthly Recalculation

A Business Builder begins the month at the 30% baseline. As additional qualifying sales are generated, the commission engine automatically recalculates the entire month's qualifying Tier 1 CV whenever a higher threshold is crossed.

Point in month	Cumulative qualifying Net Sales Value	Rate now applicable to all Tier 1 CV for the month
Initial sales	EUR 250	30%
Threshold crossed	EUR 420	33%

Point in month	Cumulative qualifying Net Sales Value	Rate now applicable to all Tier 1 CV for the month
Next threshold crossed	EUR 700	36%
Highest threshold crossed	EUR 1,150	40%

At EUR 1,150 cumulative qualifying monthly sales, the final Tier 1 rate for that month is therefore 40% of all prescribed Tier 1 CV generated during that month.

7. Tier 2 - Indirect Product Sales

Tier 2 pays 5% of the prescribed CV from qualifying second-tier product sales recorded under the approved referral structure.

Tier	Trigger	Commission
Tier 1	Qualifying direct product sale	30%-40% of prescribed CV, according to monthly cumulative Net Sales Value
Tier 2	Qualifying second-tier product sale	5% of prescribed CV

Tier 2 is a product-sales commission. It is not a payment for introducing, enrolling or recruiting the Tier 1 participant.

8. No Recruitment-Based Compensation

- Business Builder enrollment itself generates no commission.
- Introducing another iUnity Club Member, Business Builder, Founding Pioneer or community participant generates no commission merely because that person joins.
- Network position, team size, waiting-list registration, training attendance or community participation does not by itself create a monetary entitlement.
- Tier 1 and Tier 2 compensation arises from qualifying product transactions using the prescribed CV.
- Organisation Volume Bonuses arise from qualifying Organisation revenue under the applicable Annual Bonus Schedule.

9. Product & CV Schedule

The current Product & CV Schedule identifies the prescribed CV, commission eligibility, applicable validation period and effective date for each eligible product or service. The version in effect on the transaction date applies to the relevant commission calculation.

10. Pending Period and Validation

Where the standard 21-day Pending Period applies, a commission first appears as Pending and is not payable until the validation period has expired and the underlying transaction remains qualifying.

The period supports withdrawal/refund processing, settlement and fraud validation. It does not eliminate later chargebacks, statutory remedies or valid fraud reversals.

11. Annual Organisation Volume Bonus

The Annual Organisation Volume Bonus is an additional performance reward based on qualifying annual revenue generated by an Organisation. It is separate from Tier 1 and Tier 2 product commissions.

Because the company and its projects move through different commercial stages, the Organisation Volume Bonus is deliberately recalibrated each year. Each Annual Bonus Schedule sets the revenue thresholds, percentages, eligible projects, qualification conditions, calculation method and payout timing for that Plan Year.

Illustrative annual Organisation revenue	Illustrative additional bonus pool
EUR 1,000,000	1%
EUR 3,000,000	2%
EUR 5,000,000	3%

ILLUSTRATION ONLY
The EUR 1M / EUR 3M / EUR 5M thresholds demonstrate the mechanism. They are not permanent thresholds. The company publishes the applicable schedule for each Plan Year so that the bonus remains aligned with company stage, project economics and market development.

12. Shared Organisation Bonus

More than one Business Builder in the same Organisation may qualify for the Annual Organisation Volume Bonus. Where multiple Business Builders satisfy the published qualification conditions, the applicable Organisation Bonus Pool is divided equally among those Qualified Bonus Participants unless the Annual Bonus Schedule expressly provides another allocation method.

Qualified Bonus Participants	Illustrative Organisation Bonus Pool	Illustrative share
1	EUR 60,000	EUR 60,000
2	EUR 60,000	EUR 30,000 each
3	EUR 60,000	EUR 20,000 each
4	EUR 60,000	EUR 15,000 each

The exact annual criteria for becoming a Qualified Bonus Participant must be published in advance in the applicable Annual Bonus Schedule.

13. Optional 8% XUnit Election

An eligible iUnity Club Member may voluntarily elect to receive 8% of otherwise payable eligible commissions in XUnits, subject to the current XUnit terms, legal eligibility and system availability.

The 8% is an allocation from earned commissions - it is not an additional 8% commission.

Example	Amount
Eligible earned commission before election	EUR 1,000
8% allocated to XUnits	EUR 80 equivalent under the applicable XUnit terms

Example	Amount
Remaining normal commission payment	EUR 920

- The XUnit election is inactive by default and applies only after an eligible member expressly activates it.
- The election is voluntary and must not affect eligibility for ordinary commissions.
- XUnit legal, valuation, redemption, transfer, yield or future token-conversion characteristics are governed only by separate current XUnit documentation.

14. Monthly and Annual Calculation Logic

Compensation	Measurement period	Calculation principle
Tier 1	Calendar month	30%-40% of CV; cumulative threshold; entire month recalculated at highest achieved rate.
Tier 2	Transaction / payout cycle	5% of prescribed CV on qualifying second-tier product sales.
Annual Organisation Volume Bonus	Annual Plan Year	Published annual revenue thresholds + qualification rules; shared among qualified participants.
XUnit Election	Per eligible commission / configured payout	8% of eligible commissions are allocated to XUnits if voluntarily activated.

15. Refunds, Reversals and Adjustments

Refunded, withdrawn, fraudulent, duplicate or otherwise non-qualifying transactions do not create commissionable CV. If such a transaction is reversed before payout, the commission is cancelled or recalculated. If a valid reversal occurs after payout, an overpayment may be offset against future commissions or recovered where permitted by law and the applicable terms.

Monthly threshold calculations and Annual Organisation Revenue must also be adjusted so invalid volume does not artificially increase a commission rate or annual bonus.

16. Marketing and Earnings Communication

When promoting iUnity products or the Business Builder opportunity, Business Builders must communicate compensation information accurately and must not make misleading or unauthorized earnings claims.

- Always explain that Tier 1 commission is calculated on CV, not automatically on the retail price.
- Always show that 30%-40% is a performance-based Tier 1 range determined by monthly cumulative qualifying sales.
- Do not advertise 40% as the guaranteed starting commission.
- Do not describe the 5% Tier 2 commission as payment for recruiting another Business Builder.
- Do not describe illustrative annual Organisation Bonus thresholds as permanent until the applicable annual schedule is approved.
- Do not promise guaranteed, passive, secure or automatic income.
- All income examples must be clearly identified as illustrations.

17. Participant Status, Tax and Payout

Business Builders participate independently. Compensation does not create employment, agency, franchise, partnership or guaranteed income. Commissions and bonuses are gross amounts unless applicable law requires withholding.

Participants are responsible for applicable tax, social-security, VAT/business and reporting obligations, except where the paying entity is legally required to withhold or report. Identity, tax residency, KYC/KYB and payment information may be required before payout.

18. Plan Changes

The Product & CV Schedule may be updated prospectively as products, margins and projects evolve. The Annual Organisation Volume Bonus is expressly republished for each Plan Year. Changes will not retroactively reduce compensation already earned on completed qualifying transactions, subject to valid reversals, corrections and mandatory law.

19. Risk, Earnings & Compensation Disclaimer

Prospective changes. Product CV assignments, eligible-product schedules and future Annual Organisation Volume Bonus schedules may change prospectively as product economics, margins, company stage, projects, markets and legal requirements evolve. Validly earned compensation remains subject to the applicable transaction, reversal and correction rules.

Jurisdiction and availability. Certain products, commission features, payout methods, XUnit functionality or bonus programs may be unavailable or restricted in particular jurisdictions. ZeeQuest/iUnity may apply jurisdiction-specific requirements where necessary to comply with applicable law.

XUnit risk and separation. The optional election to allocate 8% of eligible earned commissions to XUnits is voluntary and is governed by separate current XUnit terms. This Plan does not guarantee the value, liquidity, transferability, redemption, yield, appreciation, convertibility or future tokenization of XUnits. No participant should rely on legacy or promotional descriptions of XUnits unless they are expressly confirmed in the then-current legally approved XUnit documentation.

No investment representation. Participation in iUnity, Business Builder status and ordinary commissions under this Plan are not presented as an investment, security, deposit or guaranteed-return arrangement.

Independent business and tax responsibility. Business Builders act independently and bear their own business costs and risks. Commission and bonus amounts are gross unless applicable law requires withholding. Each participant is responsible for obtaining appropriate tax, accounting and legal advice and for satisfying applicable tax, social-security, VAT/business-registration and reporting obligations.

Refund, withdrawal, chargeback and reversal risk. Pending or approved commissions may be reduced, cancelled, reversed or offset where the underlying transaction is refunded, withdrawn, charged back, fraudulent, duplicated, invalid or otherwise becomes non-qualifying. Expiry of a standard Pending Period does not eliminate statutory consumer remedies or all later payment reversals.

Annual Organisation Volume Bonus risk. The EUR 1 million / EUR 3 million / EUR 5 million thresholds and 1% / 2% / 3% rates are illustrative unless and until adopted in the applicable Annual Bonus Schedule. Future annual schedules may contain different thresholds, percentages, eligible products, qualification criteria, caps, calculation methods or no equivalent bonus. Where several Business Builders qualify within the same Organisation, the applicable bonus pool is divided among all Qualified Bonus Participants under that year's published rules.

Illustrations are not earnings representations. All numerical examples in this Plan, including CV examples and Organisation revenue examples, are provided solely to demonstrate calculation mechanics. They are not forecasts, typical earnings, promises or representations of what any participant is likely to earn.

Net Sales Value and CV perform different functions. Cumulative qualifying Net Sales Value determines which Tier 1 percentage is achieved for the calendar month. The achieved percentage is then applied to the prescribed CV of qualifying Tier

1 transactions. A statement such as “40% commission” therefore means 40% of prescribed CV, not automatically 40% of customer payments or gross sales.

CV is a calculation value, not money. Commissionable Volume (CV) is an internal product-specific commission-calculation value prescribed by ZeeQuest/iUnity. CV is not cash, an account balance, an investment value, a product market value or necessarily the amount paid by the customer.

Product sales are required. Compensation under this Plan is tied to genuine qualifying product transactions and qualifying Organisation revenue. Enrollment, recruitment, membership headcount, network position or participation alone does not create earnings.

No guaranteed earnings or results. The 30%-40% Tier 1 rates, 5% Tier 2 rate and any Annual Organisation Volume Bonus percentages describe compensation-calculation mechanics only. They do not guarantee that a Business Builder will make sales, achieve a threshold, build an Organisation, qualify for a bonus or receive any particular amount of income.