



# VIVRI®

— Love Living Exponentially —

## Compensation Plan

**USA**

2026-c

The earnings of each Independent Leader VIVRI depend on their effort and skill, as well as their personal and Team results, so VIVRI cannot guarantee specific income. LIVs can access the updated "Income Disclosure" in their Back Office, where they can see the typical earnings of an Independent Leader VIVRI. Subject to change without notice. Information exclusive to LIVs in the USA. Learn all terms and conditions by reading the entire document.



**VIVRI Compensation Plan for operations conducted in the United States, U.S. Virgin Islands, and Puerto Rico;** subject to change without prior notice; and subject to the Leader Application and Agreement, the VIVRI Policies and Procedures, and the Leader Code of Ethics. As a LIV, it is your responsibility to be familiar with the current version of the Compensation Plan, which can be found in your Virtual Office under the "Documents" section.

The earnings of each VIVRI Independent Leader depend on their effort and ability, as well as their personal and team results; therefore, VIVRI cannot guarantee specific income. The earnings presented are before taxes. Because each Distributor is responsible for paying local, state, and federal taxes on any income generated as an Independent Distributor, it is important that Distributors maintain accurate records of their earnings. The Company cannot provide personal tax advice to any Distributor. Distributors seeking tax advice should consult a qualified tax accountant, tax attorney, or other tax professional. Each year, the Company will provide an earnings statement on IRS Form 1099-NEC (Nonemployee Compensation) for each resident of the United States who:

1. Earned more than \$600 during the previous calendar year; or
2. Purchased more than \$5,000 in products for resale during the previous calendar year (excluding samples and sales tools).

In addition to any compensation earned, the Company will also include, among other items, the value of any trips, bonuses, prizes, small cash amounts, or other recognition awards earned during the calendar year.

#### Taxpayer Identification Number / IRS Form W-9

Applicants are not required to provide a Social Security Number (SSN), Individual Taxpayer Identification Number (ITIN), or Federal Employer Identification Number (FEIN) when enrolling as a Distributor. Instead, Distributors must submit an IRS Form W-9 (Request for Taxpayer Identification Number) to the Company after enrollment is completed.

If a Distributor does not submit a Form W-9, or if the SSN, ITIN, or FEIN submitted to the Company cannot be verified as valid, the Company will deduct the required backup withholding from the Distributor's commission payments as required by law. Such withholding will begin once a Distributor has purchased \$5,000 or more in products for resale or has earned \$600 or more in bonuses and commissions.

If a Distributor approaches either of these thresholds within a calendar year and the Company has not yet received a properly completed and verified Form W-9, the Company will attempt to notify the Distributor. However, please note that the Company assumes no responsibility, and the Distributor agrees to hold the Company harmless, for a Distributor's failure to timely provide a properly completed Form W-9. The sole responsibility for complying with this requirement rests with the Distributor.



# Love Living Exponentially

## MESSAGE FROM OUR CEO

For years, I traveled the traditional paths of success. Paths that promised professional growth, but in practice required sacrificing time at home, presence with loved ones, and often, the real possibility of serving others. It was there that I understood something essential: true success cannot be built at the expense of your personal life or your purpose.

VIVRI is born from that conviction.

Small and consistent actions, when sustained over time with intention and purpose, create results that initially seemed impossible. That's why our Exponential Compensation Plan does not just reward visible results. It recognizes discipline, inner growth, and above all, the ability to multiply impact through others. It celebrates those who uplift, inspire, and build communities that move forward together.

Our Compensation Plan is designed with the strategic thinking I learned at McKinsey & Co., Goldman Sachs, Harvard, and Stanford. It is generous by design and exponential by nature. Because when a model combines purpose, leadership, and simple actions that anyone can replicate, growth ceases to be linear and becomes something much more powerful.

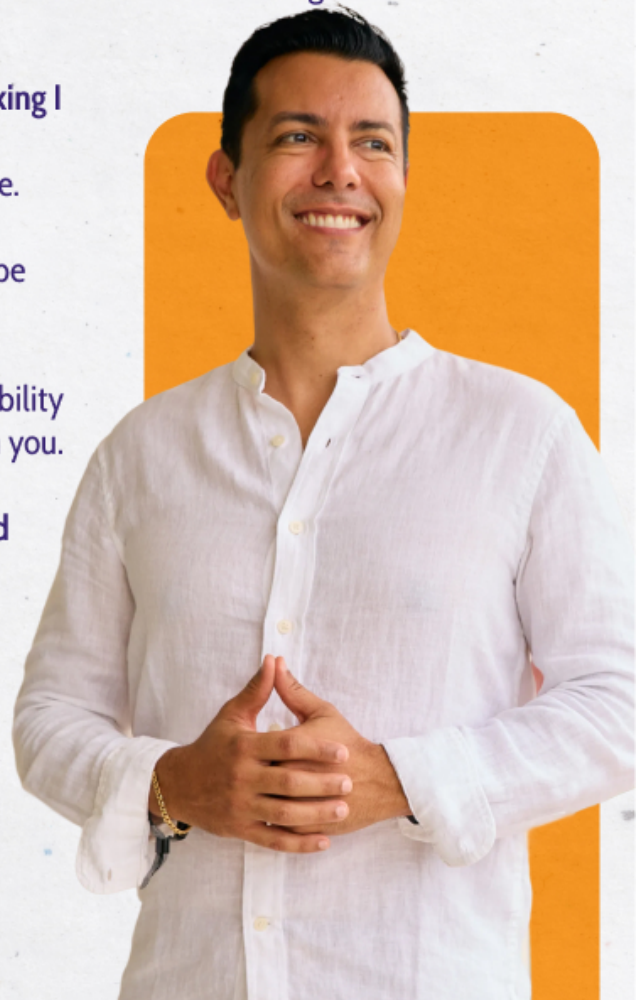
Every authentic transformation begins as a whisper: a possibility that appears almost silently, but awakens something within you. We deeply believe in that moment.

That's why we created at VIVRI a real, achievable path filled with meaning, where your effort resonates, your influence amplifies, and your vision becomes a legacy.

Welcome to the heart of exponential growth.  
Welcome to VIVRI.

---

Daniel Chavez Saul  
Founder & CEO VIVRI



**+180,000**

distributors in **7**  
**countries**  
enjoying the  
**Exponential**  
**VIVRI Lifestyle.**

**+** of a

**DECADE**

with purpose, sharing  
complete + clean nutrition.

Cutting-edge developments  
by graduates of **Harvard and**  
**Stanford.**

**VIVRI**<sup>®</sup>

— Love Living Exponentially —

**UNIQUE**

**Founded in the USA by Daniel Chavez Saúl**  
and an outstanding team, including the  
**Founder of Nature Made and Pharmavite,**  
a former **Economics Professor at Harvard** and  
Director of the **Caris Life Sciences Council,**  
and **12 medical scientific experts.**

**Exclusive**  
**Developments from the**

**VIVRI**  
**Medical-Scientific**  
**Council with**

**Clinical backing.**

**Combining the best**  
**of science and nature.**

**Mission:**

**Achieve the best**  
**version of yourself.**

**Result:**

**+2 Million**  
**satisfied customers.**

Over 180,000 stories of real transformation. Entrepreneurs with heart who bet on exponential growth and teamwork.



VIVRI is a purposeful lifestyle. A healthy life that is enjoyed and reflected in real results. Four product lines to elevate your life in every way.



"For years I lived trapped in the traditional model. I worked and traveled non-stop, yet I still felt something was missing. I wanted to grow without sacrificing my presence with those I love. From that search, VIVRI was born: a path where professional development does not take away your life, but enriches it." — Daniel Chavez Saul



Goldman Sachs McKinsey & Company



At VIVRI, science guides every step. Our Medical-Scientific Council, composed of leading PhDs, doctors, and scientists in nutrition, health, and longevity, develops solutions based on clinically proven methods and ingredients.

More than 2 million people worldwide prefer VIVRI, trusting in an experience that becomes part of their life, well-being, and daily routine.



The earnings of each Independent VIVRI Leader depend on their effort and skill, as well as their personal and team results, so VIVRI cannot guarantee specific incomes. LIVs can access the updated "Income Disclosure" in their Back Office, where they can see the typical earnings of an Independent VIVRI Leader. Subject to change without notice. Information is exclusive to LIVs in the USA. Learn all terms and conditions by reading the entire document.



VIVRI®  
ESSENTIAL NUTRITION

Complete + Clean Nutrition & Lifestyle by **Harvard** and **Stanford** graduates, with leading minds in science.



VINTARI®

ACEITES  
ESENCIALES



Machē®  
Beauty

HAIR &  
SKINCARE



jewel  
by VIVRI

JEWELRY



Manufacturing in FDA, cGMP, cGLP Certified Plants and more

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# TABLE: MAIN WAYS TO EARN

(Horizontal Presentation)



Rank	MINIMUMS BY RANGE		MAIN EARNINGS		LIFESTYLE EARNINGS		LIFESTYLE EARNINGS (additional)	
	LIVs Lv. 1	Personal Volume	Team Volume	Direct Margin Sales	RSTB	Total Volume Team LIVs		Monthly Car Bonus (USD)
<b>Consultant</b>	0	74	0	20-100%	70%	10%		
<b>Coach</b>	1	74	250	20-100%	70%	15%		
<b>Entrepreneur</b>	2	74	750	20-100%	70%	20%		
<b>Advisor</b>	3	74	1,500	20-100%	70%	25%		
<b>Influencer</b>	3	74	3,000	20-100%	70%	30%		4 days
<b>Ambassador</b>	3	74	5,000	20-100%	70%	30%		4 days
<b>Club Manager</b>	3	74	8,000	20-100%	70%	35%		8 days
<b>Club Director</b>	3	74	12,000	20-100%	70%	35%		8 days
<b>Club Vice President</b>	3	74	18,500	20-100%	70%	40%		8 days
<b>Club President</b>	3	74	25,000	20-100%	70%	40%		8 days
<b>Club Founder</b>	3	74	37,500	20-100%	70%	45%		8 days
<b>Diamond Heart</b>	3	74	50,000	20-100%	70%	50%		24 days
<b>Double Diamond Heart</b>	3	74	75,000	20-100%	70%	50%		24 days
<b>Triple Diamond Heart</b>	3	74	100,000	20-100%	70%	50%		24 days
<b>Diamond Heart Legacy</b>	3	74	125,000	20-100%	70%	50%		24 days
<b>Double Diamond Legacy</b>	3	74	150,000	20-100%	70%	50%		24 days
<b>Triple Diamond Legacy</b>	3	74	175,000	20-100%	70%	50%		24 days

## EARNINGS FROM GROWTH FOR INFLUENCER OR HIGHER LIVs

Qualified LIVs: Infinite Royalty

Advisor x3	1.00%
Influencer x3	1.25%
Ambassador x3	1.50%
Club Manager x2	1.75%
Club Manager x3	2.00%
Club Director x2	2.25%
Club Director x3	2.50%
Club Founder x2	2.75%
Club Founder x3	3.00%
Diamond Heart x2	3.25%
Diamond Heart x3	3.50%
Diamond Heart Legacy x1	3.75%
Diamond Heart Legacy x2	4.00%

**5%** Diamond Heart to Infinity Fund: 5% additional to Infinity for active Diamond Hearts, distributed based on meritocratic criteria.

Complete Compensation Plan at vivri.com. Terms and Conditions apply. Subject to change without prior notice.

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# TABLE: MAIN WAYS TO EARN

(Vertical Presentation)



Rank	MINIMUMS BY RANK			MAIN EARNINGS			LIFESTYLE EARNINGS	
	LIVs Lv. 1	Personal Volume	Team Volume	Direct Sales Margin	RSTB 1-3	Total Volume Team LIVs	Monthly Car Bonus (USD)	Annual Trip
<b>Consultant</b>	0	74	0	20-100%	70%	10%		
<b>Coach</b>	1	74	250	20-100%	70%	15%		
<b>Entrepreneur</b>	2	74	750	20-100%	70%	20%		
<b>Advisor</b>	3	74	1,500	20-100%	70%	25%		
<b>Influencer</b>	3	74	3,000	20-100%	70%	30%		4 days
<b>Ambassador</b>	3	74	5,000	20-100%	70%	30%		4 days
<b>Club Manager</b>	3	74	8,000	20-100%	70%	35%	200	8 days
<b>Club Director</b>	3	74	12,000	20-100%	70%	35%	450	8 days
<b>Club Vice President</b>	3	74	18,500	20-100%	70%	40%	500	8 days
<b>Club President</b>	3	74	25,000	20-100%	70%	40%	600	8 days
<b>Club Founder</b>	3	74	37,500	20-100%	70%	45%	750	8 days
<b>Diamond Heart</b>	3	74	50,000	20-100%	70%	50%	1000	24 days
<b>Double Diamond Heart</b>	3	74	75,000	20-100%	70%	50%	1000	24 days
<b>Triple Diamond Heart</b>	3	74	100,000	20-100%	70%	50%	1000	24 days
<b>Diamond Heart Legacy</b>	3	74	125,000	20-100%	70%	50%	1500	24 days
<b>Double Diamond Legacy</b>	3	74	150,000	20-100%	70%	50%	1500	24 days
<b>Triple Diamond Legacy</b>	3	74	175,000	20-100%	70%	50%	1500	24 days

**EARNINGS FROM GROWTH**  
MULTIPLIER ROYALTY TO ∞ FOR INFLUENCER LIVs OR HIGHER

Qualified LIVs:	Royalty to Infinity
Advisor x3	1.00%
Influencer x3	1.25%
Ambassador x3	1.50%
Club Manager x2	1.75%
Club Manager x3	2.00%
Club Director x2	2.25%
Club Director x3	2.50%
Club Founder x2	2.75%
Club Founder x3	3.00%
Diamond Heart x2	3.25%
Diamond Heart x3	3.50%
Diamond Heart Legacy x1	3.75%
Diamond Heart Legacy x2	4.00%

**5%** Diamond Heart to Infinity Fund: 5% additional to Infinity for active Diamond Hearts, distributed based on meritocratic criteria.

**LIFESTYLE EARNINGS**  
(additional)

- Monthly Bonuses
- Cruise Certificates
- Power Team Fund
- Lifestyle Fund
- VIVRI Cruise
- VIVRI Explore
- VIVRI Top Journey
- VIVRI World
- V-Summit Selective Access
- All-Inclusive Trips
- Unique Experiences
- Professional Content
- Legacy Trust
- Cash Bonuses
- Cars
- Coaching & Mentoring

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# SUMMARY: MAIN WAYS TO EARN

## DIRECT INCOME



**DIRECT SALES**  
**20% - 100%**

You earn directly by selling in person or in your online store 24/7



**RSTB**  
(RETAIL SALES TRAINING BONUS)  
**70%**

You earn on 3 levels

## EXPONENTIAL INCOME



**TEAM VOLUME**  
**50%**

You earn on 9 levels every time someone on your team buys or sells



**INFINITE ROYALTY**  
**1% - 4%**

Infinite royalty for RSTB, purchases, and sales in your team



**HEART FUND**  
**5%**

No limit on levels

## LIFESTYLE INCOME



**Annual Cruise**  
(Just for consuming)



**Global Fund Power Teams**  
(Every period)



**Annual Trip**  
(From Influencer)



**VIVRI Events**  
(VIVRI World, Cruise, Explore, Top Journey, etc.)



**Monthly Car Bonus**  
(From Club Manager)



**Monthly bonuses**  
(More cruises, trips, cars, and countless additional prizes)

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## 1. DIRECT SALES 20% - 100%

### Immediate Earnings from Direct Sales

You earn from day one by sharing VIVRI products directly or through your Online Store. Without the need to create a Team and with no minimum sales requirements, you can earn up to 100% profit on your product cost.

## 2. RSTB - RETAIL SALES TRAINING BONUS 70%

### Retail Sales Training Bonus (RSTB)

As its name indicates, this bonus has been created to incentivize existing LIVs to train new ones to develop customers through product sales.

Once an LIV is activated in your Level 1, you will receive this bonus when you have trained the LIV to find customers and when the LIV has successfully reported the Sales corresponding to the Promotional Membership.

The Sponsoring LIV and uplines (3 Levels) participate in an RSTB Bonus when the new LIV reports the sale and/or consumption of these Kits by registering the end customer in the new LIV's Back Office. This will be recorded in the Client Book.

Once the information is registered in the Client Book, the uplines of the LIV (3 Levels) that successfully report their sales will be rewarded with bonuses. Check the "VIVRI Engine" page.

Remember that according to DSA guidelines, direct selling companies must meet a minimum ratio of sales vs personal consumption of 70/30. Once the sales are successfully reported, these bonuses will be scheduled for weekly payment according to the Compensation Plan. Sales must be reported within the product expiration period.

This bonus generates Personal and Team Volume when sales are successfully reported.

It is important that the customer information registered in the Client Book is correct. Periodic audits and continuous follow-up will be conducted. If for any reason they are not validated, the bonuses will be reversed for the LIVs who received them.

### Direct Sales Earnings.

These earnings are equivalent to the difference between your LIV price and the selling price to customers.

### VN: Business Volume.

You will see it referred to as "Points," "Volume," "Business Value," or "VN." Each product has a VN, and this is the number we use to measure everything. All VIVRI memberships and products have an assigned VN.

### VP: Personal Volume.

Business Volume that you generate personally through your purchases or your customers' purchases.

**Activity:** To access any VIVRI rewards, you must be Active as an LIV each Period. It's very easy; by having an automatic repurchase activated, called "Selective Access" of 74 points or more of Personal Volume (VP), you remain active for two Periods, the repurchase Period and the following one. If you do not have your Selective Access activated, you will need to have purchases of 60 VP or more each Period. We will explain these concepts in detail later.

**Period:** Our entire Compensation Plan is governed by biweekly Periods, which run from the 1st to the 15th and from the 16th to the last day of each month. This means that everything you and your Team do will be measured in those Periods, and you will receive bonuses based on the performance of each biweekly Period.

# VIVRI<sup>®</sup> EXPONENTIAL INCOME (Page 1 / 5)

## 1. TEAM VOLUME 50%

### Team Bonuses

You earn from everything your Team does, from their repurchases for personal use, and for every product they share directly or through their own Online Store.

Team Bonuses are determined based on your Active Rank for Payment, thus establishing the levels from which you will receive Team Bonuses for the Period (between 1 and 9 Levels), as explained in the following table:

### TV: Team Volume.

It is the BV that your Team generates in your first 15 Levels and counts towards Rank.

### Active Rank for Payment.

It is the Rank you achieve each Period with your VE, regardless of your Historical Rank.

	CONSULTANT	COACH	ENTREPRENEUR	ADVISOR	INFLUENCER	AMBASSADOR	CLUB MANAGER	CLUB DIRECTOR	CLUB VICE PRESIDENT	CLUB PRESIDENT	CLUB FOUNDER	DIAMOND HEART	DOUBLE DIAMOND HEART	TRIPLE DIAMOND HEART	DIAMOND HEART LEGACY	DOUBLE DIAMOND HEART LEGACY	TRIPLE DIAMOND HEART LEGACY
FRONTALS		1	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3
PERSONAL VOLUME (PV)*	74/60	74/60	74/60	74/60	74/60	74/60	74/60	74/60	74/60	74/60	74/60	74/60	74/60	74/60	74/60	74/60	74/60
TEAM VOLUME (EV)		250	750	1,500	3,000	5,000	8,000	12,000	18,500	25,000	37,500	50,000	75,000	100,000	125,000	150,000	175,000
LEVELS % PROFIT IN BV	1	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
	2		5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
	3			5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
	4				5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
	5					5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
	6						5%	5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
	7							5%	5%	5%	5%	5%	5%	5%	5%	5%	5%
	8								5%	5%	5%	5%	5%	5%	5%	5%	5%
	9										5%	5%	5%	5%	5%	5%	5%

\*74 in 45 monthly or 60 purchase points per period.

### Dynamic Compression



### Historical Rank

Your maximum Rank achieved historically.

### Dynamic Compression

To increase the power of your earnings, we have implemented a Dynamic Compression System in Team Bonuses (does not apply to RSTB). Each time a LIV is inactive in any of your first 9 levels, your structure will be compressed to cover all possible gaps, moving all active LIVs upward. This way, you will earn more because the gaps of inactivity in your Team will be reduced.

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**2. ROYALTY MULTIPLIER TO INFINITY 1% - 4%**

At VIVRI, we believe that true success lies in lifting others up with you. The growth bonuses recognize those who build dynamic teams, develop leaders, and create the exponential: turning simple actions into something extraordinary.

**1. From which Rank do you access the Royalty Multiplier**

To earn the Royalty Multiplier to Infinity (RM), you must qualify in each Period with an Active Influencer Rank or higher. Only LIVs that meet this requirement can receive Generational Royalty payments. Your Royalty will increase as your Rank and that of your qualified LIVs increase.

**2. Qualified LIVs to generate Royalty Multiplier payments (Qualified LIVs RM)**

A LIV in your organization can generate Royalty Multiplier each Period if it meets the following criteria:

- Help you meet the minimum number of qualified LIVs by Rank according to the table.
- Have been at that Active Rank for 24 months or less.
- Have your same Active Rank or any previous Rank.
- Be part of your generation for Royalty payment.
- Be at any level in your organization, regardless of depth.

**3. How Royalty is generated and distributed (generational logic leader to leader)**

At VIVRI, each generation of Royalty goes from one qualified LIV to another, regardless of the level within the structure. Each qualified LIV generates Royalty directly to the next qualified ascending LIV, meaning it pays to only one generation.

In your LIV structure, there may be multiple generations. For sustainability, when there are 2 or more generations in ascending line, the maximum payment of this Royalty will be 4%, distributed meritocratically from bottom to top.

ROYALTY MULTIPLIER TO ∞	
OF QUALIFIED LIVS TO EARN ROYALTY	ROYALTY TO INFINITY
Advisor: 3+	1.00%
Influencer: 3+	1.25%
Ambassador: 3+	1.50%
Club Manager: 2+	1.75%
Club Manager: 3+	2.00%
Club Director: 2+	2.25%
Club Director: 3+	2.50%
Club Founder: 2+	2.75%
Club Founder: 3+	3.00%
Diamond Heart: 2+	3.25%
Diamond Heart: 3+	3.50%
Diamond Heart Legacy: 1+	3.75%
Diamond Heart Legacy: 2+	4.00%

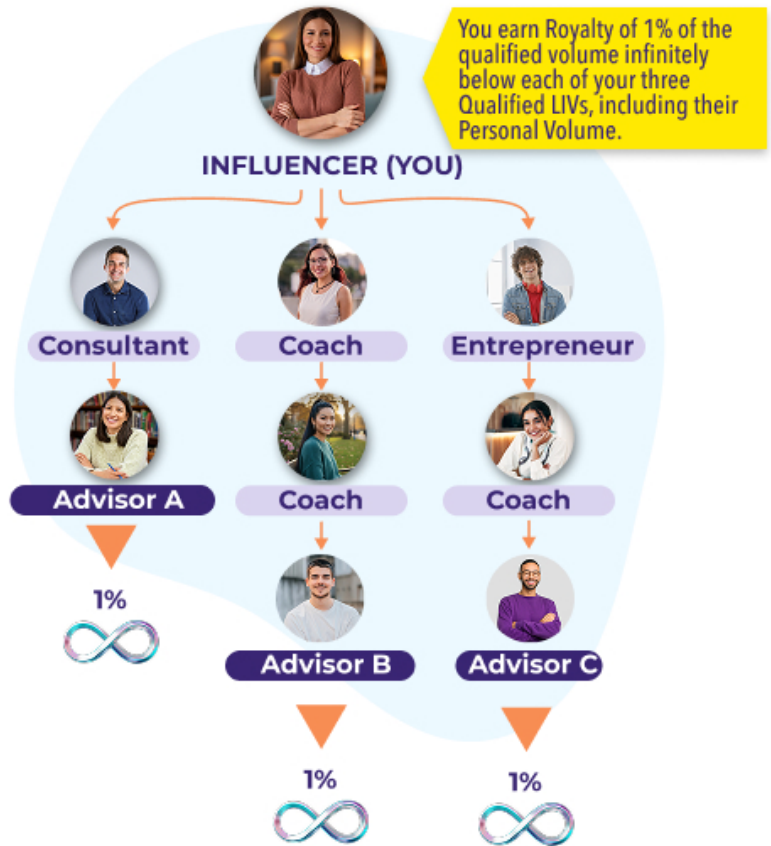
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# VIVRI<sup>®</sup> EXPONENTIAL INCOME (Pg. 3 / 5)

## Example 1

In the graph on the right, Advisors A, B, and C will tell you about qualified LIVs over 24 months, starting from when they first reached the Advisor Rank.

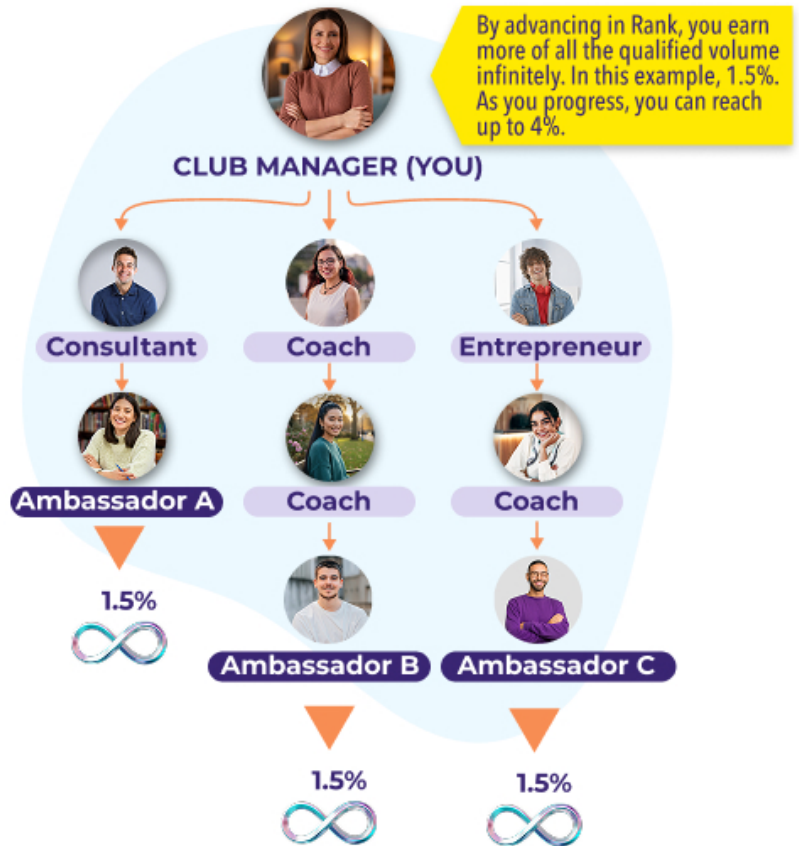
You will earn an extra 1% infinitely on all Qualified Volume below them, including their Personal Volume.



## Example 2

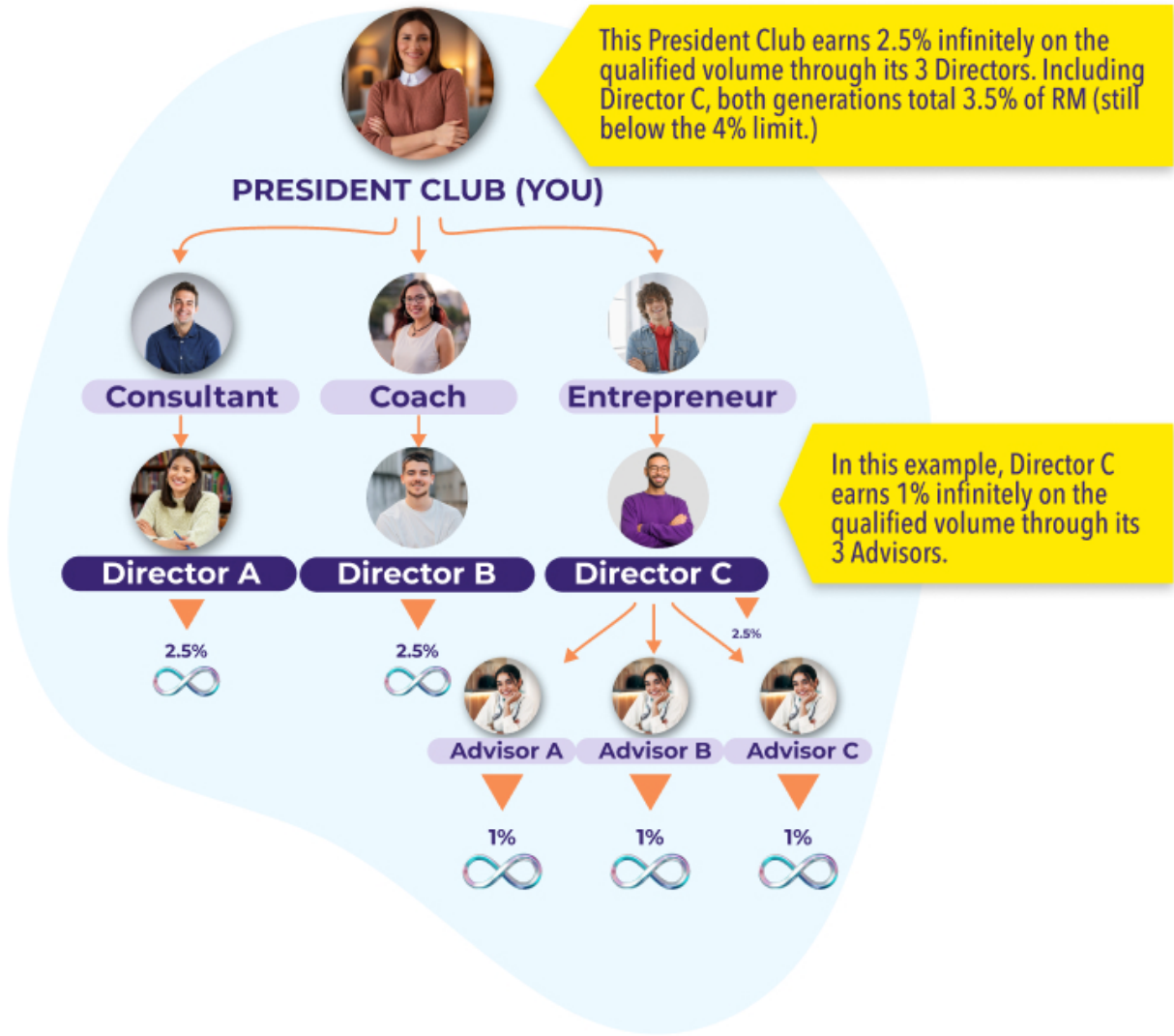
In the graph on the right, you are a Club Manager and earn from the Qualified Volume of each of your 3 or more Ambassadors (1.5% Royalty).

This 1.5% is in addition to the Team Bonuses, which are 10% at your Level 1 and 5% at your Levels 2 to 9. Besides being an extra at those levels, it can become something powerful as there is no limit to the levels.



# VIVRI<sup>®</sup> EXPONENTIAL INCOME (Pg. 4 / 5)

## Example 3



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## 3. DIAMOND HEART FUND AND TOP JOURNEY

### Diamond Heart Fund 5%:

Upon achieving the prestigious Diamond Heart Rank, you receive an additional share equivalent to 5% of the total qualified global volume beneath your LIV position, with no level limit according to the Diamond Heart Meritocracy Criteria.

**Top Journey:** by participating in the powerful Diamond Heart Fund, you will gain access to the best trips of your life. Each Top Journey destination is iconic, and every activity is magical. So far, we have visited the best cities and destinations in these countries: Japan, Qatar, France, Italy, the Vatican, Spain, Turkey, England, and the United States. We have experienced extraordinary moments such as: audiences with the Pope, private night tours of the Vatican museums and other top museums in the world, private dinners with Top Chefs, high-speed maritime excursions, hot air balloon flights, shows, concerts, and iconic events like the U.S. Open, the Super Bowl, and FIFA World Cup matches.



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# VIVRI LIFESTYLE INCOME (Page 1 / 4)

## 1. ANNUAL CRUISE AND SELECT ACCESS REWARDS (AS)

### Select Access Rewards (AS)

This is the optional VIVRI Loyalty program for LIVs in Select Access with 74 VP with a valid direct debit card. The program offers:

- **One month of free product** every 12 months or an annual Select Access Cruise Certificate.
- **Two extra nights** for each VIVRI World.
- **Five entries** for the next "Designated Trip of the Year" dynamic, plus one extra entry for each following month.

Additionally, AS keeps you Active for two Periods.



The Select Access program is **optional** for maintaining activity. You can also stay active with a Personal Consumption of at least 60 Business Volume Points each Period, or take advantage of the benefits of the following alternatives: **having your Select Access (AS) monthly or a Designated Order (DO).**

AS / DO	Minimum Monthly Volume	Days of the Month	Benefits
Select Access 74	74 VN	1 - 10 or 16 - 25	<ul style="list-style-type: none"> <li>• All the benefits we saw in the previous section plus those below</li> <li>• Peace of mind in guaranteeing your activity</li> <li>• Stay Active with fewer points in the month</li> <li>• Earn a Cruise Bonus every time you complete 12 consecutive months</li> </ul>
Designated Order 74	74 VN	1 - 5 or 16 - 20	
Designated Order 88	88 VN	6 - 15 or 21 - Close	

- The Designated Trip of the Year is the trip/event you participate in that year, such as VIVRI WORLD, CRUISE, ACADEMY, EXPLORE.
- The free month of product will be delivered in VIVRI Coupon, equivalent to the average monthly Select Access amount, starting February 2024. For example: if you had an AS of \$180 USD for 6 months and \$270 USD for 6 months, you will receive \$450 USD in VIVRI Coupon.
- The extra nights for VIVRI WORLD have the same fees and characteristics according to the LIV Qualification Ranking.

The earnings of each Independent VIVRI Leader depend on their effort and skill, as well as their personal and Team results, so VIVRI cannot guarantee specific income. LIVs can access the updated "Income Disclosure" in their Back Office, where they can see the typical earnings of an Independent VIVRI Leader. Subject to change without notice. Information exclusive to LIVs in the USA. Learn all terms and conditions by reading the entire document.

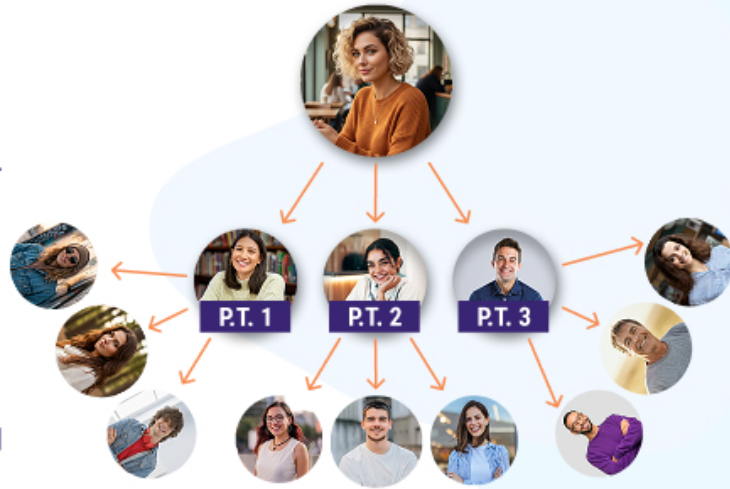
# VIVRI<sup>®</sup> LIFESTYLE INCOME (Pg. 2 / 4)

## 2. GLOBAL POWER TEAMS FUND

### Global Power Teams Fund

VIVRI allocates up to 2% of the global Business Value (BV) each Period to distribute among LIVs who have 3 or more direct Power Teams in the Period, each composed of 1 active Frontline LIV (Level 1) that in turn has 3 active Frontline LIVs (its Level 1).

Every time you have 3 direct Power Teams in a Period, you will receive your first share in the Global Power Teams Fund for that Period, and each additional direct Power Team you have in the same Period will generate another extra share.



**Power Teams** do not need to be new each Period, so if you maintain the same direct Power Teams, Period after Period, you will continue to earn from the Global Power Teams Fund Period after Period. It is advisable to keep your Power Teams active in Select Access, which is explained on the following page.

## 3. ANNUAL TRIP

Imagine gifting yourself, along with your partner, a luxury seaside trip every year. Unforgettable sunsets, exclusive experiences, total relaxation... and the certainty that you earned it by building something great. With VIVRI, success is not only celebrated in numbers, it is lived through experiences:

- **Upon reaching Influencer Rank or Ambassador Rank** for at least 6 months of the year\*, you unlock your **luxury trip of 4 days at the beach with your partner with no reservation fee.**
- **Upon reaching Club Manager Rank or higher** for at least 6 months of the year\*, you elevate your reward to a **luxury trip of 8 days at the beach with your partner with no reservation fee.**

**Diamond Heart Ranks or higher can enjoy over 24 days of trips each year!**, including annual experiences such as: Top Journey, VIVRI WORLD, V-Summit, VIVRI Cruise, Luxury Trips for Couples, VIVRI Explore, and other exclusive Diamond Heart trips.

- \*You must qualify for the required Rank at least 50% of the time during the previous 12 months.
- All Luxury Trips include: Couple accommodation in a 5-star hotel in a private room at the event hotel and dates of VIVRI WORLD or VIVRI Leadership Academy with couple access to conferences and event activities. Unspecified expenses are not included. Trips are per Household and are non-transferable.

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# VIVRI LIFESTYLE INCOME (Pg. 3 / 4)

## 4. VIVRI EVENTS

VIVRI events are unique gatherings designed to inspire, educate, and celebrate your growth in the most extraordinary destinations around the world. **Each year, you can qualify and experience transformative moments.**



**In addition** to the major events organized by VIVRI Corporate, LIVs constantly hold independent events; consult your sponsoring LIV to learn more.

## 5. MONTHLY CAR BONUS

### Car Bonuses.

Your growth is not only celebrated through achieved goals, but also reflected in the lifestyle you begin to live. With the VIVRI Car Bonus, you can either get a new vehicle or pay for your current one while continuing to build your legacy.

- ✦ **Receive a down payment of \$5,000 USD**
- ✦ **Get up to \$1,500 USD monthly**
- ✦ Apply for a new car or your current vehicle

🔑 How do you unlock the down payment?

By achieving the Club Manager rank or higher for the first time and maintaining it for at least 4 consecutive periods, you earn your Down Payment Bonus.

Rank	Down Payment	Monthly Bonus (USD)
Club Manager Car Bonus	\$5,000 USD	\$200
Club Director Car Bonus	\$5,000 USD	\$450
Vice President Club Car Bonus	\$5,000 USD	\$500
President Club Car Bonus	\$5,000 USD	\$600
Founder Club Car Bonus	\$5,000 USD	\$750
Diamond Heart Car Bonus	\$5,000 USD	\$1,000
CD Legacy Car Bonus	\$5,000 USD	\$1,500

The Bonus is awarded based on the Actual Active Rank for the period being paid. Check the requirements in the Team Bonuses section and the Annexes.

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# VIVRI® LIFESTYLE INCOME (Pg. 4 / 4)

## 6. MONTHLY BONUSES

### Monthly Bonuses

Every month, VIVRI offers promotions and bonuses to motivate LIVs and Clients. These can be checked in the registered emails and on the website [vivri.com/bonos](http://vivri.com/bonos).

### Special Awards

The Lifestyle Bonuses include special prizes such as VIP Tickets to the World Cup, Super Bowl Tickets, concerts, TRUCKS OF THE YEAR among others, as well as free or specially priced training sessions with the most prominent leaders in global entrepreneurship.

### Leadership Recognitions

These incentives celebrate not only your effort but also the positive impact you create in others. Therefore, VIVRI recognizes in its official events the LIVs who most empower their Team and help them multiply their leadership.



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## DEFINITIONS (Page 1 / 4)

### **Business Value (BV)**

Points assigned to each product, including Memberships, for determining bonuses in favor of LIV according to the VIVRI Compensation Plan. Each Business Value (BV) point is equivalent to the exchange rate of the US dollar set by VIVRI. Current prices and Business Value (BV) can be verified in the Virtual Office ("Back-Office").

### **Personal Volume (PV)**

Business Value (BV) points credited in a Period to a LIV of their Select Access (SA), if applicable, as well as from their Personal Consumption and Customers.

### **Team Volume (TV)**

Composed of the sum of the Personal Volume (PV) of a LIV and the Personal Volume (PV) of all LIVs included in the first 15 descending levels of their Team during a Period. For the purpose of Bonuses for each Period, the Actual Active Rank (AAR) will be taken, which is the Rank achieved in the Period considering the Personal Volume, the number of active Frontline LIVs, and the Team Volume (TV) in 15 levels, applying the 50% Rank Criterion and the Select Access Criterion.

### **Period**

The time during which your activity as a LIV is measured to determine your Actual Active Rank (AAR), quantify your bonuses, and measure your results related to Monthly Bonuses, travel qualifications, and other benefits in favor of LIV according to the VIVRI Compensation Plan, consisting of 2 Periods each month, the first from day 1 to day 15 and the second from day 16 to the last day of each month.

### **Active LIV Criterion for bonus collection**

You will be considered an Active LIV for bonus collection in the Period (each month has 2 Periods) when any of the following is met:

- Upon registering as a LIV for the first time, you will automatically be active for your first 2 Periods, the one of your registration and the next.
- From there, you will need to achieve a minimum Personal Volume (PV) each Period to remain Active as a LIV and be able to collect your bonuses. Your minimum PV is 60 BV if done per Period or 74 BV if done monthly through Select Access (this monthly collection equates to just 37 BV per Period).
- Finally, your PV can come from: your personal consumption, sales made in person, or customer purchases in your Online Store.

### **Active LIV Criterion for purchases at LIV price**

Every time you or one of your customers makes a purchase directly in your LIV position, generating PV regardless of the amount, you will remain active to purchase at LIV price for the next 12 months.

### **Deactivation Criterion as LIV**

Any LIV that has 12 consecutive months without Personal Volume, meaning without personal purchases or direct sales, will be deactivated from the system. To become a LIV again, they must re-register and create a completely new Team. Additionally, LIVs with more than 6 months of inactivity may request to switch to a new team upon re-registering as LIVs; they must request it through the Contact Center or by email: [comercial@vivri.com](mailto:comercial@vivri.com)

# VIVRI<sup>®</sup> DEFINITIONS (Page 2 / 4)

## Payment of Bonuses

To generate bonuses, the LIV must meet the Active LIV Criteria for collection in the relevant Period; if not met, existing bonuses in the system will be distributed to LIVs in the ascending levels, according to VIVRI Policies and Procedures and in accordance with the Dynamic Compression System (SCD) of Team Bonuses. Additionally, **to collect them, the LIV must have their tax profile complete in their Virtual Office ("Back-Office")**, or its equivalent in each country. LIV Bonuses will be paid within the first 15 calendar days following the end of each biweekly Period.

LIV Bonuses are based on the Business Value (BV) accumulated by the LIV during the Period, calculated in US Dollars (the base currency of VIVRI), and scheduled for payment at the VIVRI Exchange Rate.

The minimum amount to issue a bonus payment is \$10 USD. If this minimum amount is not reached in a Period, the generated earnings will remain in the VIVRI records, and once the accumulated earnings of the LIV exceed \$10 USD, they will be paid in the corresponding Period. These bonuses will have indefinite validity, as long as the LIV remains Active for purchases at LIV price; if deactivated, these bonuses will be deposited into the Global Lifestyle Fund for the benefit of the entire LIV community.

## Ranks

Ranks are the "titles" that LIVs achieve as they grow their Teams.

To calculate your Rank in a Period, the Plan takes into account the Team Volume (TV) generated throughout your organization in its first 15 Levels, considering the Rank and Meritocracy Criteria of 50%. (See Annex 4). The other Rank requirement is to have a minimum of active direct LIVs (1 to 3). Refer to the Rank table on page 3 to know the requirement for each Rank.

For example, if you achieved 12,500 TV and have three active front-line LIVs, your Rank in that Period will be Club Director, and you will receive the specific rewards for that Rank.

## Active Rank Criteria for bonus collection

To determine your Active Rank for bonus collection for each Period, a maximum of 50% of the Team Volume (TV) required to achieve that Rank can come from a single line. This ensures meritocratic distribution among lines and motivates working with the entire Team. For example, to qualify for the Advisor Rank, which requires 1,500 points of TV in the Period, consider that a maximum of 750 points can come from a single line. And so on with each Rank. In this way, leadership is rewarded where it is generated.

## Honorary Title of Ranks

Once qualified for any Rank, from Consultant to Founding Club, the LIV will retain the Title of the highest Rank historically achieved as an honorary title; although they will always be paid in each Period based on their Actual Active Rank. In the case of the Diamond Heart Rank or higher, the historical title is only maintained for 1 year. If they do not requalify for CD or higher during a consecutive Period of 12 months, the title will automatically revert to that of Founding Club Rank, and the LIV will not be able to present themselves as Diamond Heart or higher from that moment on, unless they requalify for the Rank.

# VIVRI<sup>®</sup> DEFINITIONS (Page 3 / 4)

## Car Bonus

- Receive a one-time bonus of \$5,000 USD for the down payment on your new car upon achieving Club Manager rank or higher for the first time, and maintaining it for at least 4 consecutive periods. This bonus is directly applicable to the down payment of a new car. VIVRI will request the dealer's invoice and other necessary documents to validate the purchase. The LIV that meets the specified requirements must request the Bonus via the Contact Center.
- Receive a monthly bonus of up to \$1,500 USD for your car, whether new or applied to one you currently own.

Refer to the "**Car Bonuses by Rank**" table to know the amount you can receive starting from Club Manager rank.

All LIVs who win the Car Bonus can apply it directly to a car they own (receiving the amount in cash), provided they meet the following requirements:

- Fill out the following form [vivri.com/cars](http://vivri.com/cars), where you will be asked for details and photographs of the car, as well as a video testimonial.
- Apply an official VIVRI sticker on the car, which must be approved by VIVRI and remain on the car indefinitely.
- Update details, photos, and testimonial every six months.

VIVRI will review the application, and if the car is in good condition and meets the eligibility criteria, the gift sticker and the Car Bonus will be granted to the LIV.

## Diamond Heart Fund 5%:

A fund designed to spectacularly reward the most outstanding LIVs. The Fund is generated each period and awarded in cash prizes and unique trips, at VIVRI's discretion, with the flexibility to be received annually or in advance. Upon achieving the prestigious Diamond Heart rank, you receive an additional share equivalent to 5% of the total qualified global volume below your LIV position, with no level limit according to the Diamond Heart Meritocracy Criteria.

**Top Journey Diamond Heart Fund:** by participating in the powerful Diamond Heart Fund, you will have access to the best trips of your life. Each Top Journey destination is iconic, and every activity is magical. So far, we have visited the best cities and destinations in these countries: Japan, Qatar, France, Italy, Vatican City, Spain, Turkey, England, and the United States. And experienced extraordinary events such as: audiences with the Pope, private night visits to the Vatican museums and other top museums in the world and historical monuments, private dinners with Top Chefs, high-speed maritime excursions, hot air balloon flights, shows, concerts, and iconic events like the U.S. Open, the Super Bowl, and FIFA World Cup matches.

# VIVRI<sup>®</sup> DEFINITIONS (Page 4 / 4)

**Meritocracy Criterion for the Diamond Heart Fund:** In order to ensure meritocracy and strengthen the growth of the Diamond Heart Fund, any position that has had 49 Periods or more of having reached the Historical Diamond Heart Rank will be considered nested, as long as it is below another historical Diamond Heart.

In the event of nested Diamond Hearts, the corresponding amount will be distributed meritocratically, based on the Volume contributed by each, according to the Nested Diamond Heart Criterion.

## Sustainability and Meritocracy Criteria

For the sustainability and protection of everyone at VIVRI, payments per Period to LIVs cannot exceed the operational costs of any LIV structure; nor can they exceed 50% of the Business Value generated by that structure. This applies to residual income, as direct income (sales and registrations) will always be paid first regardless of sustainability. This protects everyone in the long term without penalizing those who are more productive. If necessary, without requiring notification, the criterion will be applied LIV by LIV from the highest to the lowest discrepancy between residual income and direct productivity of the Period, directly and automatically on the bonuses of the Period.

**Special case of permanent termination:** In the event that any LIV is suspended or permanently terminated for lack of ethics or any reason, including any conflict of interest, all positions of their House Hold and/or controlled by that LIV will remain active under the ownership of VIVRI during the suspension or permanently as the case may be.

In the case of Diamond Hearts, such position(s) will continue to be considered nested if they already were. All resources generated by such positions will be fully dispersed to other LIVs via monthly bonuses and the Compensation Plan, respecting that VIVRI always pays up to 50% of the Business Value in bonuses for LIVs, subject to sustainability.

## Applicability

The VIVRI Compensation Plan establishes the economic benefits to which active LIVs will be entitled in each Period, forming part of the Terms and Conditions applicable to LIVs, along with the VIVRI Merchant Distribution Contract, VIVRI Policies and Procedures, and the LIV Code of Ethics, with the understanding that the VIVRI Compensation Plan, in its most recent version, will govern everything not expressly provided for by these documents and will prevail in case of any inconsistency and/or contradiction with them. Everything not expressly contemplated in this VIVRI Compensation Plan, in the VIVRI Merchant Distribution Contract, in the VIVRI Policies and Procedures, and/or LIV Code of Ethics will be defined at the sole discretion of VIVRI without the need for prior notice.



**VIVRI Compensation Plan for operations conducted in the United States, U.S. Virgin Islands, and Puerto Rico;** subject to change without prior notice; and subject to the Leader Application and Agreement, the VIVRI Policies and Procedures, and the Leader Code of Ethics. As a LIV, it is your responsibility to be familiar with the current version of the Compensation Plan, which can be found in your Virtual Office under the "Documents" section.

The earnings of each VIVRI Independent Leader depend on their effort and ability, as well as their personal and team results; therefore, VIVRI cannot guarantee specific income. The earnings presented are before taxes. Because each Distributor is responsible for paying local, state, and federal taxes on any income generated as an Independent Distributor, it is important that Distributors maintain accurate records of their earnings. The Company cannot provide personal tax advice to any Distributor. Distributors seeking tax advice should consult a qualified tax accountant, tax attorney, or other tax professional. Each year, the Company will provide an earnings statement on IRS Form 1099-NEC (Nonemployee Compensation) for each resident of the United States who:

1. Earned more than \$600 during the previous calendar year; or
2. Purchased more than \$5,000 in products for resale during the previous calendar year (excluding samples and sales tools).

In addition to any compensation earned, the Company will also include, among other items, the value of any trips, bonuses, prizes, small cash amounts, or other recognition awards earned during the calendar year.

#### Taxpayer Identification Number / IRS Form W-9

Applicants are not required to provide a Social Security Number (SSN), Individual Taxpayer Identification Number (ITIN), or Federal Employer Identification Number (FEIN) when enrolling as a Distributor. Instead, Distributors must submit an IRS Form W-9 (Request for Taxpayer Identification Number) to the Company after enrollment is completed.

If a Distributor does not submit a Form W-9, or if the SSN, ITIN, or FEIN submitted to the Company cannot be verified as valid, the Company will deduct the required backup withholding from the Distributor's commission payments as required by law. Such withholding will begin once a Distributor has purchased \$5,000 or more in products for resale or has earned \$600 or more in bonuses and commissions.

If a Distributor approaches either of these thresholds within a calendar year and the Company has not yet received a properly completed and verified Form W-9, the Company will attempt to notify the Distributor. However, please note that the Company assumes no responsibility, and the Distributor agrees to hold the Company harmless, for a Distributor's failure to timely provide a properly completed Form W-9. The sole responsibility for complying with this requirement rests with the Distributor.

# VIVRI<sup>®</sup> LIV CODE OF ETHICS

**The LIV community shines with its high ethical standards, which are a fundamental part of the VIVRI lifestyle.**

1. I will fully respect the Commercial Mediation Contract and VIVRI Policies and Procedures.
2. I will promote VIVRI values by being Positive, Inspirational, Magnetic, Ethical, and Professional.
3. I will build trust by always telling the truth, communicating only real results and data about our Systems, Products, and Opportunity.
4. I will prioritize the needs of my Clients and LIVs (above my own).
5. I will communicate positively in groups and events, whether virtual or in-person, including chats and social media, providing all my feedback on possible improvements directly to the LIV in question and/or the corresponding Corporate executive, with professionalism and discretion.
6. I will demonstrate loyalty in business. I will not persuade Clients or external LIVs to buy or enroll in my structure. I will not develop businesses unrelated to being an LIV within the VIVRI community, and I will avoid conflicts of interest by refraining from participating in companies that compete directly or indirectly with VIVRI.
7. I will not discredit VIVRI, its products, Compensation Plan, other LIVs, and/or members of VIVRI Talent (Corporate). I will also show respect for third-party companies and their collaborators.
8. I will respect the specific guidelines of each VIVRI Bonus, Trip, and Event.
9. I will comply with the Advertising and Branding Guidelines and Policies.
10. I will not promote products or services unrelated to VIVRI within the LIV community, nor will I support any initiatives that distract from my leadership or that of other LIVs.
11. I will immediately notify VIVRI Corporate, through the Contact Center, if I identify an amount in my Period check that is higher or lower than what corresponds to my VIVRI earnings.
12. I will comply with all the above points, knowing that failure to do so will result in immediate temporary suspension and/or termination of my LIV position at VIVRI's sole discretion.
13. For matters of ethics and conflict of interest, all household positions are taken into account.

**The number one task of the corporate office is to protect the safety and long-term viability of the business for all LIVs, so VIVRI reserves the right to modify this LIV Code of Ethics, the Commercial Mediation Contract, and the Policies and Procedures at its sole discretion, and it is the LIV's obligation to stay updated regarding its content and aware of its scope.**