

LifeVantage®

COMPENSATION PLAN GUIDE FOR
INDEPENDENT LIFEVANTAGE CONSULTANTS
EUROPEAN UNION

Effective 1 November 2024

Evolve



Welcome

to life *activated*

**IT'S TIME TO LIVE WITH PURPOSE.
IT'S TIME TO INSPIRE REMARKABLE.
IT'S TIME TO LIVE ACTIVATED.**

Life. It's complicated. Messy. Beautiful. It goes by fast, and you want to live life to the fullest. But everyday responsibilities, fears, or restrictions can hold you back. You deserve to break free. You deserve to be your best self and live a healthy, happy life on your terms.

LifeVantage is here to help. Our products are purposefully designed to activate your body's ability to create vibrant health, starting at the cellular level. And when you look and feel your best, you'll want to help others do the same. LifeVantage activates financial wellness with the opportunity to grow a business that can change people's lives for the better.

That's where Evolve creates possibilities. Evolve is a compensation plan that allows you to work part-time or full-time.* Whether you are looking to simply share life-changing products or wanting to work and grow as a professional mentor and leader, being an Independent LifeVantage® Consultant will positively challenge and reward you.

***LifeVantage does not promise the financial success of any Consultant. Your success depends on your skill, fortitude, dedication, and your ability to lead others to emulate these qualities. Nothing in this guide is a representation that you will be financially successful. LifeVantage does not guarantee any income or Rank success.**

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Key Terms

ACTIVE

You are considered an Active Consultant when your account is in Good Standing and you have met the 150 Sales Volume Requirement in that month, with at least 40 Personal Sales Volume.

COMMISSIONABLE VOLUME (CV)

Commissionable Volume is the measurement on which most bonuses and commissions are paid. When you earn a percentage of volume, you earn a percentage of a product's CV. The numeric value for CV is typically obtained when Sales Volume is multiplied by the PEG Rate, except in cases where CV has been discounted for any reason.

COMPRESSION

A process by which CV for Level Commissions skips inactive Consultants and rolls up to the next Active Consultant.

CUSTOMER SALES VOLUME (CSV)

The Sales Volume originating from your personally enrolled Customers' orders.

DOWNLINE

All of the Consultants sponsored into your genealogy are considered part of your downline.

ENROLLER

The LifeVantage Consultant who enrolls a new Customer or Consultant. Also known as the Enrollment Sponsor.

ENROLLMENT TREE

The line of Consultants consecutively linked through Consultant enrollment and not by placement. The Enrollment Tree does not include any Placement Sponsors.

GENERATION

Consultants in your Enrollment Tree with the Paid-as Rank of Managing Consultant 1 or higher are your Generations. A Generation 1 is the first Consultant in any downline with a Paid-as Rank of Managing Consultant 1 or higher. A Generation 2 is the next Consultant in that Leg with a Paid-as Rank of Managing Consultant 1 or higher, and so on.

GOOD STANDING

Good Standing means you are in compliance with the Consultant Agreement, including payment of any applicable renewal fees.

GROUP SALES VOLUME (GSV)

Group Sales Volume is the total Sales Volume from you and all the Customers and Consultants in your entire team.

LAUNCH PERIOD

Your Launch Period includes the month you enroll and the following 3 full calendar months.

LEG

A Leg begins with a Level 1 Consultant and includes all of the Consultants beneath them. You have as many Legs as you have Level 1 Consultants.

LEVEL

The location a Consultant has in your downline in relation to you. All of the Consultants directly below you in your Placement Tree are your Level 1. Consultants placed directly below your Level 1 Consultants are your Level 2, and so on.

MAXIMUM VOLUME RULE (MVR)

The maximum amount of GSV from any one Leg or from your own Personal Sales Volume and Customer Sales Volume that can count toward your monthly Rank qualification.

PAID-AS RANK

Your Paid-as Rank is the Rank for which you qualify each month. Your Paid-as Rank determines many of your bonuses. Your Paid-as Rank may be the same as or lower than your Recognition Rank depending on your monthly qualifications.

PEG RATE

The foreign currency conversion factor used by LifeVantage to calculate payments to Consultants. Using a PEG Rate allows LifeVantage to normalize payments to Consultants. The PEG Rate is periodically reviewed and set based on recent foreign exchange rates and projected foreign exchange rates.

PERSONAL SALES VOLUME (PSV)

The Sales Volume originating from your personal account.

PLACEMENT SPONSOR

If you place a new Consultant directly below you in your downline, you are the Enrollment Sponsor and Placement Sponsor. However, if you place a new Consultant below a downline Consultant in the Placement Tree, that downline Consultant becomes your new enrollee's Placement Sponsor.

PLACEMENT TREE

If you are a new Consultant's Enroller, you may place them directly below you in your downline or under any other downline Consultant's position. This is considered your Placement Tree, also referred to as your downline or team.

QUALIFYING SALES VOLUME (QSV)

The Sales Volume that counts toward your monthly Rank qualification.

RANK ADVANCING

When you meet the qualifications to be paid as a Rank higher than your current Recognition Rank, you will "advance" to that higher Rank, and your Recognition Rank will be updated to reflect that new milestone.

RECOGNITION RANK

Your Recognition Rank is the highest Rank you have achieved along the Consultant Path. Your Recognition Rank is subject to reclassification once per year based on the maintenance requirements for that Rank.

SALES VOLUME (SV)

The numeric value attributed by LifeVantage to each commissionable product sold and/or purchased.

SALES VOLUME REQUIREMENT (SVR)

The accumulation of your Customers Sales Volume and your Personal Sales Volume to meet your monthly Paid-as Rank requirement.

UPLINE

All of the Consultants above you in your Enrollment and/or Placement Tree.



Evolve.

Share. Build & Grow. Lead.

Your path as an Independent LifeVantage Consultant can lead to a world of possibilities. Start by sharing the LifeVantage products that you love with Customers to help them activate wellness and improve their health. The more you share, the more you'll grow as you find others who want to join you on the path with a business of their own.

As you progress along the Consultant Path, your attention will shift to building and leading Consultants on your team who are ready to grow to the next stage of success. At every stage you'll evolve your earnings, yourself, and your life.

HOW IT WORKS

You must meet certain volume requirements to stay Active and earn bonuses and commissions.

These requirements will change, along with the bonuses and commissions you can qualify for, as you move along the path and earn Rank advancements.

As you reach the qualifications for a specific Rank, you will be recognized with your "Recognition Rank" at that level for as long as you remain Active. However, your "Paid-as Rank" will fluctuate with your qualifications from month to month.

Evolve is uniquely designed to help LifeVantage Consultants develop confidence, community, and leadership. Each Rank advancement offers the opportunity to celebrate with increased earning possibilities.

The Consultant Path

SHARE People say our products are too good not to share! In the early stages of your business, begin with a strong emphasis on sharing our wellness products by selling to Customers. These sales are the fastest way to build your business and see a speedy profit.

BUILD & GROW By the time you reach Senior Consultant 1, you should begin spending more time finding new people to add to your sales team. Balance your efforts between selling and sponsoring, which is vital to your continued growth. The larger you grow your sales team, the more time you will spend building your business and helping your Consultants reach their own goals.

LEAD Leadership is more than the Rank next to your name. Teach by example how to build a successful LifeVantage business. Acknowledge, encourage, and lift your team members, and together you can enjoy the rewards of your shared success!

	C	C1	C2	C3	SC1	SC2	SC3	MC1	MC2	MC3	EC1	EC2	EC3	EC4	PC1
PERSONAL PURCHASE REQUIREMENT		40	40	40	40	40	40	40	40	40	40	40	40	40	40
SALES VOLUME REQUIREMENT		150	200	250	300	300	300	300	300	300	300	300	300	300	300
GROUP SALES VOLUME			500	1,000	2,000	3,500	6,000	10,000	20,000	40,000	80,000	150,000	300,000	600,000	1,000,000
MAXIMUM VOLUME RULE				750	1,500	2,500	4,000	6,000	10,000	20,000	40,000	67,500	135,000	270,000	450,000

Product Pricing

EACH LIFEVANTAGE PRODUCT HAS 3 PRICES.

01. ONE-TIME RETAIL

The advertised Customer price for all products, whether purchased online or directly from you.

02. SUBSCRIPTION

Subscription price is a discount from One Time Retail price. Products purchased by Customers on Subscription are eligible for the discount.

03. CONSULTANT

Consultant price is lower than the One Time Retail price and the Subscription price, regardless of the order type, and represents the lowest price available.



Share.

Sharing your excitement about LifeVantage and selling products to Customers is at the heart of being a Consultant. In addition to Customer Sales Profit, you can earn on total monthly product sales with the Personal Sales Bonus.

Customer Sales Profit

Customer Sales Profit allows you to earn commissions on every order. Here's how it works: When your Customers order LifeVantage products, you earn the difference between the price your Customer paid and the Consultant price.

IN PRACTICE

In these examples, 2 Customers are ordering the same set of products. The Customer on the left purchases the products at the full VAT-exclusive One Time Retail price of €90. The VAT-exclusive Consultant price for that order is €72. So, you earn a Customer Sales Profit of €18. The Customer on the right orders the same products on a Subscription order for the VAT-exclusive Subscription price of €81. The VAT-exclusive Consultant price for that order is €72. So, you earn a Customer Sales Profit of €9.

CUSTOMER SALES PROFIT IS CALCULATED DAILY*.

*May be disbursed 3 business days after the bonus calculation date to qualified Consultants who are in an eligible market and have reached the Rank of Senior Consultant 1 or above. Consultants who are not qualified for daily disbursement will be paid their bonus earnings weekly.



Must be Active to qualify

It is important to note that while the published prices may be inclusive of Value-Added Tax (VAT), all bonuses and/or commissions are paid on VAT-exclusive values only.



Subscribe. Save. Get Rewards.

Subscription orders come with rewards for all Customers! Learn more about the LifeVantage Rewards Circle loyalty program at [LifeVantage.com](https://www.lifevantage.com)

Customers may cancel their Subscription to opt out of the program at any time.

Share.

Personal Sales Bonus

The Personal Sales Bonus rewards you on your personal Customer sales. When your Customer Sales Volume (CSV) totals 500 SV or more in a single month, you become eligible for an additional Personal Sales Bonus. The Bonus is paid on a percentage of CV.

When your CSV reaches 500 in a single month, you will be recognized with a special title before your Rank, starting with Onyx at 500 SV then changing to Emerald at 1000 SV, Sapphire at 2000 SV, and Diamond at 4000 SV and higher.

IN PRACTICE

For example, if your Customers order 2200 SV worth of products in the month, you are eligible for the 15% bonus tier. This bonus is paid on CV which takes into account the PEG Rate and any promos or discounts Customers may have redeemed. For illustration purposes only, if the theoretical PEG Rate for the EU at the time this bonus is calculated were .90, then the bonus amount in local currency would be calculated as follows:

- SV is multiplied by the theoretical EU PEG Rate to get the CV. CV is then multiplied by the applicable bonus percentage.
- $2200 \text{ SV} \times .90 \text{ (theoretical EU PEG Rate)} \times 15\% = \text{€}297$

CUSTOMER SV	BONUS TIER	RECOGNITION TITLE
500 – 999.99	5%	ONYX
1,000 – 1,999.99	10%	EMERALD
2,000 – 3,999.99	15%	SAPPHIRE
4,000+	20%	DIAMOND

Sharing Bonus.

The Sharing Bonus rewards you for selling products to new Consultants and helping them make early sales to Customers.

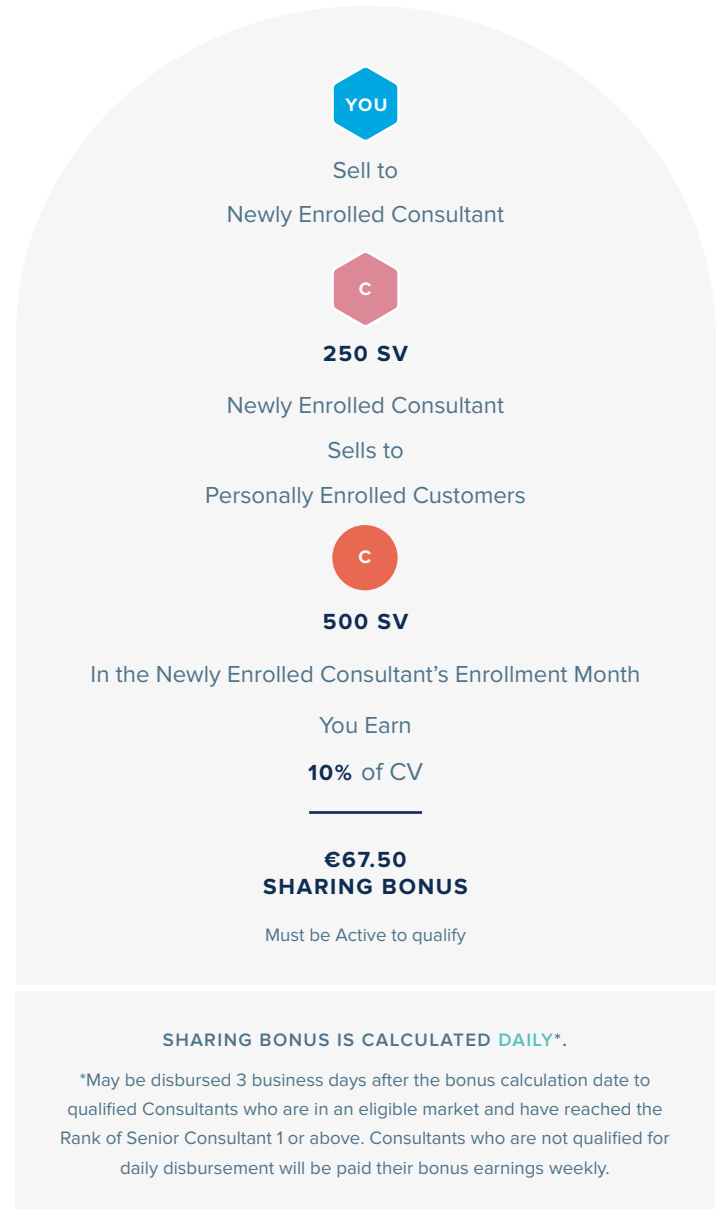
Earn 10% on the Personal Sales Volume and Customer Sales Volume of your new personally enrolled Consultant. This bonus is paid on sales in the new Consultant's enrollment month, up to a maximum of US\$100 per newly enrolled Consultant.*

IN PRACTICE

For example, if you sell 250 SV worth of products to your new personally enrolled Consultant and your new personally enrolled Consultant sells 500 SV worth of products to their personally enrolled Customers in that new Consultant's enrollment month, you are eligible for the 10% Sharing Bonus on 750 SV. This bonus is paid on CV, which takes into account the PEG Rate and any promos or discounts that may have been redeemed.

For illustration purposes only, if the theoretical PEG Rate for the EU at the time this bonus is calculated were .90, then the bonus amount in local currency would be calculated as follows:

- SV is multiplied by the theoretical EU PEG Rate to get the CV. CV is then multiplied by the applicable bonus percentage.
- $750 \text{ SV} \times .90 \text{ (theoretical EU PEG Rate)} \times 10\% = \text{€}67.50$.



SHARING BONUS IS CALCULATED DAILY*.

*May be disbursed 3 business days after the bonus calculation date to qualified Consultants who are in an eligible market and have reached the Rank of Senior Consultant 1 or above. Consultants who are not qualified for daily disbursement will be paid their bonus earnings weekly.



Launch Bonuses

These bonuses can boost you right from the start. Your Launch Period begins the day you enroll as a Consultant and continues through the next 3 calendar months.

SHARING BONUS DOUBLER

The Sharing Bonus Doubler rewards you for selling products to new Consultants and helping them make early sales to Customers during your Launch Period.

During your Launch Period, earn an additional 10% on the Personal Sales Volume and Customer Sales Volume of your new personally enrolled Consultant. This bonus is paid on sales in the new Consultant's enrollment month, up to a maximum of US\$100 per newly enrolled Consultant.†

IN PRACTICE

For example, if during your Launch Period you sell 250 SV of products to your new personally enrolled Consultant and your new personally enrolled Consultant sells 500 SV of products to

their personally enrolled Customers in that new Consultant's enrollment month, you are eligible for the 10% Sharing Bonus Doubler on 750 SV. This bonus is paid on CV, which takes into account the PEG Rate and any promos or discounts that may have been redeemed.

For illustration purposes only, if the theoretical PEG Rate for the EU at the time this bonus is calculated were .90, then the bonus amount in local currency would be calculated as follows:

- SV is multiplied by the theoretical EU PEG Rate to get the CV. CV is then multiplied by the applicable bonus percentage.
- $750 \text{ SV} \times .90 \text{ (theoretical EU PEG Rate)} \times 10\% = €67.50.$

†CAP AMOUNT: The Sharing Bonus and Sharing Bonus Doubler are each capped at US\$100 per newly enrolled Consultant. For illustration purposes only, if the theoretical PEG Rate for the EU at the time these bonuses are calculated were .90, then the cap amount for these bonuses in local currency would be calculated as follows: Cap amount in US\$ is multiplied by the theoretical EU PEG Rate. $US\$100 \times .90 \text{ (theoretical EU PEG Rate)} = €90.$



During Launch Period
Sell To
Newly Enrolled Consultant



250 SV
Newly Enrolled Consultant
Sells To
Personally Enrolled Customers



500 SV
In the Newly Enrolled
Consultant's Enrollment Month
You Earn
10% of CV

€67.50
SHARING BONUS DOUBLER

Must be Active to qualify

SHARING BONUS DOUBLER
IS CALCULATED **DAILY***.

*May be disbursed 3 business days after the bonus calculation date to qualified Consultants who are in an eligible market and have reached the Rank of Senior Consultant 1 or above. Consultants who are not qualified for daily disbursement will be paid their bonus earnings weekly.

SC1 Rank Advancement Bonus

When you reach the Rank of Senior Consultant 1 for the first time during your Launch Period, you will earn a €135 SC1 Rank Advancement Bonus. Calculation based on $US\$150 \times .90$ (theoretical EU PEG Rate) = €135.



YOU EARN €135

When you
advance to the Rank of
SENIOR CONSULTANT 1
during your Launch Period

SC1 RANK ADVANCEMENT BONUS
IS CALCULATED **MONTHLY**



Build & Grow.

Level Commissions

You earn Level Commissions for building your team and teaching those you sponsor to create strong teams of their own. As an Active Consultant, you are paid a percentage of commissions from the CV of your team's sales. Your Paid-as-Rank determines the percentages you earn and the number of levels on which you are eligible to receive a commission.

HOW LEVELS WORK

All of the Consultants directly below you in your Placement Tree are your Level 1. Consultants are paid Customers Sales Profit and Personal Sales Bonus on their personally enrolled Customer purchases. Enrollers are not eligible for a Level Commission on their personal Customers.

LEVEL COMMISSIONS ARE CALCULATED MONTHLY

	C CONSULTANT	C1 CONSULTANT 1	C2 CONSULTANT 2	C3 CONSULTANT 3	SC1 SENIOR CONSULTANT 1	SC2 SENIOR CONSULTANT 2	SC3 SENIOR CONSULTANT 3	MC1 MANAGING CONSULTANT 1	MC2 MANAGING CONSULTANT 2	MC3 MANAGING CONSULTANT 3	EC1 EXECUTIVE CONSULTANT 1	EC2 EXECUTIVE CONSULTANT 2	EC3 EXECUTIVE CONSULTANT 3	EC4 EXECUTIVE CONSULTANT 4	PC1 PRESIDENTIAL CONSULTANT
PPR		40	40	40	40	40	40	40	40	40	40	40	40	40	40
SVR		150	200	250	300	300	300	300	300	300	300	300	300	300	300
GSV			500	1,000	2,000	3,500	6,000	10,000	20,000	40,000	80,000	150,000	300,000	600,000	1,000,000
MVR				750	1,500	2,500	4,000	6,000	10,000	20,000	40,000	67,500	135,000	270,000	450,000
LEVEL 1		5%	7%	9%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
LEVEL 2				3%	5%	6%	7%	7%	7%	7%	7%	7%	7%	7%	7%
LEVEL 3						3%	5%	6%	7%	7%	7%	7%	7%	7%	7%
LEVEL 4							3%	5%	6%	6%	6%	6%	6%	6%	6%
LEVEL 5								3%	5%	6%	6%	6%	6%	6%	6%
LEVEL 6									3%	4%	5%	5%	5%	5%	5%
LEVEL 7										3%	4%	4%	4%	4%	4%
LEVEL 8											3%	3%	3%	3%	3%
LEVEL 9												3%	3%	3%	3%




Active Compression

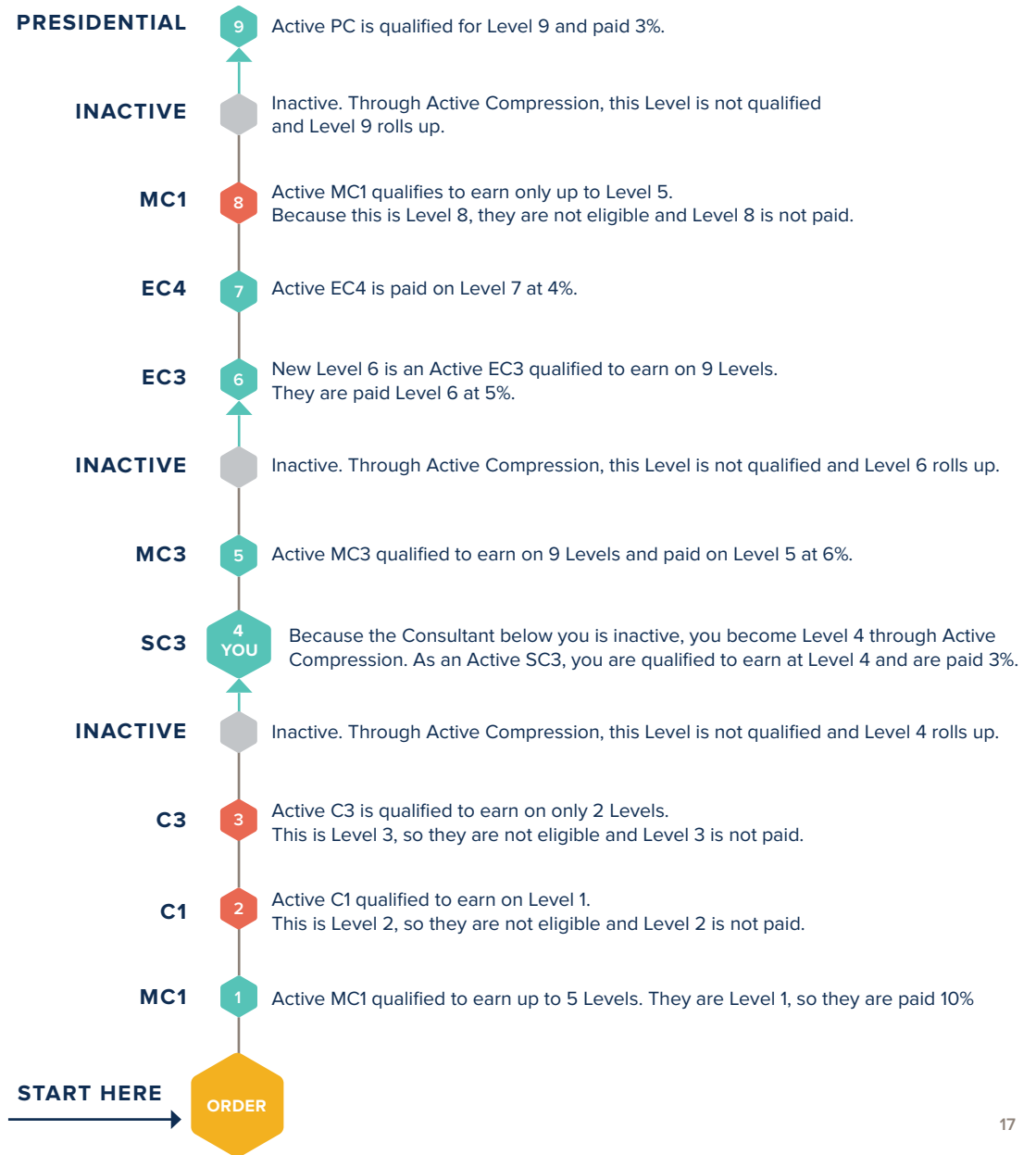
A process by which CV for Level Commissions skips inactive Consultants and rolls up to the next Active Consultant.

IN PRACTICE

This example shows how volume could roll up in one Leg of a team. You're a Senior Consultant 3 at Level 5 above the Consultant who earned the volume. Starting from the bottom of the chart, you see how CV flows up and what happens below and above you.

KEY

-  Qualified (Paid)
-  Not Qualified (Not Paid)
-  Inactive (Rolls Up)



Lead.

Leadership Match

When you are paid as a Managing Consultant 2 or higher in the month, you can receive a Leadership Match on qualified Generations. The Leadership Match is paid on your qualified Generations' Level Commissions.

HOW GENERATIONS WORK

Your Generation 1 is the first Consultant in any Leg in your team with a Paid-as Rank of Managing Consultant 1 or higher. A Generation 2 is the next Consultant in that Leg with a Paid-as Rank of Managing Consultant 1 or higher, and so on.

For illustration purposes only, if the theoretical PEG Rate for the EU at the time this bonus is calculated were .90, then the Cap Per Match in local currency would be calculated as follows:

- Cap Per Match amount in US\$ is multiplied by the theoretical EU PEG Rate.
- For example, the Cap Per Match for a Managing Consultant 2 would be US\$1,000 X .90 (theoretical EU PEG Rate) = €900.

LEADERSHIP MATCH IS CALCULATED **MONTHLY**

MONTHLY LEADERSHIP MATCH CAN PAYOUT UP TO A MAXIMUM OF 9% OF MONTHLY GLOBAL CV.

When you reach the Leader level, you've shown you truly know what it takes to succeed and have the skills to help mentor and motivate others. Keep cultivating your future leaders and helping them grow and you can earn substantial bonuses for building such a strong team.

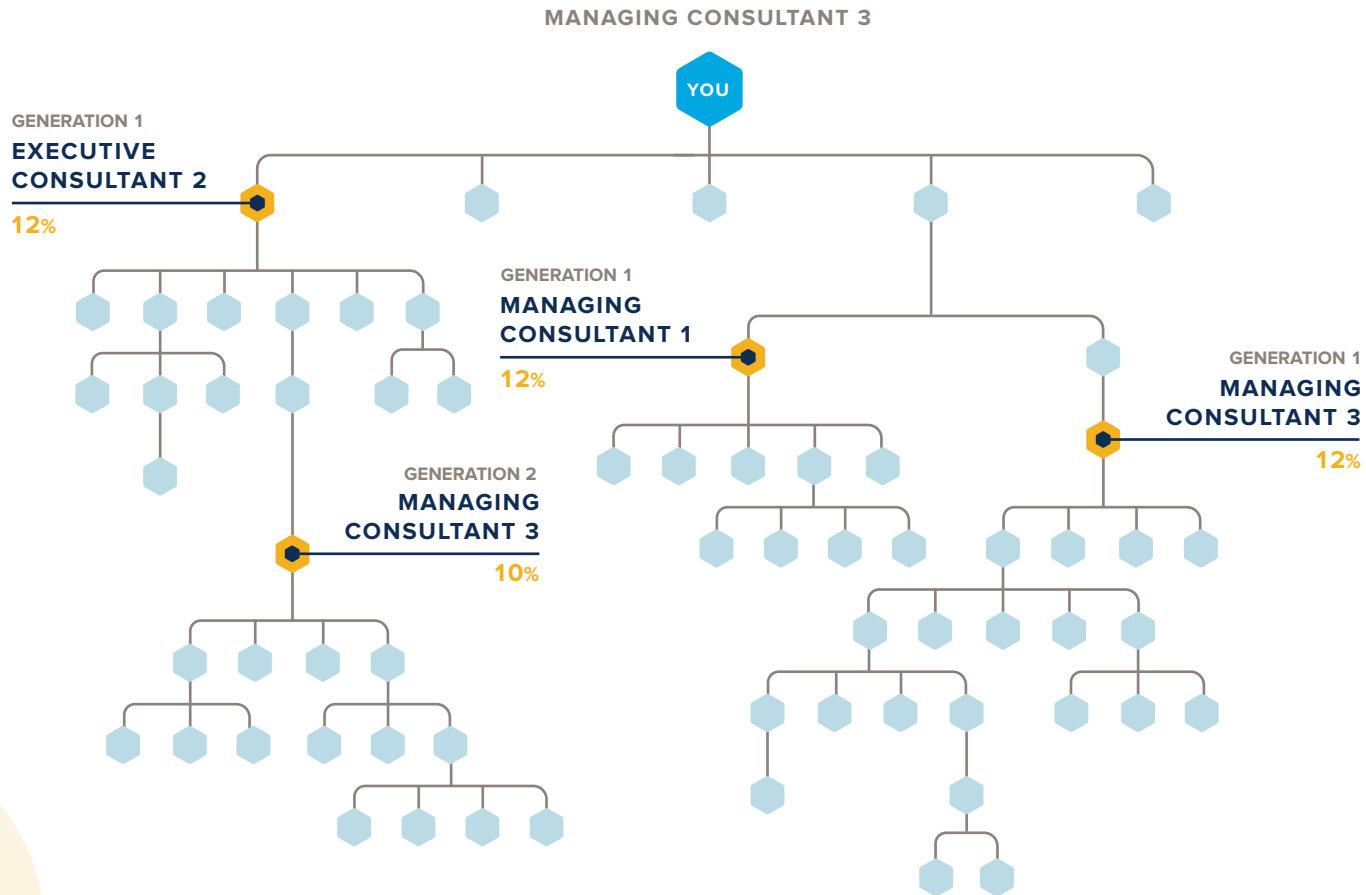
GENERATION 1
GENERATION 2
GENERATION 3
GENERATION 4
GENERATION 5
GENERATION 6
GENERATION 7
CAP PER MATCH

	MANAGING CONSULTANT 2	MANAGING CONSULTANT 3	EXECUTIVE CONSULTANT 1	EXECUTIVE CONSULTANT 2	EXECUTIVE CONSULTANT 3	EXECUTIVE CONSULTANT 4	PRESIDENTIAL CONSULTANT
GENERATION 1	7%	12%	15%	20%	20%	20%	20%
GENERATION 2		10%	12%	15%	20%	20%	20%
GENERATION 3			10%	12%	15%	20%	20%
GENERATION 4				10%	12%	15%	20%
GENERATION 5					10%	12%	15%
GENERATION 6						10%	12%
GENERATION 7							12%
CAP PER MATCH	\$1,000	\$2,500	\$5,000	\$7,500	\$10,000	\$15,000	\$15,000

IN PRACTICE

In this example, as a Managing Consultant 3, you earn a 12% Leadership Match on your Generation 1 Consultants and a 10% match on your Generation 2 Consultants.

Qualified Generations are based on Paid-as Ranks. You can have multiple Generation 1 Consultants within a Leg. The Leadership Match is paid in addition to any other bonuses and commissions you might already be earning.



Lead.

Leadership Pool

When you are paid as an Executive Consultant 1 or higher, you earn shares of our monthly Leadership Pool. This pool is made from 4% of global monthly CV. You receive shares based on your Paid-as Rank.

The total pool amount is divided equally by the total number of monthly shares Consultants earn.

	SHARES
EXECUTIVE CONSULTANT 1	1
EXECUTIVE CONSULTANT 2	3
EXECUTIVE CONSULTANT 3	5
EXECUTIVE CONSULTANT 4	10
PRESIDENTIAL CONSULTANT	20

LEADERSHIP POOL IS CALCULATED **MONTHLY**



Legal Notices

1. LifeVantage Netherlands B.V. is a Direct Sales/Network Marketing company with a Multi-Level Marketing compensation plan that provides flexibility and opportunity for individuals to earn extra income based upon selling products to Customers.
2. The focus of the LifeVantage Compensation Plan is to pay bonuses and commissions to LifeVantage Consultants based upon their product sales and the product sales of LifeVantage Consultants in their personal marketing team to ultimate end using Customers.
3. LifeVantage products are not sold in retail stores and only licensed Consultants in Good Standing are authorized to sell LifeVantage products either directly from their own stock or indirectly through the company's online shopping cart at www.lifevantage.com.
4. The Consultant Agreement consists of the LifeVantage Compensation Plan, the LifeVantage Consultant Application and Agreement, the LifeVantage Policies and Procedures, the LifeVantage Virtual Office Agreement (Back Office Agreement), and the LifeVantage Privacy Policy and Website Use Agreement. The Consultant Agreement governs the contractual relationship and obligations of each LifeVantage Consultant to LifeVantage.
5. A LifeVantage Consultant may not personally purchase for themselves nor encourage Customers or other Consultants to purchase more inventory than each can personally consume and/or sell to their personal Customers each month. In addition, each LifeVantage Consultant personally agrees that they may not place a new order in any given month unless 70% of all orders from previous months have been sold or consumed through personal/family use.
6. The Consultants sales earnings disclosed are potential gross earnings and not net of other business expenses and not necessarily representative of the actual income, if any, that a Consultant can or will earn through the LifeVantage Compensation Plan. A Consultant's earnings will depend on the individual diligence, work effort, and market conditions. LifeVantage does not guarantee any income or Rank success.
7. For Leadership Match, if after the individual caps per match are applied the monthly Leadership Match payout exceed 9% of monthly global CV, then all monthly Leadership Match earnings will be adjusted down by an equal percentage in order to ensure that the monthly Leadership Match does not exceed 9% of monthly global CV.

Notes



body vitality wellness
soul purpose
mind business Fun
activate energy health
Fun passion soul
ess energy vitality business