

MONAT Visionary Founders Pool

FAQ for Market Partners in the USA
and Canada

**FAQ are subject to change*

August 1, 2024

Q: WHAT IS THE MONAT VISIONARY FOUNDERS POOL?

A: The MONAT Visionary Founders Pool is a new opportunity for new and existing Market Partners to be part of our exclusive Visionary Founder shares in the quarterly success of MONAT by receiving a payout each quarter on top of their current earnings.

Q: HOW IS THE MONAT VISIONARY FOUNDERS POOL CALCULATED?

A: The MONAT Visionary Founders Pool is paid as shares of 1% of the MONAT Commissionable Revenue for the USA and Canada per quarter. The Pool is shared between all MONAT Visionary Founders who complete the qualification requirements.

Q: WHAT IS THE MAXIMUM NUMBER OF SHARES A MARKET PARTNER CAN EARN?

A: Market Partners can earn a maximum of two shares in the MONAT Visionary Founders Pool.

Q: WHEN ARE THE VISIONARY FOUNDER BONUSES PAID?

A: The Visionary Founder Bonuses are paid the 15th of the month following of the end of each quarter. Payment will appear under the Miscellaneous Bonuses section of the commission statements.

Q: WHO CAN BE PART OF MONAT VISIONARY FOUNDERS POOL?

A: The MONAT Visionary Founders Pool is an exclusive opportunity for existing and new USA and Canada Markets Partners enrolled by June 30, 2025.

Q: HOW CAN A MARKET PARTNER BECOME A MONAT VISIONARY FOUNDER?

A: For existing MPs enrolled prior to June 1, 2024, there are different criteria to become a MONAT Visionary Founder depending on the MP's Career Rank on June 1, 2024 as follows:

• Career Rank MP to MB:

One share opportunity: achieve MM or above by June 30, 2025.

Two shares opportunity:

- achieve MMB or above by July 31, 2024, and maintain MMB or above paid rank at least once during August and September of 2024.
- achieve MM or above by June 30, 2025.

• Career Rank MMB:

One share opportunity: achieve MM or above by June 30, 2025.

Two shares opportunity:

- achieve AMM or above by July 31, 2024, and maintain AMM or above paid rank at least once during August and September of 2024.
- achieve MM or above by June 30, 2025.

• Career Rank AMM:

One share opportunity: achieve MM or above by June 30, 2025.

Two shares opportunity: achieve MM or above by September 30, 2024.

• Career Rank MM to ED:

One share opportunity: advance 1 rank above your **baseline** by June 30, 2025.

Two shares opportunity: advance 1 rank above your **baseline** by September 30, 2024.

***Baseline** is the highest Paid-As Rank achieved between March and May 2024. If your highest paid rank is below AMM, your baseline will be set to AMM for Visionary Founder's qualification.*

• **Career Rank SED:**

One share opportunity: promote one MM Visionary Founder.

Two shares opportunity: promote one MM Visionary Founder by September 30, 2024.

Notes:

- The promoted MM Visionary Founder must be Career Rank below MM on June 1, 2024, or have enrolled as MP between June 1, 2024 and June 30, 2025.
- You must be paid as MM or above the month the Visionary Founder is promoted.
- You must be the first upline Director of the promoted Visionary Founder.

EXTENSION OPPORTUNITY ANNOUNCED ON AUGUST 1, 2024:

The opportunity to earn 2 shares for Career Rank MP to MMB by June 1, 2024, was extended until August 31, 2024.

They must:

- achieve the required paid-as paid rank by August 31, 2024, and maintain the required paid-as rank or higher in September 2024.
- achieve MM or above by June 30, 2025.

Q: WILL NEW MPS HAVE THE OPPORTUNITY TO BECOME A MONAT VISIONARY FOUNDER?

A: Yes, new MPs enrolled between June 1, 2024 and June 30, 2025 will have the opportunity to become Visionary Founders and qualify for up to two shares according to the following criteria:

One share opportunity: achieve MM within enrollment month plus 12 calendar months.

Two shares opportunity:

- achieve MMB or above by July 31, 2024, and maintain MMB or above paid-as rank at least once during August–September of 2024.
- achieve MM or above by June 30, 2025.

EXTENSION OPPORTUNITY COMMUNICATED ON AUGUST 1, 2024:

The opportunity to earn 2 shares for new MPs was extended until **August 31, 2024.**

They must:

- achieve MMB paid-as rank by August 31, 2024, and maintain MMB paid-as rank or higher in September 2024.
- achieve MM or above by June 30, 2025.

Q: HOW CAN I EARN SHARES FOR THE MONAT VISIONARY FOUNDERS POOL?

A: After becoming a MONAT Visionary Founder, you will have the opportunity to receive MONAT Visionary Founder bonuses each quarter according to the following criteria:

First payout in October 2024 for Q3 2024 ONLY: All Market Partners who qualify as Visionary Founders during June–September 2024 will receive the first payout.

Every quarter beginning with Q4 2024:

Achieve Visionary Founder Status As:	Be Paid As:
Career-Rank MM or MMM	MM or higher 2 of the 3 months of the quarter
Career-Rank AED, ED, SED	MMM or higher 2 of the 3 months of the quarter

Q: WOULD I BE GUARANTEED A BASE RATE FOR EACH MONAT VISIONARY FOUNDERS SHARE?

A: No, there will not be a fixed base rate as the MONAT Visionary Founders Pool is paid as shares of 1% of the MONAT North America Commissionable Revenue per quarter.

Q: WHAT HAPPENS IF I BECOME A MONAT VISIONARY FOUNDER AND THEN MOVE TO ANOTHER MONAT COUNTRY OUTSIDE OF THE MONAT REGION?

A: If a Market Partner in the MONAT region becomes a MONAT Visionary Founder and then relocates to another MONAT country outside of the USA or Canada, their MONAT Visionary Founder status will be permanently removed. They will be able to keep the shares earned up to that point but will not be able to continue earning shares from the MONAT Visionary Founders Pool.

Q: IF I AM LOCATED IN A COUNTRY OUTSIDE OF UNITED STATES AND CANADA, CAN I QUALIFY AS A VISIONARY FOUNDER IF I MOVE TO UNITED STATES OR CANADA DURING THE QUALIFICATION PERIOD?

A: Yes, if you are an existing Market Partner in another country outside the USA and Canada and move to the USA or Canada during the qualification period, you will have the opportunity to become a Visionary Founder as long as qualifications are met.

Q: ONCE I BECOME A FOUNDER, CAN I LOSE MY VISIONARY FOUNDER STATUS AT ANY TIME?

A: Once you have become a MONAT Visionary Founder, to maintain your MONAT Visionary Founder status, you must be paid-as MM at least once within 12 consecutive months. If paid-as MM is not achieved during this time, your MONAT Visionary Founder status will be permanently removed.

Q: CAN A CURRENT MEMBER OF THE LEGACY OR EMERGING FOUNDERS POOL ALSO QUALIFY FOR THE VISIONARY FOUNDERS POOL?

A: Yes, a member of the Legacy or Emerging Founders Pool can also be a member of the Visionary Founders Pool and earn shares for each of the three pools.

Q: WILL AN SED LOSE THEIR VISIONARY FOUNDER STATUS IF THEIR PROMOTED FOUNDER LOSES THEIR VISIONARY FOUNDER STATUS?

A: Should the promoted Visionary Founder fall out of the Visionary Founders Pool, the upline SED will no longer receive shares on their Market Partner, even if they achieve MMM two months out of each quarter. However, if the SED has promoted an additional MM Visionary Founder who has still maintained MM or above, the status will not be removed.

Q: CAN AN SED EARN SHARES FOR MORE THAN ONE PROMOTED MM VISIONARY FOUNDER?

A: No, there is a limit of one promoted MM Visionary Founder share per SED.

Q: DO I NEED TO HAVE ENROLLED WITH A PRODUCT PACK TO BE ABLE TO QUALIFY FOR THE VISIONARY FOUNDERS POOL?

A: No, the purchase of a Product Pack is not a requirement for a Market Partner to qualify for the Visionary Founders Pool.

Q: WHAT ARE THE PARAMETERS TO BECOME A MONAT VISIONARY FOUNDER?

A:

MARKET PARTNERS:	TO EARN 1 SHARE	TO EARN 2 SHARES
Enrolled between 6/01/2024 and 6/30/2025	Achieve MM within enrollment month plus 12 calendar months	<ul style="list-style-type: none"> • Achieve MMB by 7/31/2024, and maintain MMB+ paid rank at least once during August and September 2024 • Achieve MM by 6/30/2025
Career Rank MP to MB On 6/01/2024	Achieve MM by 6/30/2025	<ul style="list-style-type: none"> • Achieve MMB by 7/31/2024, and maintain MMB+ paid rank at least once during August and September 2024 • Achieve MM by 6/30/2025
Career Rank MMB On 6/01/2024	Achieve MM by 6/30/2025	<ul style="list-style-type: none"> • Achieve AMM by 7/31/2024, and maintain AMM+ paid rank at least once during August and September 2024 Achieve MM by 6/30/2025
Career Rank AMM On 6/01/2024	Achieve MM by 6/30/2025	Achieve MM by 9/30/2024
Career Rank MM to ED On 6/01/2024	Advance 1 rank above your baseline (**) rank by 6/30/2025	Advance 1 rank above your baseline (**) rank by 9/30/2024
Career Rank SED On 6/01/2024	Promote a New MM Visionary Founder (***) by 6/30/2025	Promote a New MM Visionary Founder (***) by 9/30/2024

(**) **Baseline:** is the highest Paid-As Rank achieved during the last 3 months between March 1 and May 31, 2024. If your highest paid rank is below AMM, your baseline will be set to AMM for Visionary Founders qualification.

(***) **MM Visionary Founder:** The promoted MM must be Career Rank below MM on June 1, 2024.

SUMMER START PROMOTION:

Q: WHAT IS THE SUMMER START PROMOTION?

A: The Summer Start promotion is a one-time bonus opportunity available for USA and Canada MPs with Career Ranks from MP to MMB & newly enrolled MPs. The qualifying period is from June 1–July 31, 2024.

Q: WHAT BONUS IS BEING PAID WITH THE SUMMER START PROMOTION?

A: The Summer Start promotion will pay one-time shares from the third quarter of 2024 of the Visionary Founders Pool. As part of this promotion, June's commissionable revenue will be included as part of the Q3 2024 shared value.

Q: HOW CAN I EARN A SUMMER START BONUS?

A: USA and Canada MPs with Career Ranks from MP to MMB & newly enrolled MPs from June 1–July 31, 2024 can earn shares by completing one of the following options:

Career Rank MP to MB & newly enrolled MPs from June 1 – July 31, 2024:

- **To earn 1 share of the 2024 Q3 Visionary Founders Pool:** Rank advance to MMB or above from June 1–July 31, 2024 and achieve Paid-As MMB or above at least once during August and September of 2024.
- **To earn 2 shares of the 2024 Q3 Visionary Founders Pool:**
 - Rank advance to MMB or above from June 1–July 31, 2024
 - Maintain Paid-As MMB or above during both August and September of 2024.
 - Enroll 2 new MPs with a Product Pack and 4 new VIPs with an Active Flexship from June 1–September 30, 2024. New Canada MPs must achieve 200 PV within 30 days of enrollment or by September 30, 2024, whichever comes first.

Career Rank MMB on June 1, 2024:

- **To earn 1 share of the 2024 Q3 Visionary Founders Pool:** Rank advance to AMM or above from June 1–July 31, 2024 and achieve Paid-As AMM or above at least once during August and September of 2024.
- **To earn 2 shares of the 2024 Q3 Visionary Founders Pool:**
 - Rank advance to AMM or above from June 1–July 31, 2024
 - Maintain Paid-As AMM or above during both August and September of 2024.
 - Enroll 2 new MPs with a Product Pack and 4 new VIPs with an Active Flexship from June 1–September 30, 2024. New Canada MPs must achieve 200 PV within 30 days of enrollment or by September 30, 2024, whichever comes first.

Q: CAN A CAREER RANK MP TO MMB OR A NEWLY ENROLLED MP EARN SHARES FROM THE SUMMER START BONUS AND FROM THE REGULAR VISIONARY FOUNDERS POOL IN Q3 OF 2024?

A: Yes, they can earn shares from both, as long as the total does not exceed 2 shares.

Q: WHAT WILL BE THE VALUE OF A VISIONARY FOUNDER POOL SHARE?

A: The Visionary Founders Pool Share(s) cannot be bought or sold or transferred to another Market Partner. Instead, a member in the Visionary Founders Pool Share program is eligible to share in the success of MONAT by receiving a quarterly payout as described above. We cannot guarantee or definitively forecast the value of a share of this quarterly pool or its associated payout. The share value is dependent on two key factors: (1) the quarterly revenue for MONAT USA and Canada, and (2) the number of shares earned by MONAT North American Market Partners. Please note that although past performance is not necessarily indicative of future success, MONAT did launch the Legacy Founders Pool nearly 10 years ago and has continued to pay shares each quarter to our Legacy Founders Pool members. Our Legacy Founders Pool share value averaged \$423.72 per share during the first year of 2015, and had an average value per share of \$5,831.65 in our last 4 quarters from 2023 Q2 to 2024 Q1. These past results of the Legacy Founders Pool do not guarantee future results for either the Legacy Founders Pool or the Visionary Founders Pool, but are offered to share the potential based on a similar opportunity that MONAT has offered previously.