



COMPENSATION PLAN

EFFECTIVE MARCH 18, 2019 REVISED: JULY 07, 2023

While every effort is made to assure complete and accurate information at the time of release, YOR Health is not liable for any errors found as result of typos, misspellings, etc. YOR Health reserves the right to update, alter, or remove any part of the Compensation Plan.

THE YOR HEALTH OPPORTUNITY Independent Distributor Income Disclosure



All IDs are required to pass a Certification Test to participate in the YOR Health Compensation Plan. Commissions, incentives, bonuses and ranks are earned upon product sales only and NO earnings are from the recruitment of others. Many factors influence your ability to succeed; some of these factors could be outside of your control. YOR Health makes no guarantees or promises of any earnings. For more information, please visit www.compplan.yorhealth.com

Typical Earnings of YOR Health Distributors

The following chart includes all ACTIVE* IDs earnings from December 20, 2021 to December 19, 2022. The figures on this chart do not necessarily represent the income, if any, that a YOR Health ID can or will earn by his/her participation in the YOR Health Compensation Plan.

ACTIVE INDEPENDENT DISTRIBUTORS (ID)	% OF TOTAL ID	4-WEEK	CYCLE INCOM	1E (USD)	MONTHS ACTIVE IN YOR HEALTH			
RANK	ID	HIGH	LOW	AVERAGE	HIGH	LOW	AVERAGE	
▲ 1-STAR WHITE DIAMOND	<1%	\$15,255.20	\$15,255.20	\$15,255.20	175	175	175	
▲ BLUE DIAMOND	<1%	\$16,201.80	\$5,153.00	\$10,969.72	141	12	76	
▲ DOUBLE DIAMOND	<1%	\$16,760.00	\$1,308.50	\$7,737.64	175	1	58	
DIAMOND	1.89%	\$9,900.85	\$6.40	\$3,534.18	81	1	21	
RUBY	2.90%	\$4,619.60	\$69.00	\$1,859.00	153	1	29	
EMERALD	9.46%	\$5,844.79	\$6.20	\$1,136.08	175	1	13	
▲ SAPPHIRE	12.23%	\$2,130.00	\$6.20	\$459.13	175	1	11	
RISING STAR	8.07%	\$764.00	\$6.20	\$171.29	175	1	11	
▲ DISTRIBUTOR	64.19%	\$1,618.07	\$1.10	\$50.33	175	1	39	

OUARTERLY DISCLOSURES

AS OF 07/2023 THE NUMBER OF CURRENT YOR HEALTH INDEPENDENT DISTRIBUTORS WHO HAVE NOT RECEIVED ANY COMMISSIONS, BONUSES OR OVERRIDES IS 44556 OR 76.03% OF SUCH INDEPENDENT DISTRIBUTORS.

AS OF 07/2023 THE MEDIAN AMOUNT OF COMMISSIONS, BONUSES AND OVERRIDES RECEIVED BY ALL INDEPENDENT DISTRIBUTORS IN YOR HEALTH IS \$0.00. 76.03% OF ALL INDEPENDENT DISTRIBUTORS HAVE RECEIVED, IN THE AGGREGATE, LESS THAN OR EQUAL TO THIS AMOUNT. 23.97% OF ALL INDEPENDENT DISTRIBUTORS HAVE RECEIVED, IN THE AGGREGATE, MORE THAN THIS AMOUNT.

AS OF 07/2023 THE AVERAGE AMOUNT OF COMMISSIONS, BONUSES AND OVERRIDES THAT HAVE BEEN RECEIVED BY ALL YOR HEALTH INDEPENDENT DISTRIBUTORS IS \$638.15.

This Income Disclosure Statement is also downloadable from our website: www.ids.yorhealth.com

AWARDS AND INCENTIVES

In 2022, 4.93% of active YOR Health Independent Distributors qualified for an incentive trip.

RETURN AND CANCELLATION POLICIES

ID enrollment orders are protected by a 30-day Money Back Guarantee. For more information, please visit https://www.yorhealth. com/downloads/legal/IR-RefundPolicy.pdf

*"Current YOR Health Independent Distributors" represents Independent Distributors in the last 6 months from the date specified in the sentence.

*"All Independent Distributors" accounts for Independent Distributors since the launch of YOR Health.

*An Active ID is defined as any person who has enrolled in the YOR Health Opportunity and is entitled to (1) purchase YOR Health products at wholesale prices to resell to Retail Customers (RRCs), (2) personally sponsor new RRCs, VIP Customers(VCs) and other IDs, and (3) take part in all company ID compensation and incentive programs. Note that this excludes IDs who did not renew or whose relationships with YOR Health were revoked. IDs maintain their Active Status through product sales. The status of an ID can, and sometimes does, change throughout the course of a year.



A MODERN WAY TO EARN INCOME

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YOR Health's Independent Distributors have a unique opportunity to earn income as a direct seller of YOR Health's premium health and luxurious beauty products. The YOR Health Compensation Plan is a modern take on traditional compensation plans and offers several dynamic opportunities to earn income*:



BONUS

* Any guarantee or implication of earnings is misleading. Commissions and ranks are earned upon product sales only. NO earnings are paid from the recruitment of others. Your success with YOR Health depends solely on your hard work, diligence, commitment, and leadership—and how well you exercise these qualities.

INTRODUCTION

YOR Health provides YOR Health Independent Distributors (IDs) an opportunity to earn income through the sales of YOR Health products. To help you succeed and maximize the multiple ways to earn income at YOR Health, we have set minimum requirements and milestones for our various compensation, commissions, bonuses and rank achievements, to encourage short and long-term success!

Before we delve into the Ways to Earn Income, it is important for you to familiarize yourself with some basic terms!

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THREE TYPES OF PEOPLE WHO CONSUME YOR HEALTH PRODUCTS

Registered Retail Customer (RRC) – A Customer who is sold product at Retail Price.

VIP Customer (VC) – A Customer who pays an annual fee of \$25.00 USD and enjoys up to a 25% discount on our products.

Independent Distributor (ID) – A YOR Health Customer who pays an annual fee of \$50 and wants the opportunity to build a business by selling YOR Health products, enjoying up to a 25% discount on products and taking part in the YOR Health Compensation Plan.

PRODUCT VOLUME

Product Volume (PV) is a company-assigned value for each product for commission purposes. PV is used in a variety of ways to calculate commissions.

Retail Product Volume (RPV) – The Product Volume from a Distributor's product orders that are used for retail sale. **Customer Product Volume (CPV)** – Product Volume generated from the product sales of your personally sponsored VCs, their personally sponsored VCs, and so on.

Group Product Volume (GPV) – The total Product Volume from product sales of VCs and IDs in your entire downline. **Sponsor Group Product Volume (SGPV)** – Group Product Volume generated under the Sponsor Tree used to determine a Distributor's Achieved and Paid-As Ranks.

Binary Group Product Volume (BGPV) – Group Product Volume generated under the Binary Tree used to calculate and generate a Binary Match Pay bonus.

PLACEMENT, THE BINARY WAITING ROOM, SPONSOR TREE AND BINARY TREE

BINARY TREE PREFERENCES

Newly enrolled Distributors will have the ability to set up their Binary Tree Preferences by choosing from the following two options:

Auto Placement

The enrollee will be automatically placed on your Greater Leg if there is no Active PSP on the Greater Leg at the time of enrollment. If there is an Active PSP on the Greater Leg, the enrollee will be placed on the Lesser Leg. Note: any VCs or IDs will be automatically placed on your Binary Tree if no changes are made on your Binary Tree Preferences.

Manual Placement

By choosing Manual Placement, your new enrollees will be placed in your Binary Waiting Room. You have until 11:59 PM Pacific on the Tuesday following the Pay Period they were enrolled in to place them on your Binary Tree (VCs and IDs only; RRCs can be placed on the Left or Right side).

Example: If someone enrolls in Week 13, you have until the Tuesday of Week 14 at 11:59PM Pacific to place them.

Otherwise, the system will auto-place any PSPs not assigned to the Distributor's Greater Leg first (If there is no Active PSP on that Leg), then all other PSPs to the Lesser Leg after.

Sponsor Tree

The Sponsor Tree tracks the genealogy of all your PSP and their PSPs, and so on, in your organization. In the Sponsor Tree, everyone you personally sponsor is automatically placed on Level 1, also known as your "frontline." Anyone who they sponsor would be your level 2, and so on.

Binary Tree

The placement of your PSPs are not always the same in both trees. In the Binary Tree, you control where you place your PSP. Use the Binary Tree to strategically build your organization. Building a successful organization will help you and your team maximize your Binary Match Pay.

LEVELS

The YOR Health Compensation Plan may have a different definition for the term, "levels," depending on what bonus it is used to explain. Use this guide below to understand the different meanings of "levels."

Sponsor Tree Levels – Sponsor Tree levels refer to where your PSPs are in your Sponsor Tree downline organization. Anyone you personally sponsor is your Level 1 (frontline), anyone they personally sponsor would be your Level 2, and so on.

Compressed Levels in Leadership Bonus – Every ID, based on where they are at in the Sponsor Tree, is on a "Level" i.e. all Personally Sponsored IDs are on Level 1, their Personally Sponsored IDs are on Level 2, and so on. If an ID is not Active on their "Level", the next Active ID below them will be "compressed" up. This is used for calculating Leadership Bonus Levels.

First Order Bonus (FOB) Levels – The term "levels" used in reference to FOB applies to the distribution levels for FOB. Level 1 is paid directly to you as a sponsor, Level 2 is what is paid to the Immediate Active Upline.

ACTIVE AND QUALIFIED STATUS

You must be an Active Distributor* in order to earn any YOR Health commissions. To be considered Active, you must accumulate at least 60 RPV from products sales every 28 days. If at any time, you are not Active, all volume will reset and new GPV will not be accumulated until you reach Active status again. Reset will be permanent after Monday of the following week at 12:00 PM (Pacific) of any week you are not Active. If Active status is not maintained at least once every 90 days, your account will change to a VC.

*Note: A new Distributor is automatically Active for the first 28 days from the date of enrollment. In order to begin accumulating BGPV, an ID must reach Activation. Activation occurs when a Distributor accumulates 400 RPV or more in product sales.

Advancing in Rank unlocks more income opportunities in the Compensation Plan. In order to advance in Rank, you must be both an Active and Qualified Distributor. In order to Advance and be Paid-as Ruby or Above, you must accumulate at least 120 RPV to be considered Active. To be qualified, you must have at least one Personally Sponsored Active Distributor on the left side and one on the right side of your Binary Tree. NOTE: A new Distributor is automatically Qualified the week that they enroll plus the following 4 weeks. Once their auto-Qualified period ends, the Distributor will need to fulfill the requirements in order to maintain Qualified status.

RANK ADVANCEMENTS

Advance your rank to qualify for more commissions and bonuses!

YOR HEALTH RANKS (BY CYCLE)										
Rank	ς.	Matched Binary Group Product Volume	Equivalent Matches	ADDITIONAL REQUIREMENTS						
\$	Distributor	-	-							
	Rising Star	800	2	Be Active ¹						
۲	Sapphire	1,600	4	and qualified ¹						
	Emerald	3,200	8							
TEAM LEADERS										
٢	Ruby	8,000	20	Po Activol						
	Diamond	Be Active ¹ and Qualified ² +								
	Double Diamond	2 Sapphire Sponsor Legs ³								
	Blue Diamond	Sponsor Legs								
LEADERSHIP										
\bigotimes	White Diamond	120,000	300	Be Active ¹						
	1-Star White Diamond	160,000	400	and Qualified ²						
	2-Star White Diamond	240,000	600	+ 2 Diamond						
	3-Star White Diamond	360,000	900	Sponsor Legs ³						
*	Crown White Diamond	480,000	1,200	Be Active ¹ and Qualified ² + 2 White Diamond and 1 Diamond Sponsor Legs ³						

The Distributor must be Active and Qualified to Achieve and be Paid at each rank.

¹ ACTIVE: Maintain with 60 RPV (120 RPV to be paid at Ruby and Above) every 28 Days ² QUALIFIED: 1 Personally Sponsored Active Distributor on both Left and Right Side of the Binary Tree ³ Must be in separate legs on the Sponsor Tree.

MODERN INCOME BUILDING

The most brilliant, simple and EASY to understand Compensation Plan in the industry!

RETAIL PROFITS

Based on Retail and Wholesale Price difference Based on maintenance of 70% Rule Pays every Week (for retail sales purchased by your Customers directly online through YOR Health website)

INTRO: As an Independent Distributor (ID), you are eligible to purchase YOR Health products at the discounted Wholesale Price and re-sell the products at Retail Price, generating immediate profits instantly*.

Products sold online at Retail Price carry the same PV value as products sold at Wholesale Price.

WHO: Independent Distributors

HOW:

- Option 1: Purchase YOR Health products at discounted Wholesale Prices, resell the products to your customers at the Retail Price (not through the YOR Health website) and supply your customers with a detailed receipt of purchase**. This allows you to supply the products to your customers at the point of sale.
- Option 2: Register your customer as a Registered Retail Customer. When your Customers purchase YOR Health products at Retail Prices through the YOR Health website, you will earn the difference between Retail and Wholesale Price in your next weekly commission check.

Online Retail Example:

Your Retail Customer purchases a Set at Retail from the YOR Health website.

- 1.) Retail price is \$ 719.32 (\$534.08 Wholesale)
- 2.) You EARN \$185.24 Retail Profit (\$719.32 \$534.08). That's over a 25% profit!
- 3.) Plus, you EARN \$60.60 Personal Customer Bonus** (15% of 404 PV)
- 4.) Plus, you EARN \$60.60 in Binary Match Pay*** (15% of 404 PV)

Your commission total would be: \$306.44 (\$185.24 + \$60.60 + \$60.60) from the online sale of a Set at Retail Price.

^{*} Profits are based off of YOR Health's 70% Rule: YOR Health requires a minimum of 70% of the inventory of the Independent Distributor (ID) and their personally sponsored customers' orders to be sold before purchasing additional product to retail.

^{**} Independent Distributors (ID) are required to provide all Retail and VIP Customers with two (2) copies of an official

YOR Health Sales Receipt specifying the date of sale, the amount of sale and the items purchased.

^{***} You must meet certain requirements to earn Binary Match Pay. See Binary Match Pay section for more details. Binary Match Pay is paid on the Lesser Leg for every 400 GPV increment.

PERSONAL CUSTOMER BONUS (PCB) Based on Personally Sponsored Customers' PV

- **INTRO:** Earn a PCB from your customers' monthly product orders, up to 20% of the order's PV (excluding Enrollment Orders). PV from new Enrollment Orders will not pay out a PCB. See First Order Bonus (FOB) for more details.
- WHO: All Active Independent Distributors.

Pays every Week

- **HOW:** For every order placed by your personally sponsored Customers, you will receive 10-20% of the order's PV in a PCB Payout.
- NOTE: PV from new Enrollment Orders pay a First Order Bonus (FOB).

CPV (per order)	PCB Payout
0-400	10%
401-800	15%
801+	20%

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FIRST ORDER BONUS (FOB)

Sponsor Tree

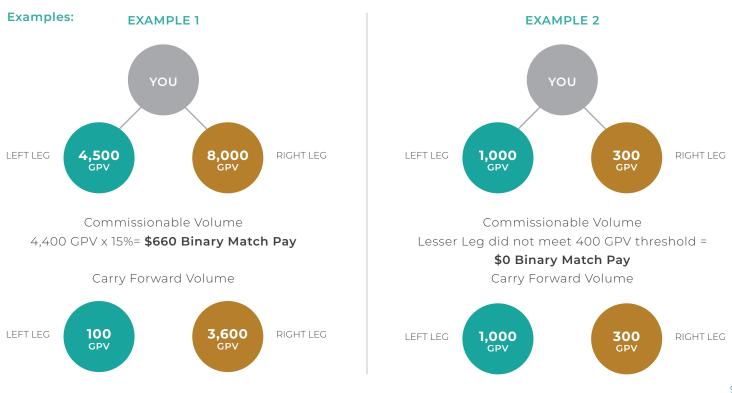
Based on the Sales of new Enrollment Orders of 400+ PV Pays Every Week

- **INTRO:** For every enrollment order of 400+ PV sold to a VIP Customer or Distributor, you can earn an FOB of up to 20%. Your Immediate Active Upline will receive a 5% FOB payout.
- WHO: All Active Independent Distributors and their Immediate Active Upline.
- HOW: Sell an enrollment order of 400+ PV to a new VIP Customer or Distributor. The FOB payout percentage is based on the PV of their first order (see chart below). A Level 2 payout will be paid to the Immediate Active Upline of the Sponsoring Distributor. NOTE: If the Sponsor or the Sponsor's Immediate Upline is not Active at the end of the Pay Period, a FOB Payout will not be distributed (for the corresponding FOB Payout level they are eligible for).

PV Range of First Order	Sponsor FOB Payout (Level 1)	Upline FOB Payout (Level 2)			
400 - 799	10%	5%			
800 - 1599	15%	5%			
1600 +	20%	5%			

BINARY MATCH PAY Binary Tree Based on Binary Group Product Volume (BGPV) Pays Every Week

- **INTRO:** Binary Match Pay allow you to earn from the commissionable product sales made by the VCs and IDs in your organization. Binary Match Pay not only rewards you for your own efforts, but also the efforts of your team.
- **WHO:** All Active and Qualified Independent Distributors who have achieved Activation (as defined in the Glossary attached hereto).
- HOW: Earn up to \$30,000 per week from all sales generated in your Binary Tree*. Once the Lesser Leg on your Binary Tree reaches 400 GPV, we will pay out 15% on the Lesser Leg for every 400 GPV increment (also called 'Match'), if the ID has achieved Activation and is Active and Qualified**. The Lesser Leg GPV will be deducted from both Left and Right Legs***. Any balance will Carry Forward into the next week if not paid because of the 400 GPV increment requirement****.
- NOTE: Your newly enrolled VCs and IDs can only be placed on your far right or far left legs.
 - * To ensure YOR Health does not exceed the maximum payout allotted for the volume accumulated in any given week, YOR Health, in its sole and absolute discretion, unilaterally retains the right to adjust the Binary Match Pay payout for certain Ranks (20% of the overpaid volume from Diamond-Blue Diamond, 80% for White Diamond and above).
 - ** If the ID has not achieved/maintained Active and/or Qualified Status and the ID has Matches, we will still Balance Out and Carry Forward any volume for the next Pay Period.
 - *** Should your GPV on your Lesser Leg exceed the \$30,000 payout cap, we will still deduct the TOTAL Lesser Leg GPV from both Left and Right Legs to ensure volumes are balanced, and then cap the Binary Match Pay payout at \$30,000.
 - ****The maximum GPV that can be carried forward in your left or right leg is 1,000,000 GPV. Any Carry Forward GPV remains banked on the left or right leg from pay period to pay period until it is a) deducted out when there is an increment of 400 GPV to be balanced out on the lesser leg or b) when an ID does not maintain their Active status by the close of the pay period affected.



LEADERSHIP BONUS

Sponsor Tree Based on Paid-As Rank Pays Every Week

- **INTRO:** In addition to your Binary Match Pay, you can earn a matching percentage of the Binary Match Pay earned from every Distributor in your Sponsor Team. See the chart below for percentages and levels.
- **WHO:** Paid-As Rising Star and Above.
- **HOW:** Based on your Paid-as Rank, you can earn a percentage of the Binary Match Pay earned by the Distributors at each level of your Sponsor Team with the Leadership Bonus. The higher your PAR, the more levels you will activate the Leadership Bonus on, up to 7 Levels!
- **NOTE:** Levels are based on Dynamic Compression. Your PAR rank from the previous Cycle unlocks the Leadership Bonus levels you are eligible for in the current Cycle. If you advance in rank during the current Cycle, you will unlock the corresponding Leadership Bonus levels for your new rank.

* Leadership Bonus Cap: Your Binary Match Pay determines how much you can get a Leadership Bonus on all Distributors in your Sponsor Tree, up to 7 Levels. This is determined by multiplying your Binary Match Pay and the percentage at each level you unlock a Leadership Bonus on.

Example: You earn \$1000 in Binary Match Pay and you are PAR Diamond:

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- Level 1 pays out \$1000 x 15% per ID = \$150
- BONUS CAPS:
- Level 2 pays out \$1000 x 10% per ID = \$100

RANK												
PAR	RS	S	Е	R	D	DD	BD	WD	1-S WD	2-S WD	3-S WD	Crown WD
Levels		٢		۲				\bigotimes	*	**	***	¥
1	10%	10%	15%	15%	15%	15%	15%	15%	15%	15%	15%	15%
2					10%	10%	10%	10%	10%	10%	10%	10%
3							5%	5%	5%	5%	5%	5%
4									4 %	4 %	4 %	4 %
5										3%	3%	3%
6											2%	2%
7												1%

GLOSSARY

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70% Rule: YOR Health requires a minimum of 70% of the inventory of the Independent Distributor (ID) and their personally sponsored customers' orders to be sold before purchasing additional product with the intent to resell. Additional product may not be purchased until at least 70% of the previous order has been sold or used.

Achieved Rank: The highest Rank you ever achieved. Achieved Rank can be used for recognition; it does not determine how your commissions are paid out for each Week (see Paid As Rank for more details).

Activation: Once a Distributor accumulates 400 RPV in product sales, they will begin to bank volume for Binary Match Pay.

Active: You must accumulate at least 60 RPV* from products sales every 28 days in order to earn commissions. If at any time, you are not maintained, all volume will reset and new GPV will not be accumulated until maintenance has been fulfilled. Reset will be permanent after Monday of the following week at 12:00 PM (Pacific). of any week you are not maintained. Note: A new ID is automatically maintained for the first 28 days from the date of enrollment. If Active status is not maintained at least once every 90 days, your account will change to a VC.

* To Advance and be Paid-as an Ruby and Above, you must accumulate at least 120 RPV to be considered Active at those Ranks.

AutoShip: The option for VIP Customers (VCs) and Independent Distributors (IDs) to place orders in advance to be automatically billed and shipped on a reoccurring schedule.

Binary Group Commission Volume (BGCV): Group Product Volume generated under the Binary Tree used to calculate and pay out the Binary Match Pay bonus.

Binary Tree (BT): The genealogy of all your Personally Sponsored People, their Personally Sponsored People, and so on. The Binary Tree allows you to choose the placement of your PSP anywhere in your Binary Tree for strategic team-building to maximize Team Commissions and rank advancements for you and your team. The Binary Tree can have unlimited depth and width.

Customer Product Volume (CPV): Product Volume generated from the product sales to your personally sponsored Registered Retail Customers and VIP Customers, their personally sponsored Registered Retail Customer and VIP Customers, and so on.

Cycle: Company-wide schedule used to segment the 52 weeks of the year. Cycles are used to help define contest periods, promotional periods, etc.

Downline: Any VC or ID whose placement is underneath you in either the Binary Tree or Sponsor Tree; your organization.

Dynamic Compression: If an ID is not Active, they are not eligible to receive a Binary Match Pay for that pay period; their level is considered, "compressed." This is used for calculating Leadership Bonus levels.

Group Product Volume (GPV): The sum of the Product Volume from the product sales of VCs and IDs in one's Binary Tree or Sponsor Tree.

Independent Distributor (ID): A YOR Health Customer who has enrolled in the YOR Health Opportunity by paying an annual fee of \$50.00 USD and are entitled to enjoy up to a 25% discount on products at wholesale prices to resell to Retail Customers, personally sponsor new RRCs, VCs and other IDs and taking part in the YOR Health Compensation Plan.

Match: Used to describe the 400 GPV Increment used for Binary Match Pay. Every Match on the Lesser Leg will pay out 15% if the ID has achieved Activation and is Active and Qualified.

Paid As Rank (PAR): Your PAR rank from the previous Cycle unlocks the Leadership Bonus levels you are eligible for in the current Cycle. If you advance in rank during the current Cycle, you will unlock the corresponding Leadership Bonus levels for your new rank.

Pay Period: Monday 12:00 PM (Pacific) and ends on Monday of the following week at 11:59 AM (Pacific).

Personally Sponsored People (PSP): The Registered Retail Customers, VIP Customers and Independent Distributors you Sponsor.

Product Volume (PV): A company-assigned value for each product for commission purposes.

Qualified: To be considered Qualified, a Distributor must have at least one (1) Personally Sponsored Active Distributor on the left side and one on the right side of your Binary Tree. Note: Newly Enrolled Distributors will be flagged as Qualified for the week they enrolled in + the next 4 Weeks.

Registered Retail Customer (RRC): Any customer who enrolls themselves without paying the VIP Customer Fee. Is able to purchase YOR Health products at retail price.

Reset: The process in which all volume (beginning and new) are reset to zero. Reset occurs when you are not Active, but is not permanent until Monday of the following week at 12:00 PM (Pacific).

Residual Income: Commissions earned from the continuous product sales from your personal customers and your downline customers month after month, for as long as you remain Active and Qualified.

Retail Product Volume (RPV): The Product Volume from an ID's product orders that is used for retail sale.

VIP Customer (VC): A Customer who pays an annual fee of \$25.00 USD and enjoys up a to 25% discount on our products.

Sponsor: The person that introduced you to YOR Health. Also known as your Immediate Upline.

Sponsor Group Product Volume (SGPV): Group Product Volume generated under the Sponsor Tree used to calculate Ranks each week.

Sponsor Team: See Sponsor Tree.

Sponsor Tree: The genealogy of all your Personally Sponsored People, their Personally Sponsored People, and so on. Everyone you personally sponsor is automatically placed on Level 1 (frontline). The Sponsor Tree can have unlimited depth and width.

Upline: Any VC or ID whose position in the Binary or Sponsor Tree is above you.

Week: One pay period that starts on Monday 12:00 PM (Pacific) and ends on Monday of the following week at 11:59 AM (Pacific).



YOR Health

WELCOME TO THE FAMILY

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