



3-4-5 Golden Rule:

(3 Levels of Income × 4 Leadership Titles × 5 Core Rewards)

A. Personal Accumulate Benefits (PAB)







PAB	3%	6%
u	 RM 3,000	 RM 5,000
	Cumulative Personal Purchases (PS).	

- i. Member can achieve Personal Accumulate Benefits (PAB) up to 6%, by accumulating **Personal Purchasing Records (PS*)**.
- ii. PS* is calculated based on **Retail Selling Price (RSP)**.
- iii. PAB is calculated based on **Net Promotion Price***.

***PS = EXCLUDED DOWNLINE SALES**

B. Member Performance Benefits (MPB)

Example Senario:

Your PAB	6%	6%	6%	3%	3%	3%
MPB	 6%	 3%	 0%	 3%	 0%	 0%
Direct-line PAB	0	3%	6%	0%	3%	6%

Note:

- Bonus is calculated monthly, based on net promotion price (price after deduct PAB discount, voucher and any other discount).

i. Member Performance Benefits (MPB) calculated based on **Spread discounts** between your own PAB and your downline PAB.

ii. MPB calculated in **Net Promotion Price***, monthly calculated.

***Net Promotion Price = Retail Selling Price (RSP) after deduct PAB discount, voucher and any other discount.**

C. Group Development Bonus (GDB)

TITLE GDB Rank		ZINNIA Partner (ZP) - Rank 1	Junior Partner (JP) - Rank 2	Emerald Partner (EP) - Rank 3	Diamond Manager (DM) - Rank 4
TARGET	(A) GDB Sales	RM 1 - 999	RM 1000 - 2999	RM 3000 - 4999	RM 5000 & above
	(B) GDB Active Direct Downline	-	2 *Active Direct Downline	4 *Active Direct Downline	6 *Active Direct Downline
BONUS	L1	10%	13%	18%	23%
	L2	-	2%	5%	8%
	L3	-	1%	2%	5%

Bonus Terms:

1) GDB Bonus Calculation & Payout:

- GDB Bonus is calculated monthly, based on **Nett Price*** and excluded personal sales.
- Cut off date: End of each calendar month.
- Bonus will be credited to the ZINNIA Wallet on the **5th of the following month.**
- *Nett Price = Retail Selling Price (RSP) after deduct PAB & MPB discount, voucher and any other discount.

2) Bonus Eligibility:

- Distributors must **activate** their **ZINNIA Partner (Distributor) account type (one-time only)**,
- And **ensure Account Maintain Status (Active)** to qualify for the bonus.

3) To activate ZINNIA Partner (Distributor) account type.

- Option1:** At least Purchase 1 set of Start Up Package (exp: set 1 or set 2 or set 3)
- Option 2:** Accumulate (*PS = RM5000) and above.
- *PS = Excluded Downline Sales, Only calculate based on Personal Purchase.

4) Account Maintain Status (Active):

- Malaysia acc:**
Purchase min 1 box product / 1 set AP* / 1 set Start Up Package*
- Non-Malaysia acc:**
Purchase min 2 boxes product / 1 set AP* / 1 set Start Up Package*
- *Maintain Active Period:
 - Purchase 1 x Non AP (e.g: 1-2 bxs product) = 1 month active
 - Purchase 1 x AP = 2 months active
 - Purchase 1 x Start Up Package = 3 months active
- Account Maintain Status (Inactive)**, will result in reward compression.
- Account maintain status (inactive) for consecutive 12 months** will automatically forfeit ZINNIA Partner (Distributor) & ZINNIA Member's rights.
- Re-registration** is available after the account has been forfeited, subject to ZINNIA General Terms and Conditions.

5) GDB Calculation:

- TARGET:**
(A) **GDB Sales:**
= (Direct Downline Sales* – Member Discounts & Vouchers)
(B) **GDB Active Direct Downline (L1):**
= 1 account with a minimum purchase of 1 box = 1 Active
- BONUS = (L1~3 Downline Sales* × GDB Rate)**
**(Downline & Direct Downline sales do not include personal purchases.)*

Group Development Bonus (GDB) & Sales Calculation*

Example Scenario:

If You achieved GDB Target:

- RM5,000 GDB Sales
- (L1) 6 Active Direct Downlines

Then, You achieved GDB Rank 4 :

- Become Diamond Manager (DM)

Your Team structure assume:

- (L2) 6 downlines hit RM5k GDB sales & become DM.
- (L3) 36 downlines hit RM5k GDB sales & become DM.

Bonus Breakdown:

Level 1 (L1)

- RM5,000 × 23% = RM1,150

Level 2 (L2)

- (6 × RM5,000) × 8% = RM2,400

Level 3 (L3)

- (36 × RM5000) × 5% = RM9,000

TOTAL GDB: RM12,550

*For reference only**

2

D. Crown Manager Reward (CMR) 1.5%

Crown Manager (CM)	Earn 1 CM Point (Crown Manager Point) <ul style="list-style-type: none"> • CM Active Direct Downline (DD) : 30 DD • CM Group sales* quantity in boxes : 1800 Bxs 	You can earn multiple CM Point in a month, for exp: <ul style="list-style-type: none"> • 30 DD + 1,800 boxes = 1 CM Point • 60 DD + 3,600 boxes = 2 CM Points
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CM Reward Terms:

- 1) CMR is calculated **Monthly**, based on net sales profit and distributed **every 6 months**.
 - 2) CMR Formula: $CM\ Reward = (ZINNIA\ global\ sales\ revenue^* \times 1.5\%) \times (Your\ CM\ Points \div Total\ Global\ CM\ Points)$
- *ZINNIA global sales revenue is calculated based on net sales profit.
- *Group sales calculation terms:
- Personal purchases are not included in CM group sales.
 - **Reward compression if Account Maintain Status (Inactive).**

E. Elite Director Reward (EDR) 1.5%

Elite Director (ED)	Earn 1 ED Point (Elite Director Point): <ul style="list-style-type: none"> • ED Active Direct Downline (DD) : 50 DD • ED Group sales* quantity in boxes : 30,000 Bxs 	You can earn multiple ED Point in a month, exp: <ul style="list-style-type: none"> • 50 DD + 30,000 boxes = 1 ED Point • 100 DD + 60,000 boxes = 2 ED Points
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ED Reward Terms:

- 1) EDR is calculated **Monthly**, based on net sales profit and distributed **every 12 months**.
 - 2) EDR Formula: $ED\ Reward = (ZINNIA\ global\ sales\ revenue^* \times 1.5\%) \times (Your\ ED\ Points \div Total\ Global\ ED\ Points)$
- *ZINNIA global sales revenue is calculated based on net sales profit.
- *Group sales calculation terms:
- Personal purchases are not included in ED group sales.
 - **Reward compression if Account Maintain Status (Inactive).**

CMR & EDR Calculation*:

Example Scenario:

- If You achieved monthly target: **(60DD + 30,000 Bxs)**
 - Then, You Earn: **(2 CM Point + 1 ED Point)**
- Assumption for the Month:
- ZINNIA global total sales revenue = RM 10 million
 - Total Global CM Points = 10 points
 - Total Global ED Points = 3 points

Reward Breakdown:

- CMR:
= (10 million x 1.5%) x (2 ÷ 10) = RM30,000
- + EDR:
= (10 million x 1.5%) x (1 ÷ 3) = RM50,000
- **TOTAL Reward : RM 80,000**

For reference only* **One Target Double Reward!!**

*Reward calculations shown are for illustration purposes only and are based on assumptions.
Actual rewards are subject to performance.