

3-4-3 Golden Rule:

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

A. 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	GDB Sales	RM 1 - 999	RM 1000 - 2999	RM 3000 - 4999	RM 5000 & above
	Group Member	-	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) Bonus Calculation & Payout:

- Bonuses are calculated at the end of each month.
- Bonus will be credited to the ZINNIA Wallet on the **5th of the following month**.

2) Bonus Eligibility:

- Requires purchase of **at least 1 Advance Package (AP)** to activate distributor status

3) Account Maintenance Requirement:

- Malaysia: Purchase 1 box product OR 1 set AP*
 - Non-Malaysia: Purchase 2 boxes product OR 1 set AP*
- *(1 set AP = 2 months account maintenance.)

4) Inactive maintenance accounts will result in reward compression.

5) Accounts inactive for **12 months** will automatically forfeit distributor rights

6) GDB Bonus & Sales Calculation:

- Calculated monthly. Based on Net Promotion Price. Includes Downline Sales only
- GDB Sales = Direct Downline Sales* – Member Discounts & Vouchers
- GDB Bonus = Downline sales × GDB Rate.
*(Downline & Direct Downline sales do not include personal purchases.)

GDB Bonus & Sales Calculation*

Example Scenario:

- You achieved target : RM5,000 GDB Sales & 6 active direct downlines (L1)
- You achieved GDB Rank : Diamond Manager (DM)
- Assume 6 (L2) & 36 (L3) downlines achieve DM rank

Bonus Breakdown:

Level 1 (L1)

- RM5,000 × 23% = RM1,150

Level 2 (L2)

- RM5,000 × 6 DM downlines × 8% = RM2,400

Level 3 (L3)

- RM5,000 × 36 DM downlines × 5% = RM9,000

TOTAL GDB BONUS RM12,550

B. 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: $\text{CM Reward} = (\text{Zinnia Global Sales Revenue} \times 1.5\%) \times (\text{Your CM Points} \div \text{Total CM Points})$
- *Zinnia Global Sales Revenue is calculated based on net sales profit.*
- *Group sales calculation terms:*
- Personal purchases are not included in CM Group sale.
 - Reward compression if accounts (Zinnia distributor) inactive maintenance.**

C. 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: $\text{ED Reward} = (\text{Zinnia Global Sales Revenue} \times 1.5\%) \times (\text{Your ED Points} \div \text{Total ED Points})$
- *Zinnia global sales revenue is calculated based on net sales profit.*
- *Group sales calculation terms:*
- Personal purchases are not included in ED Group sale.
 - Reward compression if accounts (Zinnia distributor) inactive maintenance.**

CMR & EDR Calculation*:

Example Scenario:

- You achieved monthly target: **(60DD + 30,000 Bxs)**
- You Earn: **(2 CM Point + 1 ED Point)**
- ZG sales revenue = RM 10 million
- Total Global CMP = 10 points
- Total Global EDP = 3 points

Reward Breakdown:

- CMR:
 - $= (10 \text{ million} \times 1.5\%) \times (2 \div 10) = \text{RM}30,000$
- + EDR:
 - $= (10 \text{ million} \times 1.5\%) \times (1 \div 3) = \text{RM}50,000$
- TOTAL Reward RM 80,000**

One Target Double Reward!!

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