

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.**

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.)

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.)

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)

- $RM5,000 \times 23\% = RM1,150$

Level 2 (L2)

- $RM5,000 \times 6 \text{ DM downlines} \times 8\% = RM2,400$

Level 3 (L3)

- $RM5,000 \times 36 \text{ DM downlines} \times 5\% = RM9,000$

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: CM Reward = (Zinnia Global Sales Revenue* × 1.5%) × (Your CM Points ÷ 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: ED Reward = (Zinnia Global Sales Revenue* × 1.5%) × (Your ED Points ÷ Total ED Points)

*Zinnia global sales revenue is calcuted 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: <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> • CMR: <li style="padding-left: 20px;">= (10 million × 1.5%) × (2 ÷ 10) = RM30,000 • + EDR: <li style="padding-left: 20px;">= (10 million × 1.5%) × (1 ÷ 3) = RM50,000 • TOTAL Reward RM 80,000
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One Target Double Reward!!

*Reward calculations shown are for illustration purposes only and are based on assumptions.

Actual rewards are subject to performance.