

Multipure Compensation Plan

Multipure's compensation plan provides Advocates with opportunities to earn commissions and bonuses by sharing Multipure products, serving customers, and supporting other Advocates. Please note, the Multipure Compensation Plan is subject to change without notice. The current version will always be available in the Advocate Business Center located under the Download Center in the Back Office.

Methods Of Earning

Advocates earn commissions on eligible personal product sales and Team sales according to their Rank and the Multipure Compensation Plan in effect at the time of the sale.

Personal Sales

Advocates earn commissions on eligible personal product sales according to their Rank and the applicable product commission.

Team Sales

Qualified Advocates may earn commissions on eligible Team sales made by Advocates in their downline.

Team sales commissions are available for the applicable levels and products described in this plan.

Bonuses

Qualified Advocates may earn additional compensation through Activity Bonuses, Roll-Up Bonuses, and Rank Advancement Bonuses.

CASH Commissions

CASH (Company Allocated Sales Handler) commissions are paid to qualified Advocates on eligible customer purchases made without an Assigned Advocate.

Ranks

An Advocate's Rank is based on qualifying sales volume, registered followers/subscribers on Advocate's chosen social media platform, or Team sales development. Rank determines applicable commission rates, bonuses, and Team sales commissions.

Rank levels are:

- **Level 1 – Junior**
- **Level 2 – Executive**
- **Level 3 – Senior**
- **Level 4 – Master**
- **Level 5 – Network Director**
- **Level 6 – National Network Director**
- **Level 7 – Executive National Network Director**

Paths to Rank Advancement

There are a variety of different paths to advance to higher Ranks. Summaries of the different paths are explained below. Specific path requirements for each Rank can be found in the attached Compensation Plan Chart.

ALV — Achievement Level Volume

One of the ways to determine an Advocate's Rank is through Achievement Level Volume (ALV). ALV is the Advocate's total lifetime Commissionable Net sales volume calculated as follows:

- 100% of your personal qualifying sales
- 50% of your qualifying 2nd-level Team sales
- 25% of your qualifying 3rd-level Team sales

NOTE: Sales of Bath & Garden Products (Aquasplash, Aquashower and Aquagrow) are only credited to the ALV of the selling Advocate.

Social Media Followers

Advocates may qualify for Rank advancement based on the number of followers associated with the social media platform designated during enrollment. Upon enrollment, new Advocates will be assigned a Rank based on the follower count of their designated platform. Advocates who reach 5,000 followers on their designated platform may qualify for advancement to Senior Rank, while those who reach 10,000 followers on their designated platform may qualify for advancement to Master Rank.

Team Sales Development

Advocates you sponsor and develop through Rank advancements help you qualify for your own future Rank advancements.

Rank Advancement Bonuses: Every milestone deserves recognition. At Multipure we are proud to reward your progress with these Rank Advancement Bonuses sent the month after you reach your new Rank.

- Executive: \$50
- Senior: \$100
- Master: \$250
- Network Director: \$500
- National Network Director: \$1000
- Executive National Network Director: \$2000

Regardless of the Advocate's path to Rank advancement, Advocate must have achieved the required ALV to be eligible for the associated Rank advancement bonus.

Rank Advancement Bonuses are paid with month-end commissions. Advocates who Rank advance during the month will also be paid any additional earnings due to them, based on their new Rank, at the end of the month.

Personal Sales Commissions

When a customer buys their first Drinking Water System, the customer is assigned to the selling Advocate for life. Multipure will make a good faith effort on every customer sale thereafter to identify the original selling Advocate. If a customer makes purchases through another Advocate in the future, commissions from the subsequent sale will be paid to the original selling Advocate. If Multipure is unable to identify the original selling Advocate, the customer will be assigned to the Advocate that received the subsequent order.

Advocates earn commissions, according to their Rank, from their personal sales of Drinking Water Systems, Bath and Garden Products, and from filter replacement purchases made by their personal customers.

Drinking Water Systems

Product Model	Retail Price	Commission Net	Master Commission	Senior Commission	Executive Commission	Junior Commission
Aqualuxe	\$1,250	\$1000	\$350	\$300	\$250	\$200
Aquapremier	\$895	\$650	\$287.50	\$255	\$222.50	\$190
Aquaperform	\$695	\$550	\$252.50	\$225	\$197.50	\$170
Aquaversa	\$550	\$400	\$200	\$180	\$160	\$140

Bath and Garden Products

Product Model	Retail Price	Commission Net	Master Commission	Senior Commission	Executive Commission	Junior Commission
Aquasource	\$2,450	\$1200	\$420	\$360	\$300	\$240

Product Model	Retail Price	Commission Net	Commission
Aquashower	\$90	\$70	\$10
Aquashower w/ Standard Showerhead	\$126	\$73	\$15
Aquashower w/ Massage Showerhead	\$114	\$85	\$10
Aquasplash	\$60	\$60	\$9
Aquagrow	\$119	\$100	\$13

Replacement Filters

Product Model	Price	Commission Net	Senior (2%)	Master (3%)
CB6	\$95.00	\$70.00	\$1.40	\$2.10
CB6A Subscription	\$80.75	\$59.50	\$1.19	\$1.79
CB6AD	\$95.00	\$70.00	\$1.40	\$2.10
CB6ADA Subscription	\$80.75	\$59.50	\$1.19	\$1.79
CBMINI	\$70.00	\$45.00	\$0.90	\$1.35
CBMINIA Subscription	\$59.50	\$38.25	\$0.77	\$1.15
CB11AS	\$150.00	\$125.00	\$2.50	\$3.75
CB11ASA Subscription	\$127.50	\$106.25	\$2.13	\$3.19
CBXT	\$180.00	\$150.00	\$3.00	\$4.50
CBXTA Subscription	\$153	\$127.50	\$2.55	\$3.83
CBLX	\$180.00	\$150.00	\$3.00	\$4.50
CBLXA Subscription	\$153	\$127.50	\$2.55	\$3.83
CB5	\$85.00	\$60.00	\$1.20	\$1.80

Product Model	Price	Commission Net	Senior (2%)	Master (3%)
CB5A Subscription	\$72.25	\$51.00	\$1.02	\$1.53
AQSF	\$75.00	\$38.00	\$5.00	\$5.00
AQBALL	\$45.00	\$45.00	\$8.00	\$8.00
CB20 (3)	\$465.00	\$360.00	\$7.20	\$10.80
CB20A (3) Subscription	\$395.25	\$306.00	\$6.12	\$9.18
CB20CLM	\$525.00	\$420.00	\$8.40	\$12.60
CB20CLM Subscription	\$446.25	\$357.00	\$7.14	\$10.71
CB20LSI	\$525.00	\$420.00	\$8.40	\$12.60
CB20LSI Subscription	\$446.25	\$357.00	\$7.14	\$10.71
CB20CLMLSI	\$585.00	\$480.00	\$9.60	\$14.40
CB20CLMLSI Subscription	\$497.25	\$408.00	\$8.16	\$12.24
CBC110	\$30.00	\$8.50	\$0.17	\$0.26
CBC110 Subscription	\$25.50	\$8.50	\$0.17	\$0.26
CBC112	\$40.00	\$16.00	\$0.32	\$0.48
CBC112 Subscription	\$34.00	\$16.00	\$0.32	\$0.48
CBROM	\$140.00	\$103.00	\$2.06	\$3.09
CBROM Subscription	\$119.00	\$103.00	\$2.06	\$3.09

Replacement filter commissions are paid in the period Advocate also earns commissions on Drinking Water Systems or Bath and Garden products or when Advocate's total replacement filter commissions are \$25 or more. Total replacement filter commissions totaling less than \$25 are payable upon request by Advocate.

First Sale Bonus

Advocates who sign up on or after October 1, 2026 will receive a one-time \$480 coupon after they make their first commissionable sale. The coupon will be unique, limited to a single use, expire six months after date of issue, and may be applied toward the purchase of any Drinking Water System. Coupons will be sent via email after month-end commissions are processed. Purchases made using the coupon are not eligible for commission, and the coupon may not be combined with any other promotion, discount, or offer.

Team Sales Commissions

You can also earn income through the growing success of your Team. As you build and support your Team, your impact and your earnings can multiply. Every connection you make brings you one step closer to unlocking greater rewards.

Personal Activity Requirement (PAR) is the minimum qualifying sales activity required to receive Team sales commissions and certain bonuses.

You become PAR-qualified when the total Commissionable Net value of your PAR-eligible products sales reaches \$180 or more within a rolling 3-month period. Once this threshold is met, you are PAR-qualified for the month in which the sale occurred and the next two months.

PAR-Eligible Products include:

- Drinking Water Systems
- Aquasource Whole House System
- Aquagrow
- Aquasplash
- Aquashower

The following products are not PAR-Eligible:

- Replacement filters
- Replacement parts & accessories
- Sales materials

Advocates must meet PAR at least once every three months to remain eligible for applicable Team sales commissions.

Team sales commissions and bonuses are available as follows:

Drinking Water Systems (DWS): Commission on up to 3 levels of your Team, depending on your current Rank. DWS models include the Aqualuxe, Aquapremier, Aquaperform, and Aquaversa.

DWS Replacement Filters: Commission on up to 10 levels of your Team, depending on your current Rank.

Multipure Aquasource: Commissions on up to 3 levels of your Team.

Aquasource Replacement Filters: Commission on up to 10 levels of your Team.

Replacement Filters

Product Model	Price	Commission Net	Senior (8%)*	Master (11%)*
CB6	\$95.00	\$70.00	\$5.60	\$7.70
CB6A Subscription	\$80.75	\$59.50	\$4.76	\$6.55
CB6AD	\$95.00	\$70.00	\$5.60	\$7.70
CB6ADA Subscription	\$80.75	\$59.50	\$4.76	\$6.55
CBMINI	\$70.00	\$45.00	\$3.60	\$4.95
CBMINIA Subscription	\$59.50	\$38.25	\$3.06	\$4.21
CB11AS	\$150.00	\$125.00	\$10.00	\$13.75
CB11ASA Subscription	\$127.50	\$106.25	\$8.50	\$11.69
CBXT	\$180.00	\$150.00	\$12.00	\$16.50
CBXTA Subscription	\$153	\$127.50	\$10.20	\$14.03
CBLX	\$180.00	\$150.00	\$12.00	\$16.50
CBLXA Subscription	\$153	\$127.50	\$10.20	\$14.03
CB5	\$85.00	\$60.00	\$4.80	\$6.60
CB5A Subscription	\$72.25	\$51.00	\$4.08	\$5.61
AQSF	\$75.00	\$38.00	N/A	N/A
AQBALL	\$45.00	\$45.00	N/A	N/A
CB20 (3)	\$465.00	\$360.00	\$28.80	\$39.60
CB20A (3) Subscription	\$395.25	\$306.00	\$24.48	\$33.66
CB20CLM	\$525.00	\$420.00	\$33.60	\$46.20
CB20CLM Subscription	\$446.25	\$357.00	\$28.56	\$39.27
CB20LSI	\$525.00	\$420.00	\$33.60	\$46.20
CB20LSI Subscription	\$446.25	\$357.00	\$28.56	\$39.27
CB20CLMLSI	\$585.00	\$480.00	\$38.40	\$52.80
CB20CLMLSI Subscription	\$497.25	\$408.00	\$32.64	\$44.88
CBC110	\$30.00	\$8.50	\$0.68	\$0.94
CBC110 Subscription	\$25.50	\$8.50	\$0.68	\$0.94
CBC112	\$40.00	\$16.00	\$1.28	\$1.76
CBC112 Subscription	\$34.00	\$16.00	\$1.28	\$1.76
CBROM	\$140.00	\$103.00	\$8.24	\$11.33
CBROM Subscription	\$119.00	\$103.00	\$8.24	\$11.33

* commission number includes maximum Activity Bonuses

Team Bonuses

Bonus eligibility is determined by Advocate's Monthly Achievement Level Volume ("MALV").

MALV is the monthly Commissionable Net value of Advocate's sales of PAR-eligible products, equal to:

- 100% of your month-specific personal qualifying sales
- 50% of your qualifying month-specific 2nd-level Team sales
- 25% of your qualifying month-specific 3rd-level Team sales

NOTE: Sales of Bath & Garden Products (Aquasplash, Aquashower and Aquagrow) are only credited to the MALV of the selling Advocate.

Activity Bonus

This is a powerful way to boost your income based on your leadership and Team sales. This bonus rewards you with 1% to 6% of the commissionable net value of sales made by the Advocates on your Team — helping you earn more as your team grows and thrives.

Advocate's MALV dictates the amount of eligible bonuses each month. Maximum bonus rate is determined by Advocate's Rank.

Activity Bonuses are paid with month-end commissions.

Roll-up Bonus

You can receive a Roll-up Bonus on sales made by Advocates in your 3-level network when they are at a lower achievement level, and you are PAR qualified. You would receive the unearned portion of the commission when not paid to another active Advocate in your network closer to the sale.

EXAMPLE: You are a Master with a commission rate of 35%. A member of your 3-level network is a Junior and earns a 20% commission for a product sale. The 15% difference between your commission rate and the selling Advocate's commission rate will "roll up" to you, unless the 15% – or some portion thereof – is paid to another PAR-qualified Advocate closer to the selling Advocate in the 3-level network.

Roll-up bonuses are paid with month-end commissions.

CASH Commissions

CASH Allocations

The Company Allocated Sales Handler (CASH) program gives you a powerful way to earn additional income with no extra selling required!

Eligible Products

- Drinking Water Systems (Aqualuxe, Aquapremier, Aquaperform, and Aquaversa)
- Aquasource Whole House Systems

How to Qualify for CASH Commissions

- Be PAR Qualified
- Active Subscription to Back Office Pro
- Opt-In to the CASH Program through Back Office prompts

CASH Commission Amounts

- Advocates earn 25% of their standard commission
- Founders' Circle Members earn 50% of their standard commission
- Executive Council Members earn 75% of their standard commission

Key Details About the CASH Program

- CASH eligibility is determined by the PAR qualification month.
- CASH commissions will be allocated only to qualified Advocates, on a rotating basis.
- Advocates who lose PAR-qualification will be skipped in the CASH rotation until they are PAR-qualified again.
- CASH commissions are only available at the personal sales level. No Teams sales commissions will be paid.
- Orders allocated through CASH do not count toward ALV, MALV, PAR, PNV or EC/FC qualification.
- If the purchasing customer signs up as a new Advocate, the Advocate receiving the CASH commission will be assigned as their Sponsor.

CASH commissions are paid with month-end commissions.

Commission Payment Processing

Commissions due to Advocates are calculated by Multipure and distributed using WorkMarket by ADP. Available payment methods include: Direct Deposit, Paypal, or a Wisely Debit Card (not available in Canada).

Payment Schedule

Commission payments are made weekly or monthly based on Rank and the applicable payment schedule.

- **Weekly Payments:** Advocates who have reached Master Rank or higher and have been enrolled for more than three months receive commission payments every Friday for sales made the prior week.
- **Monthly Payments:** All other Advocates receive commission payments once per month.

Specific commission payment dates and their corresponding activity period can be found in Back Office under Commissions.

Income Disclaimer: The chart and the earnings figures displayed do not constitute a promise or guarantee of income. The success and potential earnings of a Multipure Independent Advocate are dependent upon various factors including, but not limited to, business skill, communication ability, interpersonal relations, work effort, and market conditions. Multipure does not guarantee any level of income or success



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COMPENSATION PLAN CHART



Junior

Executive

Senior

Master

Rank Advancement Bonus

\$50

\$100

\$250

Requirements

Submit Advocate Sign Up
Form and complete
WorkMarket Registration

Accumulate
\$1,000 in ALV over any
period of time

Accumulate 5,000
followers or \$5,000 in ALV
over any period of time,
or have 4 Executives
on 2nd level

Accumulate 10,000 followers
or \$10,000 in ALV over any
period of time, or have 4
Seniors on 2nd level

Personal Replacement
Filter Sales Commission

2%

3%

Team Commission

5% of 2nd level
2% of 3rd level

5% of 2nd level
2% of 3rd level

5% of 2nd level
2% of 3rd level

5% of 2nd level
2% of 3rd level

Team Replacement
Filter Commission

2% of active
2nd - 8th level

3% of active
2nd - 10th level

Monthly Bonuses

Requirements

\$500 MALV

\$800 MALV

\$1,400 MALV

Personal Replacement
Filter Bonus

6%

8%

Activity Bonus

3% on 2nd level
1% on 3rd level

4% on 2nd level
2% on 3rd level

5% on 2nd level
3% on 3rd level

Roll-up Bonus

5% max

10% max

15% max



Network
Director

National
Network
Director

Executive
National
Network
Director

Rank Advancement Bonus	\$500	\$1000	\$2000
Requirements	Accumulate \$25,000 in ALV over any period of time, and have 4 Masters on 2nd level, or sell a minimum of 500 Drinking Water Systems	Accumulate \$50,000 in ALV over any period of time, and have 8 Masters on 2nd level	Be a qualified Executive Council Member and 3 Network Directors on 2nd level
Personal Replacement Filter Sales Commission	3%	3.5%	3.5%
Team Commission	5% of 2nd level 2% of 3rd level	5% of 2nd level 2% of 3rd level	5% of 2nd level 2% of 3rd level
Team Replacement Filter Commission	3% of active 2nd - 10th level	3.5% of active 2nd - 10th level	3.5% of active 2nd - 10th level
Monthly Bonuses			
Requirements	\$2,200 MALV	\$2,200 MALV	\$2,200 MALV
Personal Replacement Filter Bonus	9%	9%	9%
Activity Bonus	5.5% on 2nd level 3.5% on 3rd level	6% on 2nd level 4% on 3rd level	6% on 2nd level 4% on 3rd level
Roll-up Bonus	15% max	15% max	15% max
Team Replacement Filter Bonus	1% on active 2nd - 10th level	1% on active 2nd - 10th level	1% on active 2nd - 10th level
Executive National Network Director Bonus	10% Commission Override of 3-level Network Commissions.		