

SAFIR BENEFIT PLAN

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SAFIR enables independent and commercially active Customers to become "Promoters" using promotion links to recommend and promote the distribution of SAFIR services and products offered through SAFIR to interested parties and thereby receive benefits. Detailed information about how to achieve these benefits and its values are given by the SAFIR Benefit Plan, which is this document in its up-to-date version.

In order to be able to assert benefit claims on further promotional levels (Uni-Level up to maximum 15 levels) within the SAFIR Marketing Programme, which the Promoter has established and which is attributable to it (e.g. purchases / orders from in-direct buyers, in-in-direct buyers etc.) the Promoter must meet the following qualification criteria of career-ranks to receive benefits.

1. CAREER-RANKS AND BENEFITS

Career Rank	New	New Plus	Starter	Starter Plus	Ruby	Double Ruby
Unlocks Uni-Level	1 Level ⁵	2 Levels ⁶	2 Levels ⁶	3 Levels	4 Levels	5 Levels
Minimum Direct¹	0	0	2	4	7	12
Minimum total sales²	0 €	100 € ⁴	1,500 €	5,000 €	10,000 €	20,000 €
Career Benefit³	0 €	0 €	15 €	75 €	300 €	600 €

Career Rank	Sapphire	Double Sapphire	Black Sapphire	Diamond	Double Diamond	Triple Diamond
Unlocks Uni-Level	6 Levels	7 Levels	8 Levels	9 Levels	10 Levels	11 Levels
Minimum Direct¹	12	12	12	13	14	15
Minimum total sales²	100,000 €	300,000 €	500,000 €	1,000,000 €	2,000,000 €	3,000,000 €
Career Benefit³	3,000 €	9,000 €	15,000 €	40,000 €	80,000 €	150,000 €

Career Rank	White Diamond	Double White Diamond	Gold Diamond	Double Gold Diamond
Unlocks Uni-Level	12 Levels	13 Levels	14 Levels	15 Levels
Minimum Direct¹	16	17	18	19
Minimum total sales²	5,000,000 €	10,000,000 €	20,000,000 €	50,000,000 €
Career Benefit³	300,000 €	500,000 €	1,000,000 €	2,500,000 €

1) In order to be rated as a direct recommended purchaser within the meaning of the SAFIR Marketing Programme, the direct buyer must have already placed orders (paid orders) for products and services offered by SAFIR of at least 100 €.

2) 40% clause, that means: Every „leg“ will be limited to not exceed 40% of the total sales, within the own network, in the calculation. This is shown as "Performance" in the SAFIR online back office of the Promoter.

3) One time benefit

4) Career rank „New Plus“: Own purchases or purchases from direct recommended buyers

5) direct purchaser

6) in-direct purchaser (in-in direct purchaser etc. subsequently for the upcoming levels)

The network attributable to and established by the Promoter arises from the online registrations of his promotions (direct, indirect, in-in-direct, etc.) on www.safir.com which establishes a promotional sequence (personal network).

2. UNI-LEVEL BENEFIT

If the Promoter has achieved the qualification criteria described above (activation / unlocking of the levels), he is additionally entitled to benefits on sales of purchases in the respective level (uni-level benefits).

1 Level	2 Levels	3 Levels	4 Levels	5 Levels
9%	8%	7%	6%	5%

6 Levels	7 Levels	8 Levels	9 Level	10 Leve
4%	3%	2%	1%	1%

11 Levels	12 Levels	13 Levels	14 Levels	15 Levels
1%	1%	1%	2%	2%

Note: All accounts are entitled to benefits from direct recommended purchasers = first (1) level.

3. PERFORMANCE BENEFIT

If the Promoter reaches certain career ranks, it can also claim benefits from the so-called performance pool. The calculation basis for the performance pool is the total sales of the SAFIR Marketing Programme in the period of one calendar month. 10% of the total monthly sales is accumulated in the performance pool. This 10% is divided between the SharePoints achieved in the respective calendar month (based on the career levels of all Promoters, within the SAFIR Marketing Programme, in the respective month). If the Promoter reaches for example the career rank "Ruby", he will receive one (1) SharePoint. As a Double Ruby two (2) SharePoints, as a Sapphire 10 SharePoints etc. These SharePoints represent a share of the respective amount that has accumulated in the performance pool in the specific month. The performance benefit is always calculated at the end of a calendar month and paid to the qualified Promoter no later than the 7th working day of the following month.

Career Rank	New Plus	Starter	Starter Plus	Ruby	Double Ruby
Number of SharePoints	0	0	0	1	2

Career Rank	Sapphire	Double Sapphire	Black Sapphire	Diamond	Double Diamond
Number of SharePoints	10	20	40	80	110

Career Rank	Triple Diamond	White Diamond	Double White Diamond	Gold Diamond	Double Gold Diamond
Number of SharePoints	150	225	300	400	500

Note: Minimum sales (40% clause, that means: Every „leg“ will be limited to not exceed 40% of the total sales, within the own network, in the calculation. This is shown as "Performance" in the SAFIR online back office of the Promoter) of the respective career rank for receipt in the pool must be confirmed every six (6) months. If the needed sales is not achieved, the Promoter falls into the lower level or the level that corresponds to the sales of the last six (6) months, and his SharePoints for the pool are adjusted to the Career-rank reached. If the Promoter achieves a higher career rank during these six (6) months, the SharePoints from the higher career rank are again evaluated for six (6) months in the performance pool (starting with the calendar month in which the respective higher career rank was achieved).

Example of a Performance benefit calculation: In the respective calendar month, the amount of 100,000 € has accumulated in the performance pool. Several Promoters have qualified for the Performance Pool by attaining different career ranks. A total of 500 SharePoints were achieved. Calculation: 100,000 € divided by 500 SharePoints = each SharePoint represents 200 € benefit in this respective calendar month.

NOTE:

This SAFIR Benefit Plan can be changed by SAFIR GLOBAL DMCC at any time and without further notice. This also applies in particular to the amount or the percentage graduation of benefits and promotional bonuses. This can be the case in particular when market conditions change to which SAFIR has to react or, for example, when introducing products and services that are offered via SAFIR that require different or changed benefits and promotional bonuses. In this case, this SAFIR Benefit Plan will be replaced by a new version and will apply from that moment on. All benefits and promotional bonuses that the Promoter has achieved up to this point are subject to the rules of this current SAFIR Benefit Plan. As a result, the Promoter cannot make any claims against SAFIR GLOBAL DMCC based on non-fulfillment of this SAFIR Benefit Plan. Any new version of a SAFIR Benefit Plan will be published in the SAFIR Online-Backoffice of the Promoter on www.safir.com. If the Promoter does not raise a written objection by post within seven (7) days, the new SAFIR Benefit Plan is automatically deemed to have been accepted by the Promoter. The postally submitted objection should be sent by trackable letter to registered SAFIR office. To make sure that the sender of the letter is actually the respective Promoter, this letter must be notarized.