

MARKETING PLAN

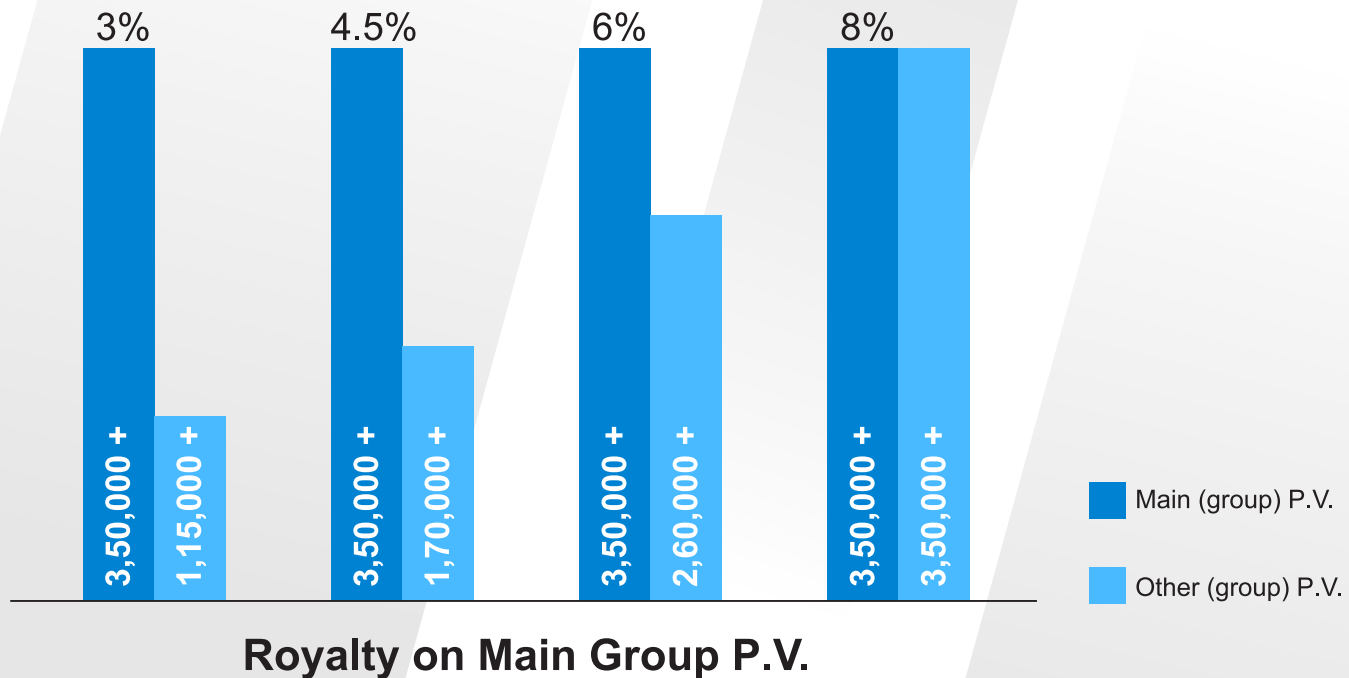
w.e.f. 1 May 2023

Vital Level

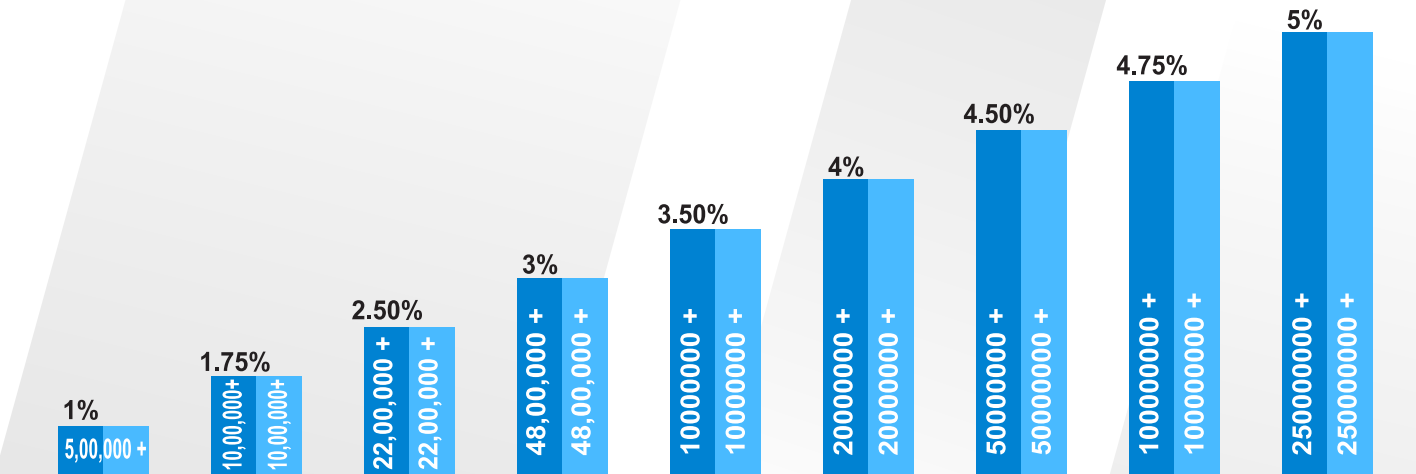
PIN LEVEL	DESCRIPTION
OPENER	Total PV of all Groups 70,000 or more including PV of B Group 20,000 or more
EAGLE	Total PV of all Groups 1,15,000 or more including PV of B Group 30,000 or more
RUNNER	Total PV of all Groups 1,70,000 or more including PV of B Group 40,000 or more
WINNER	Total PV of all Groups 2,60,000 or more including PV of B Group 50,000 or more
STAR	Total PV of all Groups 3,50,000 or more including PV of B Group 70,000 or more

Self purchases calculated in "B" Group

Royalty Bonus Rates



Technical Bonus Rates

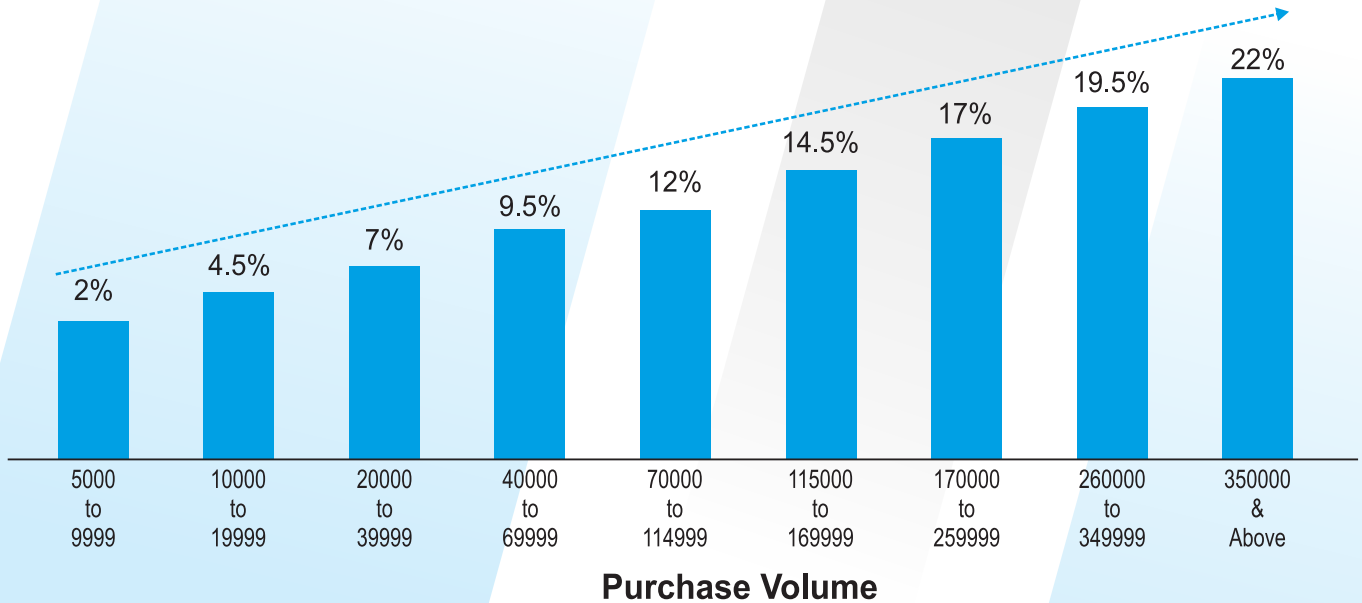


Technical on Main (group) P.V.

Main (group) P.V.

Other (group) P.V.

Basic Purchase Incentive Rates



MONTHLY VITAL GROWTH BONUS

1% of Company's Total Net Monthly P.V.

Points of Associate Buyer will be counted for monthly Vital Growth Bonus as per below mentioned table for any month. In each relevant month, Associate Buyers can earn points toward Monthly Vital Growth Bonuses, as outlined in the provided table. The level achieved in February 2023 is the benchmark. Even if performance drops by one level below the highest achieved level, eligibility for the Monthly Growth Bonus remains, and points will be considered accordingly. The Monthly Vital Growth Bonus begins at the opener level, with no points earned below this tier.

PIN LEVEL	POINT
OPENER	1
EAGLE	2
RUNNER	3
WINNER	4
STAR	5

1% of total net P.V. of the company of that month will be distributed on average basis amongst the eligible Vital Achievers, who have earned points in such month. To calculate the average, total 1% P.V. value will be divided by total points earned by all Vital Achievers, This way amount per point will be calculated.

To earn points, Vital Achievers needs to make minimum purchase of 1500 P.V. from their own ID in the particular month. **Note:-These changes will take effect for the February 2024 bonus calculation. If the level achieved in February 2023 is not maintained or surpassed, no bonus points will be awarded.**

MONTHLY ROYALTY GROWTH BONUS

1% of Company's Total Net Monthly P.V.

Similarly, in each relevant month, Associate Buyers can accumulate points toward Monthly Royalty Growth Bonuses, as detailed in the provided table. The level attained in February 2023 serves as the reference point. Even if performance drops by up to one level below the highest achieved level, eligibility for the Monthly Royalty Growth Bonus persists, and points will be awarded accordingly.

PIN LEVEL	POINT
GOLD	10
STAR GOLD	11
PLATINUM	12
STAR PLATINUM	13

1% of total net P.V. of the company of that month will be distributed on average basis amongst the eligible Royalty Achievers who have earned points in such month. To calculate the average, total 1% P.V. value will be divided by total points earned by all Royalty Achievers, This way amount per point will be calculated.

1. Royalty Achievers needs to make a minimum purchase of 1500 P.V. each month on their own ID to earn points.
2. It is compulsory for Royalty Achievers to conduct 2 meetings in a month at WWQ to earn points. Information of such meetings to be given 15 days prior and pictures of such meetings to be uploaded within 7 days from the conclusion of such meetings, on company's website.

Note:-These changes will take effect for the February 2024 bonus calculation. If the level achieved in February 2023 is not maintained or surpassed, no bonus points will be awarded.

MONTHLY TECHNICAL GROWTH BONUS

1% of Company's Total Net Monthly P.V.

Likewise, in each relevant month, Associate Buyers can earn points toward Monthly Technical Growth Bonuses, as per the provided table. The level achieved in February 2023 is considered the baseline. Even if performance drops by up to one level below the highest achieved level, eligibility for the Monthly Growth Bonus remains, and points will be calculated accordingly.

PIN LEVEL		POINT
PEARL		10
STAR PEARL		12
EMERALD		14
STAR EMERALD		16
RUBY		18
STAR RUBY		20
SAPPHIRE		22
STAR SAPPHIRE		24
DIAMOND		26

MONTHLY TECHNICAL GROWTH BONUS

1% of Company's Total Net Monthly P.V.

1% of total net P.V. of the company of that month will be distributed on average basis amongst the eligible Technical Achievers, who have earned points in such month. To calculate the average, total 1% P.V. value will be divided by total points earned by all Technical Achievers, This way amount per point will be calculated.

1. Technical Achievers needs to make a minimum purchase of 1500 P.V. each month on their own ID to earn points.
2. It is compulsory for Technical Achievers to conduct 2 meetings in a month at WWQ and 2 open meetings to earn points. Information of such meetings to be given 15 days prior and pictures of such meetings to be uploaded within 7 days from the conclusion of such meetings, on company's website.

Note:-These changes will take effect for the February 2024 bonus calculation. If the level achieved in February 2023 is not maintained or surpassed, no bonus points will be awarded.

YEARLY VITAL GROWTH BONUS

1% of Company's Total Net Yearly P.V.

1% of total net P.V. of company of a particular year (April to March) will be distributed on average basis amongst the eligible Vital Achievers, who have earned points during the above mentioned period. To get this, monthly vital growth bonus points earned every month from April to March Period will be added together.

Total 1% P.V. value will be divided by the total points earned by all the Vital Achievers, This way amount per point will be calculated. This bonus amount will be calculated in the month of March every year.

For the year 2023-24, total P.V. value for annual vital growth bonus will be calculated from May 2023 to March 2024.

Conditions applicable to monthly Vital Growth Bonus shall be applicable for annual vital growth bonus too.



YEARLY ROYALTY GROWTH BONUS

1% of Company's Total Net Yearly P.V.

1% of total net P.V. of the company of a particular year (April to March) will be distributed on average basis amongst the eligible Royalty Achievers, who have earned points during above mentioned period. To get this, monthly royalty growth bonus points earned every month from April to March Period will be added together.

Total 1% P.V. value will be divided by the total points earned by all the Royalty Achievers, This way amount per point will be calculated. This bonus amount will be calculated in the month of March every year.

For the year 2023-24, total P.V. value for annual royalty growth bonus will be calculated from May 2023 to March 2024.

Conditions applicable to monthly royalty Growth Bonus shall be applicable for annual royalty growth bonus too.



YEARLY TECHNICAL GROWTH BONUS (PEARL TO DIAMOND)

1% of Company's Total Net Yearly P.V.

1% of total net P.V. of the company of a particular year (April to March) will be distributed on average basis amongst the eligible Technical Achievers, who have earned points during the period mentioned above. To get this, monthly technical growth bonus points earned every month from April to March Period will be added together..

Total 1% P.V. value will be divided by the total points earned by all the Technical Achievers, This way amount per point will be calculated. This bonus amount will be calculated in the month of March every year.

For the year 2023-24, total P.V. value for technical royalty growth bonus will be calculated from May 2023 to March 2024.

Conditions applicable to monthly Technical Growth Bonus shall be applicable for annual technical growth bonus too.



If any Associate Buyer during one particular year remains at different levels like Vital / Royalty / Technical Level in one particular year, his/her total yearly bonus will be given by adding respective bonus earned at different levels throughout the particular year.



CONSISTENCY REWARD

On consistent purchase of 6 months by an Associate Buyer, digital coupon will be issued after 6 months on the basis of below given table as per their purchased P.V.

Monthly Purchase P.V.	DP VALUE OF FREE PRODUCTS
100 to 1499	12% of Total P.V.
1500 or More	1500
2500 or More	2500
5000 or More	5000

1. Free products can be collected from nearby RCM Distribution Center as per the earned reward.
2. Products against earned rewards can be collected within 45 days to 135 days from completion of period of 6 months. Eligibility for reward will be over after such period.
3. Products against earned reward can be collected maximum in 3 times by any Associate Buyers.
4. To earn consistency reward, Any Associate Buyer can start purchase from May 2023 or in any month after.

5. For 1500, 2500 or 5000 slab, during the period of 6 months, if the purchase is less or not made in any month; to keep the eligibility of the plan, he/she has to make a purchase of twice the amount of shortfall purchase in addition to the regular required purchase for the running slab in the next month. For this situation, Associate Buyer in slab 100 to 1499 have to purchase 1500 PV in next month
6. Any Associate Buyer can increase the purchase in consistency slab in any month upto 4 months after beginning. He will be given free products after completing 6 months on average basis. This benefit will be available only if the slab does not come down once increased.
7. If the purchase of associate buyer for 1500, 2500 and 5000 slabs is less than 1500 PV in a particular month and does not buy twice the shortfall amount in the next month, then such associate buyer will be considered in 100 to 1499 slab & reward will be given accordingly.
8. If purchase is not done in any month and to remain eligible next month purchase is also not done as per terms & conditions then the month in which purchase is restarted will be considered as new start for 6 months consistency reward calculation.
9. In 100 to 1499 slab, to calculate total P.V. of 6 months maximum 2500 P.V. will be considered in any month.
10. Only products will be given for rewards earned. Cash shall not be given in any situation.
11. After completion of 6 months of consistency purchase new entry can be started from next month.

Consistency Bonus

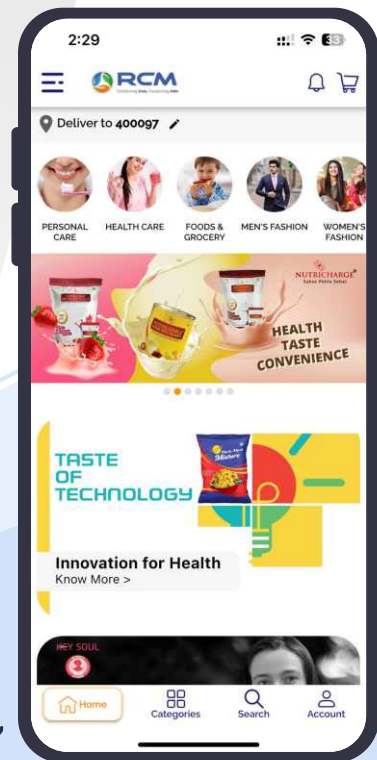
Cash Bonus will be given on consistent purchase of 6 months as per the below table :-

Monthly Purchase P.V.	Consistency Bonus
10000 or more	3000
25000 or more	12500
50000 or more	30000

If purchase P.V. every month is 1,00,000 or more then on every 50,000 P.V., 30,000 Bonus will be given.

Purchase can start from May 2023 to September 2024 to get the Consistency Bonus.

In addition to the Consistency Bonus, free product coupons earned in the Consistency Reward will also be given.



Ovira Paints Purchase Bonus

On purchase of Ovira Paints 5000 P.V. or more in a month, additional 6% Ovira Paints Purchase Bonus will be given for that month.



On purchase of Ovira Paints 5000 P.V. or more in a month, additional 6% Ovira Paints Purchase Bonus will be given for that month.

1. If the purchase is 5000 P.V. or more in a month, Ovira Paints Purchase Bonus will be given along with the other incentive of the month.
2. The purchase of Ovira Paints will be added to the purchase volume for performance incentive, royalty bonus, technical bonus, monthly and annual vital, royalty and technical growth bonus and incentive amount will be provided as per the marketing plan.
3. Purchase of Ovira Paints will not be added to Consistency Reward & Consistency Bonus.

INCENTIVE PAYMENT DURATION, MODE OF PAYMENT ETC.

- a. All the above incentive for each Associate Buyer is calculated on the basis of the total purchases made by themselves and their groups' Associate Buyer monthly from 1st Day of every month and Last Day of that month. (Both Days are inclusive)
- b. Except for abnormal reason, calculation of Purchase Incentive shall be completed within 40 days from the last day of the month, for which Incentive is to be calculated.
- c. The amount of Purchase Incentive is remitted within 90 days from the date of calculation of the Incentive.
- d. Payment of Incentive shall be made by anyone mode of Banking System (NEFT/RTGS/INTER BANKING TRANSFER). For this, it is mandatory to give correct bank account number and IFSC detail by Associate Buyer.
- e. If Associate Buyer does not receive Incentive payout due to Non-compliance of rules or due to any other reason occurred by Associate Buyer, then complete responsibility for delay/ Non-payment will be of Associate Buyer.