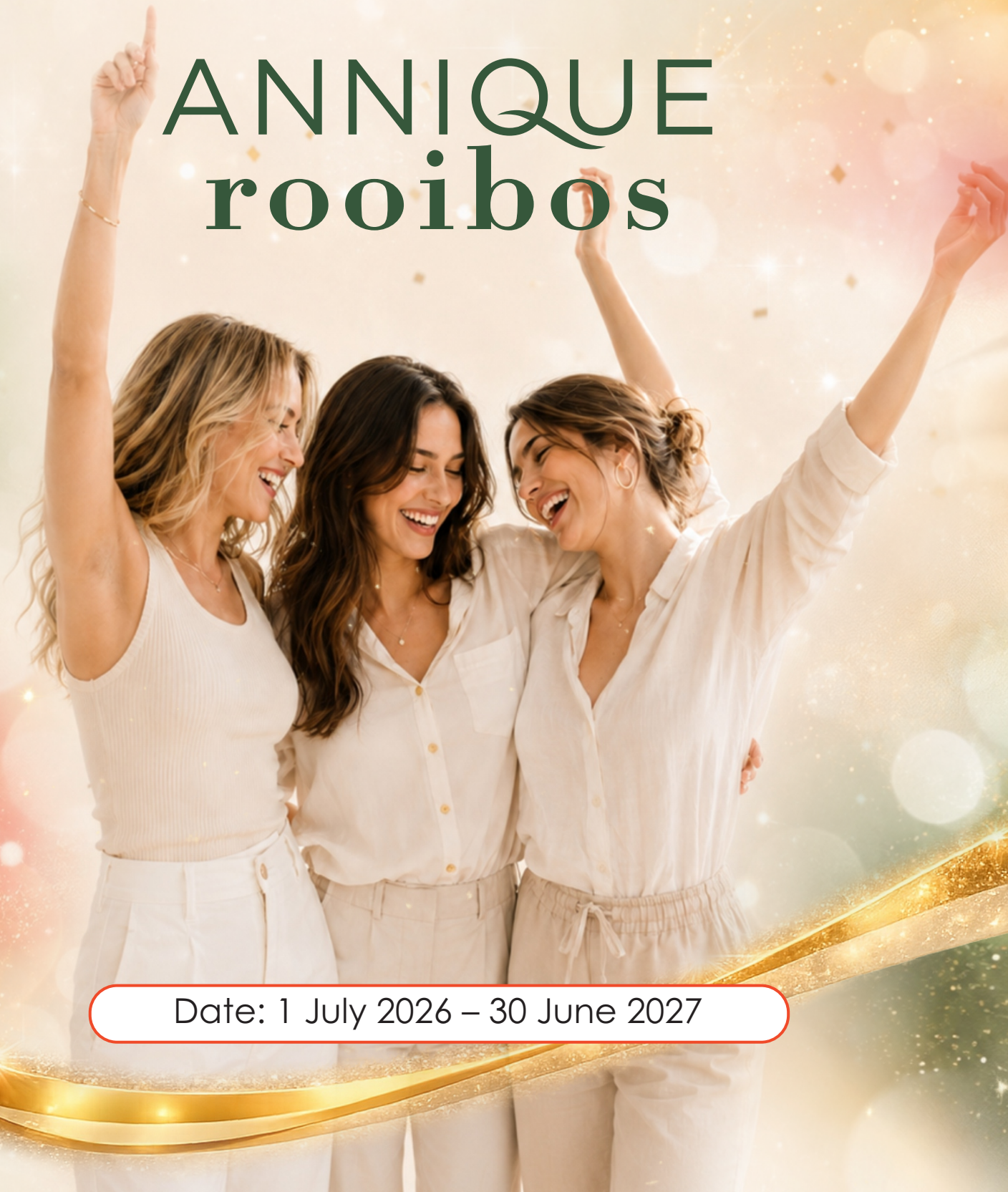


Rewards & RECOGNITION

ANNIQUE
rooibos



Date: 1 July 2026 – 30 June 2027

Welcome to our Rewards & Recognition Programme

for July 2026 – June 2027!

Annique Rooibos is excited to celebrate you—our dedicated Annique Rooibos Consultant—by recognizing your hard work, growth, and achievements with a dynamic quarterly as well as year-long rewards journey.

What makes this year exciting:

1. Downline Sales & Personal Sales quarterly bands and prizes: Each quarter you can unlock band-based rewards and the chance to win Annique Rooibos vouchers. Choose your own products with voucher awards to tailor rewards to your preferences.
2. Yearly rewards that amplify opportunity:
 1. Downline Sales growth rewards, including prepaid gift cards you can spend on what you want.
 2. Yearly recruitment rewards for your Level 1 Recruits, with prepaid gift cards you can enjoy.
 3. Yearly Personal Sales rewards, rewarded with Annique Rooibos vouchers that let you select the products you always wanted.

The core idea remains simple: you decide where to focus your growth, what you'll purchase with vouchers, and how you'll celebrate your wins.
The CHOICE is yours.

In this Programme, we recognise achievements all designed to celebrate your progress and empower you to elevate your business with flexibility and value.

Downline Sales Quarterly Rewards

In the quarterly rewards we recognise the achievement of Downline Sales in Rand Growth based on quarter qualifications on the previous year's quarter. There are 5 bands in the Downline Sales quarterly rewards.

Quarter 1: 1 July 2025 - 30 September 2025 versus 1 July 2026 - 30 September 2026
Quarter 2: 1 October 2025 - 31 December 2025 versus 1 October 2026 - 31 December 2026

The Bands you can qualify in:

* Minimum 12% growth

Band 1

Criteria:
R-Sales Growth:
Gift:
Gift Value:

Growth in Rand Sales of Downline Sales per quarter
R 3 000 – R 10 000
Annique Rooibos Voucher
R 600

Band 2

Criteria:
R-Sales Growth:
Gift:
Gift Value:

Growth in Rand Sales of Downline Sales per quarter
R 10 001 – R 20 000
Annique Rooibos Voucher
R 1 000

Band 3

Criteria:
R-Sales Growth:
Gift:
Gift Value:

Growth in Rand Sales of Downline Sales per quarter
R 20 001 – R 50 000
Annique Rooibos Voucher
R 2 000

Band 4

Criteria:
R-Sales Growth:
Gift:
Gift Value:

Growth in Rand Sales of Downline Sales per quarter
R 50 001 – R 100 000
Annique Rooibos Voucher
R 3 000

Band 5

Criteria:
R-Sales Growth:
Gift:
Gift Value:

Growth in Rand Sales of Downline Sales per quarter
R 101 000+
Annique Rooibos Voucher
R 5 000



Downline Sales Quarterly Rewards

How does it work?

- 1** Your GROWTH in Rand Sales of your Downline Sales establish in which BAND you qualify.
- 2** Example: If your Downline Sales were R 500 000 the previous year's quarter and this year you grow by R 120 000 (R 620 000) you will qualify in Band 5 for the reward.
- 3** Your minimum growth to qualify in a Band is 12% against the previous year's quarter. Your growth % will be 12% and more to achieve Band 1 - R 3 000 growth minimum.
- 4** The minimum Downline Sales per quarter is R 3 000 the previous year, to participate in the bands.
- 5** Personal Sales are included in Downline Sales. Your Personal Sales needs to be 40% or less of your Downline Sales to qualify in the Downline Sales.
- 6** The 70/30 rule applies. If you and one of your Downline Consultants fall into the same Category and your Downline Consultant's Sales are more than 70% of your Sales your Consultant will qualify for the gift and not you.
- 7** Newly registered Consultants in a quarter cannot participate in this Competition as they will participate in the Fast Start Programme.
- 8** The Annique Rooibos Vouchers will be available the next month for redemption.



Quarterly Rewards

In the quarterly rewards we recognise the achievement of Personal Sales in percentage growth based on quarter qualifications on the previous year's quarter. There are 4 Categories in the Personal Sales quarterly rewards.

Quarter 1: 1 July 2025 - 30 September 2025 versus 1 July 2026 - 30 September 2026
Quarter 2: 1 October 2025 - 31 December 2025 versus 1 October 2026 - 31 December 2026

The Categories you can qualify in:

Category

1

Criteria:	Growth % of Personal Sales on previous year's quarter
R-Sales:	R 8 000 – R 13 000: 13% growth (Average of R 2 666 - R 4 333 per month)
Gift:	Annique Rooibos Voucher
Gift Value:	R 600

Category

2

Criteria:	Growth % of Personal Sales on previous year's quarter
R-Sales:	R 13 001 – R 20 000: 12% growth (Average of R 4 334 - R 6 666 per month)
Gift:	Annique Rooibos Voucher
Gift Value:	R 1 200

Category

3

Criteria:	Growth % of Personal Sales on previous year's quarter
R-Sales:	R 20 001 – R 30 000: 11% growth (Average of R 6 667 - R 10 000 per month)
Gift:	Annique Rooibos Voucher
Gift Value:	R 1 800

Category

4

Criteria:	Growth % of Personal Sales on previous year's quarter
R-Sales:	R 30 001+ : 11% growth (Average of R 10 001+ per month)
Gift:	Annie's Rooibos Voucher
Gift Value:	R 2 400



Personal Sales Quarterly Rewards

How does it work?

1

The Category that you will work in is established by your Personal Sales of last year for the same quarter.

2

Example: If your Personal Sales were R 8 000 last year you will work for the reward in Category 1. If you grow with more than 13%+ and you fall into Category 3, (R 20 000) you will qualify for the Category 3 prize of R 1 800.

3

If your Personal Sales were less than R 8 000 for the quarter last year you can still qualify in a Category. Your minimum growth must be 30%.

4

Newly registered Consultants in a quarter cannot participate in this Competition as they will participate in the Fast Start Programme.

5

The Annique Rooibos Vouchers will be available the following month to redeem.



Downline Sales Yearly Rewards

In the Downline Sales Yearly reward we reward the Rand Growth based on yearly qualification on the previous year. There are 3 Bands in the Downline Sales Yearly rewards.

Period of growth on last year: 1 July 25 – 30 June 26 **Versus:** 1 July 26 – 30 June 27

The Bands you can qualify in:

* Minimum 12% growth

Band 1

Criteria: Growth in Rand Sales of Downline Sales for the year
R-Sales Growth: R 300 000 – R 400 000

Gift: Prepaid Gift Card

Winner:	Prepaid Gift Card: R 10 000
Second:	Prepaid Gift Card: R 8 000
Third:	Prepaid Gift Card: R 6 000

Band 2

Criteria: Growth in Rand Sales of Downline Sales for the year
R-Sales Growth: R 401 000 - R 500 000

Gift: Prepaid Gift Card

Winner:	Prepaid Gift Card: R 15 000
Second:	Prepaid Gift Card: R 13 000
Third:	Prepaid Gift Card: R 11 000

Band 3

Criteria: Growth in Rand Sales of Downline Sales for the year
R-Sales Growth: R 500 001+

Gift: Prepaid Gift Card

Winner:	Prepaid Gift Card: R 25 000
Second:	Prepaid Gift Card: R 22 000
Third:	Prepaid Gift Card: R 17 000





Downline Sales Yearly Rewards

How does it work?

- 1** Your GROWTH in Rand Sales of your Downline Sales establish in which Band you qualify.
Example: If your Downline Sales were R 1 million the previous year and this year you grow by R 330 000 (R 1 330 000) you will qualify to take part for the 3 positions in Band 1.
- 2** Your minimum growth to qualify in a Band is 12% against the previous year.
- 3** The minimum Downline Sales the previous year to qualify in the Bands is R 500 000.
- 4** All Consultants with a Downline Sales of R 500 000 from 1 July 2025 - 30 June 2026 received a Downline Sales Target.
Personal Sales is included in Downline Sales. Your Personal Sales needs to be 40% or less of your Downline Sales to qualify in the Downline Sales Bands.
- 5** The 70/30 rule applies. If you and one of your Downline Consultants fall into the same Band and your Downline Consultant's Sales are more than 70% of your Sales your Consultant will qualify for the gift and not you.
- 6** The winner will be determined by the highest Rand growth.

(Average of R41 666 Downline Sales per month).

★ STAR ★ Business Builder Level 1 Recruitment Yearly Reward

We reward the highest Sales of all your Level 1 recruits.

Period of recruitment: 1 July 26 – 30 June 27

Criteria:

- Level 1 Consultant's minimum Personal Sales of R250 000+
- Results will be based on R-Sales by the new Level 1 Consultants.
- Minimum of 10 Level 1 Consultants.

Gift: Prepaid Gift Card

Winner:	R 35 000
Second:	R 30 000
Third:	R 25 000



Personal Sales Yearly Rewards

In the Personal Sales Yearly Rewards, we reward the highest Personal Sales R-Growth against the previous year in the different Categories. There are 3 Categories in the Personal Sales Yearly Rewards.

Period of growth: 1 July 25 – 30 June 26 **Versus:** 1 July 26 – 30 June 27

The Categories you can qualify in:

* Minimum 12% growth

Category 1

Personal Sales: R 120 000+ for the year

Gift: Annique Rooibos Voucher

Winner:	Gift Value: R 8 000
Second:	Gift Value: R 6 000
Third:	Gift Value: R 4 000

Category 2

Personal Sales: R 240 000+ for the year

Gift: Annique Rooibos Voucher

Winner:	Gift Value: R 15 000
Second:	Gift Value: R 13 000
Third:	Gift Value: R 10 000

Category 3

Personal Sales: R 360 000+ for the year

Gift: Annique Rooibos Voucher

Winner:	Gift Value: R 30 000
Second:	Gift Value: R 25 000
Third:	Gift Value: R 20 000



Personal Sales Yearly Rewards

How does it work?

1

Your Personal Sales of Last Year establish in which Category you qualify for this year.

Example: If your Personal Sales were R 200 000 last year and you grow by R 50 000 this year (R 250 00 total) you will participate in Category 1. That is a 25% growth.

2

Your minimum growth to participate is 12% against the previous year.

3

The winner will be determined by the highest Rand growth.
*Salons excluded



General rules applicable to all rewards:

- 1** In the event that your membership number is inactive on final results, you will be disqualified from the Rewards & Recognition Programme and your prize will be forfeited.
- 2** Quarterly Rewards: You will receive a target on the Annique Rooibos Store. Sponsors will also receive a Downline Tracking Report to track their team's progress. Target tracking will be updated daily on the Annique Rooibos Store.
- 3** Yearly Rewards: Home Office will send out a tracking report to participants to track progress.
- 4** Your Prepaid Gift Card can be used as a payment method at any store or service accepting the Prepaid Gift Card in South Africa.
- 5** Your Annique Rooibos Voucher must be redeemed within two months.
- 6** Your Annique Rooibos Voucher is not transferable for cash.
- 7** You may order any standard-line products as per the price list or special offers (available in the period) to the value of your Annique Rooibos voucher. Calculated on RSP price.



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