



TESLA WAVE Compensation Plan Guide

This guide is a part of, and incorporates by reference, the TESLA WAVE Agreement, Policies & Procedures, and Terms & Conditions & Code of Ethics. It is intended to provide a more detailed explanation of each of the Bonuses & Commissions offered by Tesla Wave to its distributor Members, including the various qualifications required, how they are calculated, and where appropriate, examples on how they work. As with all detailed explanations, there are advanced concepts, and specific language is used to explain certain concepts. It is highly recommended that the Member start by reviewing the Definitions and Rank Requirements at the end of the document so they are familiar with the basic ideas and language as they read through this document. While we have attempted to cover all aspects, this document is not an exhausted compendium. Any clarification or disputes Tesla Wave reserved the exclusive and sole discretion to revise and any time with or without notice. Tesla Wave is a global e-commerce technology company.

*All bonuses, commissions, and earnings may be voided in the event of fraud or manipulation by any Member and or 3rd parties.

Should a member have any questions, they are encouraged to contact their Enroller, or Tesla Wave for clarification. All documents are intended to be in the English language, any translation to another language, English controls any conflict of terms or usage. Tesla Wave reserves the right to final interpretation at its sole discretion.

ORDERING PLATFORM

- Non-Member Experiment Section - *Prices are all inclusive*
\$188 / Body SIMs
- Distributor Section - *Prices are all inclusive*
Starter Pack, \$288: 100 CV, Get 2 sets of Body SIMs
Pro Pack, \$888: 400 CV, get 8 sets of Body SIMs & 6 months activity
Legend Pack, \$2888: 1500 CV, Get 30 sets of Body SIMs & 12 months activity
- Distributor Auto Ship Section - *Prices are all inclusive*
\$128: 60 CV/ Body SIMs
Starter Pack, \$288: 100 CV, Get 2 sets of Body SIMs
Pro Pack, \$888: 400 CV, get 8 sets of Body SIMs & 6 months activity
Legend Pack, \$2888: 1500 CV, Get 30 sets of Body SIMs & 12 months activity

Ordering packs are voluntary. Individual may purchase retail products. Packs offer better value and are voluntary.

MAINTAINING ACTIVE STATUS

Minimum monthly PV allows you to be active is 80 PV. When you sign up any day of the month, you are considered active until the last day of the month and you must maintain your Autoship by purchasing a product or a pack before the 1st of the following month. Anytime Distributors buy products or pack, the Activity Month will add up to the existing one.



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For example, signing up and ordering a \$2888 pack in October 2023, you will be active until September 30, 2024; purchasing another \$2888 pack on August 2024, 12 Activity Months will add up to your existing Active month, which mean you are Active until September 30, 2025.

BONUS CALCULATION

All bonus calculations are based on Commissionable Volume (CV).

Eight ways to earn bonuses in Tesla Wave

1. Retail Bonus

When you purchase a pack, you will become a Distributor and be able to enjoy purchasing the product at the Wholesale Price. You can then earn an instant income by selling the product at the Retail price (MSRP) suggested on teslawave.com and earn the difference between the Wholesale price and Retail price. You can also sign up a retail customer through our Back Office and earn the Retail Bonus.

2. Fast Start Bonus

This bonus is designed to provide immediate rewards for our active business builders. You can earn up to 10 Levels deep of your PET. Maximum payout per pack is 57% of CV. Fast Start Bonus is compressed. You can also upgrade, to the Legend pack for maximum benefit, within the first 3 months of the registration.

Qualification

To be eligible for this bonus a member must meet the following conditions:

Have personally purchased a designated qualifying pack to be eligible to earn the Enroll Bonus at any given percentage.

Be in good standing with Tesla Wave, adhering to all of the Tesla Wave Policies, Procedures, Terms and conditions.

Personally Enroll a new IBC who purchases a qualifying Enrollment Pack, or

Be in the Personal Enrollment Tree (PET) upline of a newly enrolled distributor, within the number of Levels that you are qualified and eligible to earn the Enroll Bonus Rewards.

Bonus Structure

Each Distributor that meets the qualification may be eligible to earn the Fast Start Bonus for each new distributor or the pack repurchase in their PET, based upon their individual qualification, the pack purchased by the new member, and how many PET Levels away the new distributor is, as displayed in the following table:



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Starter Pack	Earn 30 %	Earn 3%
Starter \$288	Level 1	Level 2
Pro \$888	Level 1	Level 2-5
Legend \$2888	Level 1	Level 2-10

Any given Distributor may only receive one level of this bonus per Enrollment event. The bonus calculation is based on CV.

As an example, if a Distributor bought \$2888 pack to begin with, and sign up a new distributor with \$2888 pack (1500 CV), they would be able to earn 30% of the CV:

$$\{1500 \times 30\% \} = \$450$$

If this particular line keeps enrolling 10 level deep of \$2888 pack, they would be able to earn 3% from level 2-10:

$$\{1500 \times 3\% \} = \$45 \times 9 = \$405$$

TOTAL EARNING from this particular line will be \$855

Another example, if a Distributor bought \$888 pack to begin with, and sign up a new distributor with \$2888 pack (1500 CV), they would be able to earn 30% of the CV:

$$\{1500 \times 30\% \} = \$450$$

If this particular line keeps enrolling 5 level deep of \$2888 pack, they would be able to earn 3% from level 2-5:

$$\{1500 \times 3\% \} = \$45 \times 4 = \$180$$

TOTAL EARNING from this particular line will be \$630

*All calculations & amounts listed here in are for illustration purposes only.

Special Notes:

All Distributors are eligible to earn the Fast Start Bonus LIFETIME even when they are Inactive. But must be enrolled.

Distributors can start with the Starter pack of \$288 and keep accumulating their purchase dollar amount to hit Pro Pack at \$888 to earn up to 5 levels, and to hit Legend Pack at \$2888 to earn up to 10 levels

Distributors can earn Fast Start bonus every time their enrollees purchase products.

If a member or customer returns any pack that includes Fast Start Bonus, or other Promotional Bonus, Upline member accounts may be debited for any earnings they have received in relation to that transaction.



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Frequency of Payout

This bonus pays out on a Weekly basis, following the Tesla Wave Commission schedule.

3. Powernary™ Bonus

This bonus is designed to reinforce the values of duplication and teamwork. It will be helpful for the Member to review the Definitions at the end of this document, as certain key terms and concepts are explained there.

Qualification

To earn Group Sales Bonus, a Distributor must meet all of the following conditions:

Be in good standing with Tesla Wave, adhering to all of the Tesla Wave Policies and Procedures.

Be Active with in the Powernary™ Bonus is calculated and have 1 Active PET1 each side. Distributors can choose to place downlines to LEFT (outside leg) or RIGHT (outside leg).

Bonus structure

When a Distributor personally enroll 2 new distributors and have at least 200 CV on one side and 400 CV on the other, the Distributor will start earning Powernary™ Cycle Bonus.

1 Cycle = \$30

As an example, if the Distributor enroll 2 of \$2888 and place one on the LEFT (known as Power Leg) and the other on the RIGHT (known as Qualify Leg), the Distributor will receive 1500 CV each side:

1500/400 is rounded to 3 cycles

1500/200 is rounded to 7 cycles

3 CYCLES ARE QUALIFIED, and you will earn:

{3 cycles x \$30} = \$90

The remaining CV of 300 on the LEFT side and 900 on the RIGHT side will be rolled over to the next week.

Powernary™ CAP

Each enrollment pack entitles a different Powernary™ CAP per week:

- Starter Pack CAP@\$15K (500 cycles)
- Pro Pack CAP@\$30K (1000 cycles)
- Legend Pack CAP@\$60K (2000 cycles)

When CAP is reached, all the CVs will be set to zero.

Frequency of Payout

This bonus pays out on a Weekly basis, following the Tesla Wave Bonus schedule.



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Expiration of Accumulated Volume

As long as Distributors maintain Active status, the accumulate CV will not expire. It is critically important for each Member to remain Active. It is the individual Members

responsibility to maintain their Active status and manage their individual qualification. THE COMPANY IS NOT RESPONSIBLE FOR THE CONSEQUENCES OF A MEMBER BECOMING INACTIVE OR UNQUALIFIED, AND ONCE ACCUMULATED GROUP SALES \$ HAS EXPIRED OR REMOVED, IT CANNOT BE RESTORED.

4. Team Matching Bonus

When Distributors are the Rank of Silver and above and have their PET members with the same rank, they are eligible a percentage of every Powernary™ Bonus paid to their PET members up to 10 levels deep. This bonus is designed to encourage and reward Tesla Wave successful leaders for mentoring and developing the leadership in their team. This includes teaching the principles of enrolling as an ongoing activity, regardless of Rank, as well as demonstrating the power of working closely as a team to set and achieve goals together.

Rank Requirement

Rank	PET GCV	#PET1 registered with Legend Pack
Silver	10K	2
Gold	50K	4
Ruby	100K	6
Emerald	200K	8
Sapphire	500K	10
Diamond	1m	12
Double D	2m	14
Triple D	3m	16
Ambassador	10m	18
Royal A	20m	20

Expiration of Accumulated Volume

As long as Distributors maintain Active status, the accumulate PET GCV will not expire. It is critically important for each Member to remain Active. It is the individual Members responsibility to maintain their Active status and manage their individual qualification. THE COMPANY IS NOT RESPONSIBLE FOR THE CONSEQUENCES OF A MEMBER BECOMING INACTIVE OR UNQUALIFIED, AND ONCE ACCUMULATED GROUP SALES \$ HAS EXPIRED OR REMOVED, IT CANNOT BE RESTORED. If Distributors become Inactive, they have to start



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accumulating Group PV from scratch; they will not receive the bonus from the rank that they previously achieved.

Qualifications

To be eligible for this bonus a member must meet all of the following conditions:

Be in good standing with Tesla Wave, adhering to all of the Tesla Wave Policies and Procedures.

Be Active with in the period Matching Bonus is calculated and the period the bonus is paid.
Attain the Rank of Silver or higher.

Have Earned the Rank of SILVER or higher in the week the Team Match is being calculated on. A Member is eligible to earn the matching bonus for any given Rank in the week they meet the criteria for that Rank.

Bonus Structure

Depth/Rank	Silver	Gold	Ruby	Emerald	Sapphire	Diamond	Double D	Triple D	Ambassador	Royal A
1	10%	10%	10%	10%	10%	10%	10%	10%	10%	10%
2		9%	9%	9%	9%	9%	9%	9%	9%	9%
3			8%	8%	8%	8%	8%	8%	8%	8%
4				7%	7%	7%	7%	7%	7%	7%
5					6%	6%	6%	6%	6%	6%
6						5%	5%	5%	5%	5%
7							4%	4%	4%	4%
8								3%	3%	3%
9									2%	2%
10										1%

As an example, if the Distributor (Upline) achieved the rank of Emerald so as their PET4 (Downline), and the PET4 earned total of \$30,000 in PowerNery™ Bonus the Upline Distributor will earn Matching bonus of 7% of PET4 PowerNery™ Bonus earned:

$$\{30,000 \times 7\% \} = \$2,100$$

Frequency of Payout

This bonus pays out on a Weekly basis, following the Tesla Wave Bonus schedule.

5. Global Pool Bonus



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The Pool Bonus is divided for all Leaders who qualify for the Rank of Royal 1 Star and above (Royal 1* - Royal 5*). This pool is built with very important principles in mind: Teamwork and Leadership. By creating a bonus mechanism where everyone participates in the Global Tesla Wave Network, the purpose and value of teamwork is made readily apparent, and is

rewarded! When someone from a different team sees that your team is having a meeting, this Bonus Pool is the reasons Leaders welcome other teams' members. You have an opportunity to help them and earn from their efforts even though they are not part of your direct downline-They are part of your Bonus Pool! True Leaders recognize that for any team to succeed, the entire organization must succeed. Distributors may begin earning Pool Bonus on the quarter they reach the qualifications for the rank of Royal 1*- Royal 5*. Refer to the following table for rank qualifications:

Rank	Accumulated P* Earned	%Share	Also participate in
Royal 1*	\$60K	1%	-
Royal 2*	\$300K	1%	Royal 1 * Pool
Royal 3*	\$800K	1%	Royal 1&2 * Pool
Royal 4*	\$1.5M	1%	Royal 1&2&3* Pool
Royal 5*	\$3M	1%	Royal 1&2&3&4 * Pool

As an example, if the Company has 60 Distributors that reached Royal 1*, 30 Distributors that reached Royal 2*, and 10 in Royal 3* Pool, and the Company Global CV is 10,000,000 this quarter, they will earn the following:

Royal 1*: $\{10,000,000 \times 1\%\} = \$1,000,000/100 = \$10,000$ each

Royal 2*: $\{10,000,000 \times 1\%\} = \$1,000,000/40 = \$25,000$ each

Royal 3*: $\{10,000,000 \times 1\%\} = \$1,000,000/10 = \$100,000$ each

In conclusion:

Each Royal 1* will earn \$10,000

Each Royal 2* will earn \$25,000

Each Royal 3* will earn \$100,000

Frequency of Payout

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This bonus pays out on a Quaterly basis, following the Tesla Wave Bonus schedule.

Right to Clawback

The Company reserves the right to reduce the total qualified \$ in this pool or any portion of plan to resolve

outstanding return order debit issues, disputed balance issues, chargebacks, NSF issues, Fraud, misrepresentation and/or other economic loss issues as deemed necessary by the Company.

6. Voucher Bonus

Every transaction of \$128 and above allows for 1 time TESLA WAVE Lucky Spin. Prizes are vouchers may range from \$1 to \$100. Each spin does not guarantee any specific amount or value. All vouchers are valid for the purchase of Body SIMs in Distributor Autoship Section and Retail Section. All vouchers are limited to one voucher per transaction only, and are not valid for usage with other types of vouchers, discounts, or promotions. Voucher has no cash value and may not be pledged, transferred, or hypothecated. They are non-transferrable.

7. TESLA Ambassador

TESLA AMBASSADOR is the highest rank in the company, also known as Honor Rank. To achieve this rank, Distributor must personally sponsor 2 Royal Ambassadors.

This bonus is designed to encourage and reward Tesla Wave successful leaders. Distributors who reach this rank will be reward a Tesla car with company logo. The car will be presented at the company event. Company reserves the rights to substitute cash or equal value where Tesla may not be available. The model and color are at the sole discretion of the company.

8. Reward Trip

All Distributors are eligible to earn the Global Reward Trip! Follow the company's news or promotion announcements on teslawave.com to qualify to earn the Free Trip! Terms and Conditions for trips are at the company sole discretion. Various circumstances such as Force majeure, Act of God may modify trips. Tesla Wave reserves the right in its sole discretion to made modification as deem in its best interest.

TESLA WAVE BONUS SCHEDULE

Bonus calculation for Fast Start Bonus and Powernary™ Bonus are weekly, which will be calculated when your downlines accept the product deliveries.

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Matching Bonus and Rank Advancement Bonus are calculated and paid monthly concurrent with traditional Calendar Months. Monthly payments are disbursed on the first Friday that is on or after the 15th of the month, excluding Federal, State, or banking holidays. In the event of such a holiday, the commissions will be disbursed on the next business day.

Pool Bonus is calculated and paid quarterly concurrent with traditional Calendar Months. Monthly payments are disbursed on the first Friday that is on or after the 15th of the month, excluding Federal, State, or banking holidays. In the event of such a holiday, the commissions will be disbursed on the next business day.

Voucher Bonus is the Luck Spin which will be available as soon as your order payment goes through and the purchase is completed.

E-wallet requests will be disbursed at 22:00 MST on the Friday of the week of closing, excluding Federal, State and Banking Holidays. In the event of such a holiday, the commissions will be disbursed on the next business day.

Each bonus posting to Back Office E-wallet is subject to \$2 fee.

US ACH requests are batched weekly each Monday and are subject to \$6 fees.

International ACH can be requested via ewallet.teslawave.com. Fees vary from \$6-\$45, depends on the end destination.

Distributors can also use funds in E-wallet toward next purchases or sign up.

Using voucher has no cash or bonus Value. Voucher is non-transferable and cannot be exchanged for cash. They have no cash value. Should a e-wallet account become inactive for 6 month doorway fee apply.

DEFINITIONS

Distributor: A person or entity that has successfully completed the Enrollment process to become a Tesla Wave member and enrolled and paid the necessary fees associated.

Order: A transaction from a distributor or customer for products and/or services from Tesla Wave. This transaction must successfully have cleared merchant accounts or value received.

PET: Personal Enrollment Tree that the distributor has personally enrolled, or have been enrolled by those enrolled by the member in a lineal fashion. Also known as Enrollment Downline.



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PET Lxxx: Personal Enrollment Tree Level. An indicator of how far down the PET a distributor is from the Member.

DISTRIBUTOR RANKS

Active IBC – A Distributors who has purchased products or pack of at least 80 PV on the 1st of the month following their Active Through Date.

Silver – An Active Distributor who has the accumulated PET GCV of 10,000 and enroll at least 2 PET1 with Legend Pack

Gold – An Active Distributor who has the accumulated PET GCV of 50,000 and enroll at least 4 PET1 with Legend Pack

Ruby – An Active Distributor who has the accumulated PET GCV of 100,000 and enroll at least 6 PET1 with Legend Pack

Emerald – An Active Distributor who has the accumulated PET GCV of 200,000 and enroll at least 8 PET1 with Legend Pack

Sapphire – An Active Distributor who has the accumulated PET GCV of 500,000 and enroll at least 10 PET1 with Legend Pack

Diamond – An Active Distributor who has the accumulated PET GCV of 1,000,000 and enroll at least 12 PET1 with Legend Pack

Double Diamond – An Active Distributor who has the accumulated PET GCV of 2,000,000 and enroll at least 14 PET1 with Legend Pack

Triple Diamond – An Active Distributor who has the accumulated PET GCV of 3,000,000 and enroll at least 16 PET1 with Legend Pack

Ambassador – An Active Distributor who has the accumulated PET GCV of 10,000,000 and enroll at least 18 PET1 with Legend Pack

Royal Ambassador – An Active Distributor who has the accumulated PET GCV of 20,000,000 and enroll at least 20 PET1 with Legend Pack

Tesla Ambassador – An Active Distributor who has Personally Enrolled 3 of Royal Ambassador

Tesla Wave Compensation Plan is not a guarantee. As with any business your result will vary. Individual results may vary greatly, depending on time spend, individual skill and personal efforts. Not everyone may achieve the represented level of income; Such amounts are before expenses you may incur, if any.