

Compensation Schedule

OHMI COFFEE CO

Compensation Schedule

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This schedule forms part of the Membership and Affiliate Agreement. It replaces every earlier version. The network plan of legs, ranks, a monthly pool and direct commission in Lifestyle Bux ended on 12 October 2026. This schedule applies to every sale paid on or after its effective date. A sale paid before then is calculated on the version in force when it was paid.

1. In short

OHMI Coffee Co roasts and sells specialty coffee. An Affiliate earns a fixed cash amount on every item of coffee bought by a customer they brought to OHMI. The Member who introduced the Affiliate earns a smaller share on top, half of it added by OHMI. That is the whole plan. There are no ranks, no legs, no pool, no team volume, and nothing to buy.

2. Definitions

- **Member** - a person with an OHMI account. Opening one is free and carries no obligation.
- **Affiliate** - a Member who earns under this schedule (clause 3). Earlier documents called an Affiliate a Representative; the two words mean the same.
- **Your customer** - (a) anybody who buys through your link (ohmicoffee.co.za/store?ref= followed by your code) or enters your code at checkout; (b) a Member who joined through your link or whom you signed up, on every order they place; (c) a business whose OHMI account you introduced (clause 6); and (d) anybody whose order OHMI takes and records against you.
- **Introducer** - the Member recorded on your account as the person who signed you up.
- **Paid** - an order is paid the moment OHMI confirms its payment: a card payment confirmed by our payment provider, or an EFT matched to the order.

3. Who earns

3.1 Any Member may apply to become an Affiliate. To be approved, a Member completes the three OHMI Academy courses, passes the final test with at least 80%, completes the screening form and has an interview with OHMI. OHMI decides whether to approve and gives reasons if it declines.

3.2 OHMI may waive the approval requirement for all Members for a period, and may bring it back by notice in the app. While it is waived, every active Member earns under this schedule. **At the date of this version the requirement is waived.**

3.3 While the requirement applies, commission on a sale credited to a Member who is not yet approved is recorded as held. It is released, and becomes payable, when the Member is approved.

3.4 No payment, purchase, starter pack, subscription or minimum is required to become or to remain a Member or an Affiliate. Joining, signing people up and buying coffee earn nothing of themselves. Money is earned only when coffee is sold and paid for.

4. What you earn on coffee sold to your customers

4.1 On every item of coffee your customer buys at OHMI's published price, you earn a fixed amount in cash:

Product	You earn on each
250 g bag	R30
100 g bag	R20
Drip bag	R5

4.2 A pack earns as the coffee inside it. The Ultimate Pack (15 × 250 g and 10 drip bags) earns R500 and the Premium Pack (30 × 250 g and 20 drip bags) earns R1,000.

4.3 Nothing else earns commission: not equipment, not delivery, not a card fee, and not meals a customer adds for the OHMI Foundation.

4.4 **Your own purchases are not sales.** An order you place for yourself earns you nothing. It is credited, like any Member's order, to the Member who introduced you.

4.5 OHMI sets the published price and makes every sale. You may not sell at any other price, hold stock or resell coffee.

5. What your Introducer earns

5.1 When you earn on a sale, your Introducer earns an amount equal to 20% of what the sale earns. Half of it (10%) comes out of your amount and OHMI adds the other half (10%) from its own margin. On a 250 g bag you receive R27 and your Introducer receives R6.

5.2 This goes one level only. Your Introducer's own Introducer earns nothing on your sale.

5.3 Where your Introducer is member number 1, the founder's account, OHMI does not add its 10%. Your Introducer receives the 10% that comes out of your amount, and nothing more.

6. Businesses (Price Match & Taste Beat)

6.1 A café, restaurant, office or shop you introduce buys direct from OHMI under the PMTB Trade Supply Terms, at a price it agrees with OHMI. Price Match & Taste Beat means OHMI matches the price the business pays today and beats its coffee in the cup.

6.2 On every paid invoice you earn a share of OHMI's margin, meaning the price the business pays less the cost of the coffee, including the Foundation contribution. The share is half, unless OHMI agrees a different share with you in writing for that account. Your Introducer earns on it as set out in clause 5.

6.3 You earn on the account for as long as the business keeps ordering and you remain an Affiliate.

7. When you earn and when you are paid

7.1 Commission is earned the moment the order or invoice is paid. It shows at once on your Affiliate page, against the order it came from.

7.2 Commission is paid in cash, by EFT, to a bank account verified in your name under the Payments and Anti-Money-Laundering Policy. We pay at least once a month, and aim to pay weekly, everything earned and not yet paid.

7.3 If an order is refunded or cancelled, the commission on it is cancelled. If it has already been paid, we recover it from your next payment, or by asking you to repay it if there is none. We never charge a penalty.

7.4 Each commission record shows the order, the products, what was earned and the version of this schedule applied. Records are added and never altered; a correction is a new record that refers to the one it corrects.

8. What this schedule is not

8.1 This schedule is not an investment, not a business opportunity with a projected return and not a substitute for employment. The amounts in it are what a single sale earns. They are not a forecast of what anybody will earn, which depends entirely on coffee being sold. Read the Income Disclosure Statement before you decide to become an Affiliate.

9. Lifestyle Bux

9.1 Commission is no longer paid in Lifestyle Bux. Lifestyle Bux credited as direct commission under earlier versions were replaced with cash commission under this schedule on 12 October 2026. Any other Lifestyle Bux

are governed by the Rewards Terms.

Example 1 - a sale through your link

A customer opens your link and buys two 250 g bags, paying by card. When the payment is confirmed, the sale earns R60. You receive R54 and your Introducer receives R12 (R6 from your amount and R6 added by OHMI).

Example 2 - a Member you signed up

A Member you signed up orders five drip bags and a 100 g bag for their own kitchen. The order earns $5 \times R5 + R20 = R45$. You receive R40.50 and your Introducer receives R9.

Example 3 - a business

A café you introduced pays an invoice for 10 kg at R360 a kilogram. The coffee costs R260 a kilogram, so OHMI's margin is R1,000. Your half is R500. You receive R450 and your Introducer receives R100.

Example 4 - a refund

An order paid on the 20th is refunded on the 28th. The commission on it is cancelled. If it had already been paid to you, it comes off your next payment.

Example 5 - your own purchase

You buy two bags for your own kitchen. You earn nothing on it. The order is credited to the Member who introduced you, as an order from one of their customers.

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