

NUXEMA 2026 Compensation Plan

Build Customers. Build Leaders. Build Lifetime Income.

A modern customer-based compensation plan designed to reward Retail Sales, Team Building, Sales Performance and Leadership.

[Explore Plan](#)

Retail Profit

Earn 10% to 32% Retail Profit on product sales.

Team Bonus

25% First Level
10% Second Level

Sales Performance

Monthly Sales Performance
Incentive 6% to 26%.

Leadership

Bronze Director to Brand
Ambassador

Retail Profit

Earn instant Retail Profit whenever customers purchase NUXEMA products through you.

Retail Sales

Sell products directly to customers and earn Retail Profit instantly.

Profit Margin

Retail Profit ranges from **10% to 32%** depending on product category.

Instant Earnings

Retail Profit is earned immediately on eligible product sales.

Sales Type	Retail Profit	Requirement
Retail Product Sales	10% – 32%	Successful Product Sale

Eligible Sales

- Retail customer purchases.
- Successful product sales.
- Company approved products.
- Active member status.

Important

- Retail Profit varies from product to product.
- Profit percentage ranges from **10% to 32%**.
- Only genuine product sales qualify.
- The company may revise product-wise profit percentages whenever required.

DIRECT REFERRAL & DEVELOPMENT INCOME

Build your team and earn bonuses from the purchases made by your personally sponsored members and their direct referrals.

Level 1

Earn commission from your personally sponsored members.

Level 2

Earn additional commission from your Level 1 members' personally sponsored members.

Unlimited Income

No limit on the number of qualified members in your team.

Level	Commission	Eligible Purchases
Level 1	25%	Personally Sponsored Members
Level 2	10%	Level 1 Members' Personally Sponsored Members

DIRECT REFERRAL & DEVELOPMENT INCOME

- Level 1 Bonus is earned from purchases made by your directly sponsored members.
- Level 2 Bonus is earned from purchases made by members sponsored by your Level 1 members.
- Commissions are calculated only after orders are approved.
- Only Active Members are eligible to receive Team Performance Bonus.

Important

- Level 1 Commission: **25%**.
- Level 2 Commission: **10%**.
- Cancelled or refunded orders are not eligible.
- Only approved product purchases are considered.
- Members must maintain Active Status to receive Team Performance Bonus.

Important

- This income is completely independent of Leadership Rank.
- Leadership Rank has no effect on this bonus.
- The bonus percentage may increase or decrease every month depending on Monthly Group PV.
- No permanent qualification exists for this income.

Leadership Performance Bonus

Achieve permanent Leadership Ranks by building your organization. Every Leadership Rank carries permanent Bonus Point Values (BPV) used for Leadership Performance Bonus distribution.

Permanent Leadership Achievement

- Leadership Rank is achieved only once.
- Once achieved, the Leadership Rank is permanent.
- There is no demotion of Leadership Rank.
- Bonus Point Values (BPV) remain permanently attached to the achieved rank.
- Leadership Performance Bonus is distributed based on the member's permanent BPV.

Leadership Rank	Qualification	Bonus Point Value (BPV)
Bronze Director	6000 PV IN GROUP (IF IT IS FROM A SINGLE LEG 2000 PV FROM OTHER LEGS IS REQUIRED)	5 BPV
Silver Director	2 Qualified Legs 26%	10 BPV
Pearl Director	3 Qualified Legs 26%	40 BPV
Gold Director	4 Qualified Legs 26%	90 BPV
Platinum Director	5 Qualified 26%	160 BPV
Diamond Director	6 Qualified Legs 26%	250 BPV
Black Diamond Director	7 Qualified Legs 26%	360 BPV
Executive Diamond Director	8 Qualified Legs 26%	490 BPV
Crown Diamond Director	9 Qualified Legs 26%	810 BPV
Brand Ambassador	10 Qualified Legs 26%	1000 BPV

Business Owner Lifetime Loyalty

Brand Ambassadors become eligible for the Business Owner Lifetime Loyalty Reward and participate in the company's long-term growth.

Brand Ambassador Reward

2%

Lifetime Loyalty Reward

Brand Ambassadors participate in a **2% Lifetime Loyalty Bonus Pool**.

Eligibility

- Must achieve **Brand Ambassador** rank.
- Waiting period of **11 years**.
- No monthly qualification required.
- No requalification required.
- Rank remains permanent.

Business Owner Lifetime Loyalty

After completing the required waiting period, Brand Ambassadors become eligible to receive the Business Owner Lifetime Loyalty Reward.

This reward recognizes long-term leadership, organizational development and contribution towards the company's sustainable growth.

Important

- Available only for Brand Ambassador rank.
- 11-year waiting period applies.
- Leadership Rank remains permanent.
- This reward is completely separate from the Group Performance Bonus and Leadership Performance Bonus.
- The company reserves the right to determine the calculation and distribution of the Lifetime Loyalty Reward.

Active Member Policy

Members must maintain Active Status to participate in the NUXEMA Compensation Plan and receive all eligible commissions.

✓ Active Member

- Eligible for Retail Profit.
- Eligible for Group Performance Bonus.
- Eligible for Leadership Performance Bonus.
- Eligible for Business Owner Lifetime Loyalty.
- Eligible for future promotions.

✗ Inactive Member

- Not eligible for Retail Profit.
- Not eligible for Group Performance Bonus.
- Not eligible for Leadership Performance Bonus payout.
- Not eligible for Business Owner Lifetime Loyalty payout.
- Leadership Rank will remain unchanged.

Monthly Activity Requirement

- Minimum monthly purchase: **10 PV**.
- Each missed month adds another **10 PV** to the required activity.
- After completing the accumulated PV requirement, Active Status is restored.
- Leadership Rank and BPV remain permanent even during inactivity.
- Inactive members simply do not receive eligible commission payouts until reactivated.

Example

Missed Months	Required PV
0	10 PV
1	20 PV
2	30 PV
3	40 PV

Commission

Commission Status

Every commission generated under the NUXEMA Compensation Plan passes through verification before it is credited to the member's wallet.

Pending

The commission has been calculated and is awaiting company verification.

- Order Verification
- PV & BV Validation
- Fraud Detection
- Admin Approval

Paid

After approval, the commission is credited to the member wallet.

- Wallet Updated
- Ready for Withdrawal
- Permanent Income Record
- Visible in Income Reports

Eligible Commission Types

- Retail Profit
- Group Performance Bonus
- Leadership Performance Bonus
- Business Owner Lifetime Loyalty

Commission Flow

 Order Approved   PV / BV Calculated   Commission Generated   Company Verification   Paid to Wallet

Eligible & Non-Eligible Orders

Only approved product purchases generate PV, BV and commissions under the NUXEMA Compensation Plan.

✓ Eligible Orders

- Approved Orders
- Delivered Orders
- Verified Product Purchases
- Orders with Valid PV & BV
- Orders Approved Before Commission Cutoff

✗ Non-Eligible Orders

- Cancelled Orders
- Rejected Orders
- Refunded Orders
- Duplicate Orders
- Fraudulent Transactions

Business Volume (BV) & Point Value (PV)

- Business Volume (BV) is generated only after an order is approved.
- 1 PV = ₹100 worth of product purchase.
- PV is used for Group Performance Bonus qualification.
- BV is used for commission calculations wherever applicable.
- Only approved PV/BV contributes to bonuses and incentives.

Commission Cutoff

- Only orders approved before the commission cutoff are considered.
- Orders approved after the cutoff are automatically carried to the next commission cycle.
- The company reserves the right to verify every order before releasing commissions.

Company Compliance Policy

NUXEMA follows a product-based, ethical and sustainable direct selling business model focused on genuine product sales and long-term customer satisfaction.

Product First

Every incentive is generated only through genuine product purchases and customer sales.

Ethical Business

Members must promote NUXEMA products honestly without misleading income claims.

Long-Term Leadership

The plan rewards customer acquisition, leadership development and sustainable business growth.

Income Disclaimer

NUXEMA does not guarantee any fixed or assured income. Income depends on the member's personal effort, product sales, customer network, organizational performance and compliance with company policies.

Member Responsibilities

- Promote products ethically.
- Provide accurate customer information.
- Avoid false income promises.
- Maintain Active Member status.
- Follow all company policies and applicable laws.
- Protect the reputation of NUXEMA.

Company Rights

- The company may verify all orders and commissions.
- Cancelled, refunded or fraudulent orders will not generate incentives.
- The company may suspend or terminate accounts involved in policy violations.
- The company reserves the right to amend or update the compensation plan whenever necessary.

Terms & Conditions

Participation in the NUXEMA Compensation Plan signifies acceptance of the following terms and company policies.

✓ Only approved product purchases generate PV, BV and incentives.

✓ Cancelled, refunded or rejected orders are excluded from all incentive calculations.

✓ Members must maintain Active Status to receive incentive payouts.

✓ Group Performance Bonus is calculated separately for every commission cycle.

✓ Leadership Rank and Bonus Point Values (BPV) are permanent once achieved.

✓ Business Owner Lifetime Loyalty is applicable only to eligible Brand Ambassadors as per company policy.

✓ Taxes and statutory deductions are the responsibility of the member.

✓ Fraudulent activities may result in cancellation of incentives and termination of membership.

✓ The company reserves the right to verify any account, order or transaction.

✓ The Compensation Plan may be revised, amended or updated by the company whenever necessary.

✓ Income depends upon individual effort, product sales and organizational performance.

✓ Company records and decisions regarding incentive calculations shall be final.

General Disclaimer

The NUXEMA Compensation Plan is designed to reward genuine product sales, customer service and leadership development. No income is guaranteed, and earnings depend entirely on individual effort, business activity and compliance with company policies.

Thank You for Choosing **NUXEMA**

Together We Build Healthy Families, Successful Entrepreneurs, and Sustainable Businesses.



Retail Profit



Group Performance Bonus



Leadership Performance Bonus



Business Owner Lifetime Loyalty

Build Your Business with Confidence

NUXEMA rewards genuine product sales, customer satisfaction and leadership development through a transparent and sustainable compensation plan designed for long-term growth.