



Sunline Rewards Contribution Policy

Empowering Our Team, Growing Together

Welcome to the Sunline Rewards Contribution Program — a unique initiative designed to reward our current Sales and Admin team members who actively contribute to building our new **Sales & Learning Platform**. This platform will help onboard and train new candidates in the solar and heat pump industry, making their learning process faster, smarter, and more impactful. By contributing, you're not just supporting growth — you're earning real monthly rewards.



1. Concept Overview

The core idea behind this platform is simple: every new candidate who learns through our platform generates value — not just for Sunline, but also for the team members who made the platform possible. To recognize this contribution, we are introducing **“Sunline Coins”**, a reward system that gives every active contributor a **“monthly coin bonus”** for each new candidate onboarded.



2. Coin Rewards System

- For every new candidate added to the learning platform: **100 Sunline Coins** are generated. - These coins are linked to the contributor's profile (Sales/Admin). - Each coin has a fixed value that is added to the employee's monthly salary package. - Contributors continue to receive **100 coins per candidate per month** for 1 year. This creates a **long-term earning opportunity** — the more candidates onboarded, the higher the monthly coin reward.



3. Key Benefits for Sales & Admin Teams

■ **Financial Growth** — Earn extra income every month without additional daily work. ■ **Team Recognition** — Be part of the core team that built the platform. ■ **Learning Culture** — Help shape how new candidates are trained. ■ **Strong Network** — Create more value together with cross-department collaboration. Your contribution today builds the foundation for future training excellence at Sunline.



4. Reward Policy & Terms

- Coin rewards are valid for 12 months from the date each candidate is added. - Rewards are calculated monthly and automatically included in the payroll. - Coins are non-transferable between employees. - Contributions must be **verified** by the project lead to qualify. - Inactive or non-contributing members will not receive monthly rewards. - The program is subject to review and updates at management's discretion.



5. Get Involved Today

This platform is a **game-changer for Sunline** — and you have the power to build it faster. Your participation will directly speed up platform development and increase your earnings. ■ **Step 1:** Confirm your participation with the project team. ■ **Step 2:** Start contributing knowledge, sales processes, or admin workflows. ■ **Step 3:** Earn your monthly Sunline Coins and grow with us. Together, we'll create a platform that transforms how we train, sell, and grow. **Your contribution = Your reward.**