Allianz Life Insurance
Company of North America
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Preferred Compensation Guideline

This addendum supplements, and is part of, the Preferred Field Marketing Organization Agreement, Preferred Associated Field Marketing Organization Agreement, Preferred Supplement to the Broker/Dealer Master AFMO Contract (MC) and Preferred Supplement to the General Agency Agreement with Fixed Addendum (BDMA), Preferred General Agent Agreement and Preferred Agent Agreement, between Allianz Life Insurance Company of North America (Allianz, the Company, we, us, or our) and respectively, the Preferred Field Marketing Organization (PFMO), the Preferred Associated Field Marketing Organization (PAFMO), the Preferred General agent (PGA), Preferred Agent (also, the agent), and Broker/Dealers covered by the BDMA and MC.

Effective date
Any modification of these Compensation Guidelines is immediately effective on the date the Company posts the change on its website (www.allianzlife.com), unless the posted notice indicates otherwise.

Modifications
These Compensation Guidelines may be modified by the Company with respect to any policies written after the effective date thereof. This modification supersedes all prior Commission Guidelines.

Commission payment frequency
Commissions will be paid daily for those agents on Electronic Funds Transfer where premium is applied to a contract that is paying on an as-earned basis. All other commissions and Preferred Bonus will be paid weekly if the amount accrued exceeds $250.00.

PFMO, PAFMO, PGA: Override or other compensation we pay to a PFMO, PAFMO or PGA is subject to offset or chargeback by Allianz in the same situations, on the same basis, and at the same time, as your agents' commission.

Also, as part of the Agreement provision to guarantee the debt of your agents and agencies, you have responsibility to pay us any and all chargebacks attributable to your agents and agencies, including such chargebacks occurring after termination of the Preferred Agreement we have with your agents or agencies.

Competing Agents
If there are two agents competing for a piece of pending business, the original writing agent (the agent who submits the business to the Home Office first) will be protected for a period up to six months from the submitted date, or until the 30-day free look period has passed, whichever is shorter. The original agent is free to release the business to another agent if he/she so chooses at any time. Without a release, the business will be credited to the original writing agent even if it is cancelled and resubmitted by another agent within the 6-month period. If the new contract is written under the Preferred General Agent Agreement or the Preferred Agent Agreement and the original writing agent did not have a Preferred General Agent Agreement or a Preferred Agent Agreement at the time of the new contract was written, then this competing agent provision does not apply.

2024 Agent Supplemental Compensation

If you are eligible to receive supplemental compensation in 2024, you will be paid agent supplemental compensation for the sale of eligible fixed index annuities as detailed in your 2024 supplemental compensation letter.

2025 Agent Supplemental Compensation

If you are eligible to receive supplemental compensation in 2025, you will be paid agent supplemental compensation for the sale of eligible fixed index annuities as detailed in your 2025 supplemental compensation letter.

Commission Exclusion

Allianz Legacy by Design℠

- Upfront Commissions are not paid on Allianz Legacy Plus℠.

Trail Commissions

Allianz 360℠, Allianz 365i®, Allianz 222®, Core Income 7®, Signature 7®, Allianz Accumulation Advantage℠, Allianz Benefit Control℠, Allianz Accumulation Advantage 7®, and Allianz Accumulation Advantage+™

- For Licensed-Only agents, trail commissions will be paid to their marketing organization (next higher level, or "NHL"). Trail commissions will be paid quarterly (on about January 1, April 1, July 1, and October 1) and are based on the accumulation value/annuitization value at the time of payment processing. Trail commissions are vested starting after the start of the second contract year and will continue to be paid until the earlier of the date the contract is annuitized or the date the contract has no accumulation value.

Allianz Legacy by Design℠

- Trail Commissions are paid based on the individual Accumulation Values of the Allianz Legacy Planner℠

Annuity and Allianz Legacy Plus℠ Annuity, and are paid independently for each contract.

Commission Chargebacks

Allianz 360℠, Allianz 365i®, Allianz 222®, Core Income 7®, Signature 7®, Allianz Accumulation Advantage℠, and Allianz Benefit Control℠

- Premium refunds: In any case where the Company selects to refund premiums, including but not limited to premium refunds made in response to complaints to the Home Office or regulators, regulatory inquiries or pending or threatened litigation, the Company, at its discretion, may charge your account at any time for the compensation paid.
- Annuity surrenders: 100% for all contracts surrendered within the first six contract months, and 50% for contracts surrendered during the second six contract months.
- Required Minimum Distribution: When there is a minimum distribution on a contract within the first six contract months, we will chargeback 100% of the commission attributable to the amount of the distribution. When there is a minimum distribution within the second six contract months, we will chargeback 50% of commission based on the amount of the distribution.
- Annuitizations: 100% commission chargeback for all annuitizations within the first six contract months; 50% commission chargeback for annuitizations in the second six contract months.
- Annuity Owner Death: 100% commission chargeback if the date of the Owner's death is in the first six contract months; 50% commission chargeback if the date of the Owner's death is in the second six contract months.

Allianz Legacy by Design℠

- Premium refunds: In any case where the Company selects to refund premiums, including but not limited to premium refunds made in response to complaints to the Home Office or regulators, regulatory inquiries or pending or threatened litigation, the Company, at its discretion, may charge your account at any time for the compensation paid.
- Annuity surrenders: 100% for all contracts surrendered within the first six contract months, and 50% for contracts surrendered during the second six contract months.
- Required Minimum Distributions taken from the Legacy Planner contract are not subject to chargeback.
- Any excess withdrawals taken from the Legacy Planner contract in the first year are subject to the standard chargeback schedule.
- Annuitizations: 100% commission chargeback for all annuitizations within the first six contract months and 50% for annuitizations in the second six contract months.
- Annuity Owner Death: 100% commission chargeback if the date of the Owner's death is in the first six contract months; 50% chargeback if the date of the Owner's death is in the second six contract months.

Allianz Accumulation Advantage 7®, Allianz Accumulation Advantage+™

- Premium refunds: In any case where the Company selects to refund premiums, including but not limited to premium refunds made in response to complaints to the Home Office or regulators, regulatory inquiries or pending or threatened litigation, the Company, at its discretion, may charge your account at any time for the compensation paid.
- Full and Partial Surrenders will chargeback commissions for the first 12 months from the premium received date. Chargebacks will be processed as follows:
    - 100% chargeback of commission paid in the first 6 months from premium received date.
    - 50% chargeback of commissions paid in the second 6 months from premium received date.
- Required Minimum Distributions are not subject to chargeback.
- Annuitizations are not subject to chargeback.
- Death Claims are not subject to chargeback, however, Allianz shall have the right, it its sole discretion, to chargeback on any claim that occurs within the first 12 months after any purchase payment.

For agent use only – not for use with the public.