

Active Associate Level	Average Monthly Commissions	Number Of Time the level was achieved in 2021	Percentage of all Associates	Percent of all Leaders (Silver Associate and above)	Total Commissions paid at this level in 2021
Non-Leadership Level	\$2.62	195,308	92.4925%	-	\$512,043.22
Silver Associate	\$13.39	1,178	0.5579%	7.4308%	\$15,767.78
Gold Associate	\$44.16	4,087	1.9355%	25.7806%	\$180,489.00
Director	\$175.71	3,056	1.4472%	19.2771%	\$536,954.49
Silver Director	\$266.52	2,283	1.0812%	14.4011%	\$608,473.44
Gold Director	\$400.37	1,344	0.6365%	8.4779%	\$538,101.80
Executive Director	\$691.84	1,293	0.6123%	8.1562%	\$894,543.38
Silver Executive Director	\$1,205.34	1,269	0.6010%	8.0048%	\$1,529,577.22
Gold Executive Director	\$2,142.97	607	0.2875%	3.8289%	\$1,300,785.72
Presidential Director	\$4,207.18	385	0.1823%	2.4286%	\$1,619,763.80
Bronze Presidential Director	\$7,316.99	127	0.0601%	0.8011%	\$929,257.59
Silver Presidential Director	\$14,505.22	150	0.0710%	0.9462%	\$2,175,783.09
Gold Presidential Director	\$15,693.71	33	0.0156%	0.2082%	\$517,892.53
Platinum Presidential Director	\$16,591.91	4	0.0019%	0.0252%	\$66,367.62
1-Star Platinum Presidential Director	\$38,841.77	23	0.0109%	0.1451%	\$893,360.64
2-Star Platinum Presidential Director	\$66,797.04	14	0.0066%	0.0883%	\$935,158.51

Numbers for US only: Preferred Customers are not counted

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The above figures are reflective of the average income earned under the Mannatech Compensation Plan by Mannatech's independent distributors ("Associates") for the period beginning January 1, 2022 through December 31, 2022. This includes the earnings for all Mannatech Associates regardless of rank and PPV qualifications (as further defined below). Mannatech operates on a fiscal calendar year. As of December 31, 2022, Mannatech had a total of 18,446 Associates in the United States. This number includes Associates who didn't earn any commissions or bonuses in 2022. There were 3,218 Associates who earned commissions or bonuses in 2022. There were 1,406 new Associates who joined Mannatech in 2022. These numbers do not include customers as they do not earn commissions or otherwise participate in the Mannatech Compensation Plan.

All income is earned on the sale of Mannatech products. No commissions, bonuses, or incentive awards are paid or received solely from recruiting or sponsoring other Associates into the Plan and no earnings are guaranteed for mere participation in the Plan.

The figures in the above chart does not include any retail profit that an Associate may earn from selling Mannatech products to others. Associates must supply sales receipts to all retail customers and must maintain copies of sales receipts for at least two years. Information on retailing Mannatech products may be found in the resource library <https://cloud.mannatech.com/mtlibrary/58636983939208.pdf>

The figures in the above charts do not include expenses incurred by Associates in the operation and promotion of their Mannatech business. These expenses vary from Associate to Associate. By way of example, these expenses may include product samples, training, rent, travel expenses, telephone and Internet costs, and other business-related expenses. In 2022, the cost to sign up as an Associate was \$49.99. For 2023, the cost will remain at \$49.99 and includes access to digital tools for your business. In 2022, the cost to renew your Associate position was \$49.99 and will remain at \$49.99 for 2023. You are not required to purchase products when you enroll as an Associate, nor are you required to hold or maintain any inventory while you're an Associate. If you purchase Mannatech products for resale to your customers or purchase products for use in demonstrations to your customers, then the cost of those products would be part of your expenses in operating your business. A list of products and their prices may be found on <https://us.mannatech.com/>.

Mannatech offers product and sales training, launches new products, and hosts recognition functions at its annual MannaFestSM event. Due to the social distancing restrictions in place meant to curb the spread of COVID-19 and its variants, MannaFest 2022 was a hybrid event. Mannatech believed it to be in the best interest of its employees and Associates to hold its recognition and training events, including the MannaFest 2022 event, virtually online. Mannatech did not charge a fee to access virtually or attend in-person MannaFest 2022. However, Mannatech plans on holding an in-person MannaFest event in 2023. The ticket price to attend MannaFest 2023 will range from \$99.00 to \$200.00 (exclusive of travel, lodging, food, and other costs). In 2022 Ticket prices for smaller, regional training events ranged from \$5.00 to \$25.00 (again, exclusive of any travel related expenses). Similar pricing will be in effect for 2023.

With respect to tools for analyzing and managing your Mannatech business, Mannatech offers a free trial for your first 90 days of our proprietary business management system. Thereafter, Mannatech offers subscription options ranging from \$0.00 to \$15.00 per month. In 2023, Mannatech implemented a program authorizing Associates to engage in online paid search engine advertising using Mannatech's trademarks and branding. The initial cost to participate in this program is \$249.00 and \$149.00 each year to renew your participation in the program. More information on this program may be found here <https://library.mannatech.com/13903>.

As your business develops, you may be eligible for certain tax benefits related to operating a home-based business. You may need to consult with tax or other business advisors for advice.

The Associate earnings in the above charts are not necessarily representative of the income that an individual can or will earn through his or her participation in the Plan. These figures should not be regarded as a guarantee or projection of actual earnings. Actual earnings depend on your individual efforts, the customer base available to you and the time devoted to your business. These factors differ from Associate to Associate.

Associates may request a refund under our satisfaction guarantee policy. Please see Section 5.13 of Mannatech's Associate Policies and Procedures.

This 2022 Income Averages disclosure is not for use in Georgia, Louisiana, Maryland, Massachusetts or Wyoming.