

2021 U.S. INCOME AVERAGES STATEMENT MANNATECH COMPENSATION PLAN

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 Rank	\$2.10	262,113	93.6529%	-	\$551,092.78
Silver Associate	\$13.60	1,419	0.5070%	7.9881	\$19,299.22
Gold Associate	\$39.20	4,617	1.6497%	25.9908	\$180,991.20
Director	\$135.37	3,360	1.2005%	18.9147	\$454,843.28
Silver Director	\$283.26	2,428	0.8675%	13.6681	\$687,749.83
Gold Director	\$373.15	1,557	0.5563%	8.7649	\$580,994.48
Executive Director	\$652.55	1,376	0.4916%	7.7460	\$897,909.41
Silver Executive Director	\$1,215.47	1,495	0.5342%	8.4159	\$1,817,127.54
Gold Executive Director	\$2,208.54	702	0.2508%	3.9518	\$1,550,395.60
Presidential Director	\$4,119.81	424	0.1515%	2.3868	\$1,746,799.45
Bronze Presidential Director	\$7,365.03	143	0.0511%	0.8050	\$1,053,198.62
Silver Presidential Director	\$15,188.22	151	0.0540%	0.8500	\$2,293,420.48
Gold Presidential Director	\$15,992.24	49	0.0175%	0.2758	\$783,619.91
Platinum Presidential Director	\$18,098.76	7	0.0025%	0.0394	\$126,691.31
1-Star Platinum Presidential Director	\$39,682.30	19	0.0068%	0.1070	\$753,963.76
2-Star Platinum Presidential Director	\$67,682.30	17	0.0061%	0.0957	\$1,150,876.60

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, 2021 through December 31, 2021. 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, 2021, Mannatech had a total of 24,450 Associates in the United States. 1,322 new Associates joined Mannatech in 2021. This number does 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 2021, the cost to sign up as an Associate was \$49.99. For 2022, the current cost is \$49.99 and the Company may add an additional option at \$99.99. In 2021, the cost to renew your Associate position was \$24.99. This cost may increase in 2022 to \$49.99 and may include access to digital tools for your business. 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, Mannatech believed it to be in the best interest of its employees and Associates to hold its recognition and training events, including the MannaFest 2021 event, virtually online. Mannatech did not charge a fee to access these events. However, in the interest of disclosing what you could expect to pay once travel and other social-distancing restrictions are lifted and Mannatech transitions back to holding live, in-person events, we have included expenses from 2019. By way of example, the ticket price to attend MannaFest 2019 was \$120.00 (exclusive of travel, lodging, and food). Ticket prices for smaller, regional training events ranged from \$5.00 to \$25.00 (again, exclusive of any travel related expenses). Additionally, Mannatech offered free access to a live stream of portions of MannaFest 2019 to our Associates and offered free live stream access to other training events throughout 2019.

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 4 different subscription options ranging from \$0.00 to \$19.95 per month. The cost to participate in Mannatech's sampling program begins at \$4.95. 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 2021 Income Averages disclosure is not for use in Georgia, Louisiana, Maryland, Massachusetts or Wyoming.