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MONAT USA 2022 Income Disclosure Statement

The average annual income for ALL U.S. Market Partners at all ranks (which includes Active and Inactive Market Partners) in 2022 was \$ 865 . Thirty-four percent of U.S. Market Partners were not Active in 2022 and therefore did not earn any commissions.

The income information in the chart below includes Active and Inactive Market Partners in 2022. An "Active" Market Partner is a Market Partner who earned any amount of commissions in the 2022 calendar year. An "Inactive" Market Partner is a Market Partner who did not earn any amount of commissions in the 2022 calendar year.


A Market Partner's Rank may vary over the course of a year, for purposes of the chart below, the Rank of each MONAT Market Partner is the Highest Achieved Title that the Market Partner achieved for at least three months within the 2022 calendar year. Those enrolled in November and December 2022 the Highest Achieved Title was used for the Highest Achieved for two months.

2022 USA Annual Income by Rank (ACTIVE AND INACTIVE Market Partners)

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Rank	% of ACTIVE & INACTIVE U.S. Market Partners at this Rank in 2022	High Annual Gross Earnings	Low Annual Gross Earnings
Market Partner	91.33%	\$ 26,648	\$ 0
Managing Market Partner	4.73%	\$ 15,039	\$ 0
Associate Market Builder	1.76%	\$ 16,821	\$ 0
Market Builder	0.74%	\$ 32,421	\$ 0
Managing Market Builder	0.79%	\$ 142,078	\$ 1,213
Associate Market Mentor	0.33%	\$ 138,124	\$ 3,313
Market Mentor	0.21%	\$ 410,573	\$ 6,224
Managing Market Mentor	0.07%	\$ 269,709	\$ 15,330
Associate Executive Director	0.02%	\$ 412,427	\$ 100,187
Executive Director	0.01%	\$ 1,649,152	\$ 243,244
Senior Executive Director	0.01%	\$ 2,275,609	\$ 392,272

These figures are not guarantees or projections of your actual earnings or profits. The above figures include only bonuses, commissions or other remuneration paid to Market Partners by MONAT Global. They DO NOT take into consideration any expenses incurred by Market Partners in operating their businesses or profits or losses when products are resold by Market Partners. Nothing more than the \$99 MONAT Starter kit is required to open or operate a MONAT business. Expenses incurred in operating an independent MONAT Global business may include, but are not limited to, the purchase of a starter kit, payment of renewal fees, purchases of product samples or inventory, shipping costs, transportation costs, training and educational expenses, and travel expenses. In some cases, these costs and expenses may exceed the amounts earned by Market Partners from MONAT Global. MONAT Global makes no guarantee of financial success and you may lose money. Success with MONAT Global results only from successful sales efforts, which require hard work, diligence, skill, persistence, competence, and leadership. Your success will depend upon how well you exercise these qualities.

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USA Market Partners who reach the rank of Market Mentor or higher for three consecutive months may earn a payment towards a vehicle through MONAT's Motor Club program. As of 12/31/2022, 0.45% of



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the 155,344 Market Partners participated in MONAT's Motor Club.

2022 MONAT INCENTIVE TRIPS

In addition to the earnings opportunities in the Global MONAT Compensation plan, MONAT may offer incentives and rewards programs for its Independent Market Partners. In 2022:

- 4,225 Market partners with career ranks of MMB, AMM, and MM were eligible to earn a trip to Miami, Florida for the New Leadership Experience, of which 312 earned the trip.
- 4,294 Market Partners with career ranks of MMB or above as of July 2022 were eligible to earn a trip to Nassau, Bahamas for our Passport incentive trip, of which 797 earned the trip.
- 69,909 MPs with career ranks of MMP or above as of September 2021 were eligible to earn a trip to Las Vegas, Nevada for our Reunion incentive trip, of which 4,879 earned the trip.

*Residents of Louisiana, Maryland, Wyoming, Massachusetts, and Puerto Rico can receive refunds on the Business Starter Pack purchase even after one year.

* Purchase of a MONAT Starter Kit is optional for residents of North Dakota.

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Our Mission


To help people everywhere enjoy beautiful, healthy, fulfilling lives through our exceptional, naturally based products: a fun and rewarding

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Our Vision

To be a global leader in naturally based, anti-aging haircare, skincare, and wellness innovations, with an unrivaled business model that

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business opportunity; and a culture of family, service, and gratitude.

MONAT (I)

enhances the self-confidence and financial well-being of one million families around the globe each year.



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