

MONAT USA 2023 and 2024* Income Disclosure Statement

The average annual income for ALL USA Market Partners at all ranks (which includes Active and Inactive Market Partners) in 2023 was \$888. Thirty-four percent of USA Market Partners were not Active in 2023 and therefore did not earn any commissions.

The income information in the chart below includes Active and Inactive Market Partners in 2023. An “Active” Market Partner is a Market Partner who earned any amount of commissions in the 2023 calendar year. An “Inactive” Market Partner is a Market Partner who did not earn any amount of commissions in the 2023 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 2023 calendar year. For those enrolled in November and December 2023, the Highest Achieved Title was used for their rank.

2023 USA Annual Income by Rank (ACTIVE AND INACTIVE Market Partners)

Rank	% of ACTIVE & INACTIVE USA Market Partners at this Rank in 2023	High Annual Gross Earnings	Low Annual Gross Earnings	Average Annual Gross Earnings	Median Annual Gross Earnings	Average Monthly Gross Earnings	Average No Months to Achieve Rank
Market Partner	91.15%	\$ 14,717	\$ 0	\$ 114	\$ 26	\$ 9	0
Managing Market Partner	4.40%	\$ 8,479	\$ 0	\$ 1,324	\$ 1,171	\$ 110	5
Associate Market Builder	1.68%	\$ 27,001	\$ 0	\$ 2,659	\$ 2,362	\$ 222	6
Market Builder	1.17%	\$ 32,434	\$ 144	\$ 5,015	\$ 4,301	\$ 418	8
Managing Market Builder	0.87%	\$ 230,118	\$ 554	\$ 10,439	\$ 7,746	\$ 870	8
Associate Market Mentor	0.38%	\$ 174,785	\$ 2,370	\$ 20,179	\$ 16,364	\$ 1,682	11
Market Mentor	0.23%	\$ 345,191	\$ 4,923	\$ 49,193	\$ 43,859	\$ 4,099	14
Managing Market Mentor	0.07%	\$ 346,623	\$ 13,155	\$ 105,861	\$ 92,754	\$ 8,822	17
Associate Executive Director	0.03%	\$ 1,171,284	\$ 78,895	\$ 264,308	\$ 181,662	\$ 22,026	17
Executive Director	0.01%	\$ 1,182,934	\$ 241,870	\$ 460,189	\$ 400,982	\$ 38,349	16
Senior Executive Director	0.01%	\$ 1,698,877	\$ 288,776	\$ 950,467	\$ 1,020,174	\$ 79,206	20

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.

*Effective on January 1, 2024, the MONAT Compensation Plan was updated to reinstate active line requirements for ranks MMP, AMB, and MB while also adding the Super Seller Bonus to replace the prior Personal Sales Bonus. Because of this Compensation Plan enhancement, we have prepared the below income information for the first 5 full months of 2024.

The income information in the chart below includes Active and Inactive Market Partners in 2024. An “Active” Market Partner is a Market Partner who earned any amount of commissions in the first 5 months of the 2024 calendar year. An “Inactive” Market Partner is a Market Partner who did not earn any amount of commissions in the first 5 months of the 2024 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 two months within the first 5 months of the 2024 calendar year. For those enrolled in April and May 2024, the Highest Achieved Title was used for their rank.

2024 January through May USA Annual Income by Rank (ACTIVE AND INACTIVE Market Partners)

Rank	% of ACTIVE & INACTIVE USA Market Partners at this Rank in 2023	High Annual Gross Earnings	Low Annual Gross Earnings	Average Annual Gross Earnings	Median Annual Gross Earnings	Average Monthly Gross Earnings
Market Partner	94.60%	\$ 12,878	\$ 0	\$ 63	\$ 0	\$ 13
Managing Market Partner	2.54%	\$ 8,499	\$ 61	\$ 928	\$ 748	\$ 186
Associate Market Builder	1.33%	\$ 30,832	\$ 228	\$ 2,025	\$ 1,641	\$ 405
Market Builder	0.40%	\$ 19,322	\$ 416	\$ 3,586	\$ 3,007	\$ 717
Managing Market Builder	0.61%	\$ 82,735	\$ 636	\$ 5,841	\$ 4,614	\$ 1,168
Associate Market Mentor	0.26%	\$ 119,408	\$ 2,352	\$ 12,522	\$ 9,094	\$ 2,504
Market Mentor	0.16%	\$ 134,004	\$ 8,220	\$ 27,049	\$ 21,130	\$ 5,410
Managing Market Mentor	0.06%	\$ 254,075	\$ 18,203	\$ 57,976	\$ 45,385	\$ 11,595
Associate Executive Director	0.01%	\$ 479,287	\$ 55,818	\$ 195,405	\$ 109,370	\$ 39,081
Executive Director	0.02%	\$ 565,539	\$ 60,088	\$ 237,194	\$ 219,003	\$ 47,439
Senior Executive Director	0.01%	\$ 655,518	\$ 228,106	\$ 435,492	\$ 371,032	\$ 87,098

USA Market Partners who reach the rank of Market Mentor or higher for three consecutive months may earn a payment toward a vehicle through the MONAT Motor Club program. As of December 31, 2023, 0.86% of the 108,978 Market Partners participated in the MONAT Motor Club.

2023 MONAT INCENTIVE TRIPS

In addition to the earnings opportunities in the MONAT Compensation Plan, MONAT may offer incentives and rewards programs for its independent Market Partners. In 2023:

- 520 Market Partners who rank advanced to MMB, AMM, and MM between January 2023 and June 2023 were eligible to earn a trip to Miami, Florida for the New Leadership Experience, of which 150 earned the trip.
- 3,399 Market Partners with career ranks of MMB or above as of July 2023 were eligible to earn a trip to Nassau, Bahamas for our Passport incentive trip, of which 578 earned the trip.
- 50,790 MPs with career ranks of MMP or above as of September 2022 were eligible to earn a trip to Las Vegas, Nevada for our Reunion incentive trip, of which 2,612 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.