



The 2025 Shaklee U.S. Earnings Statement

Setting Expectations

We believe that everyone has the right to Live Age Free™, with meaning and purpose, with the possibility of supplemental, flexible earnings. Your Shaklee business is yours to own and we want you to grow and thrive with it.

Earnings with Shaklee

Joining Shaklee requires the one-time purchase of a Business Starter Kit at \$49.⁹⁵.

Registration fee does not include taxes and shipping (if applicable), which vary by Shaklee Ambassador.



COMMISSIONS

Earnings from your personal product sales.



BONUSES

Additional bonuses based on your personal & team product sales.

Shaklee earnings are derived from product sales - you cannot earn by enrollment only.

Earnings are not guaranteed.

Shaklee makes no promises or guarantees regarding the possibility of supplemental, flexible earnings or any other earnings opportunity. The success or failure of each Shaklee Ambassador, like any other business opportunity, depends on their own personal skills, dedication and effort and can be impacted by external economic conditions.

The Shaklee Compensation Plan

The Shaklee Compensation Plan can be found below:

https://images.shaklee.com/library/ShakleeCompPlan_060124.pdf

Shaklee 2025 Training Events

In addition to the Business Starter Kit, Shaklee encourages Ambassadors to participate in its annual conference which is typically held at different locations each year. In 2025, Shaklee held its annual conference in Chicago, IL. The registration fee for the three-day conference was \$149 at which 40.8% of Active Ambassadors attended.

Note: Ambassadors that attended these events were responsible for their own flight, hotel, meals, and other costs associated with attending the event. Such costs are unique to each Ambassador.

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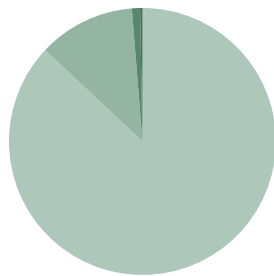
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2025 Gross Earnings of Shaklee Ambassadors

All Shaklee business owners are "Ambassadors" and can earn with Shaklee. As Ambassadors build their business, they may advance in rank as shown in the earnings chart below.

The Ambassadors represented below are those engaged in business-building activity during the previous 12 months, including enrolling an Ambassador or Member, earning commissions through sales to their retail customers or Members, or purchasing a business tool. The numbers below do not include earnings from sales of products made between Shaklee Ambassadors and their customers that occur outside of our website. 32.3% of the Ambassadors participating in the Shaklee Compensation Plan had no gross earnings in 2025.



Shaklee Business Owners

- 87.00% Getting Started
- 11.73% Business Builders
- 0.98% Business Executives
- 0.29% Business Masters

Rank	Low 10% Avg	Low 1/3 Average	Median	Average	High 1/3 Average	High 10% Avg	% at Title
AMB/ASSOC	–	–	\$62	\$320	\$885	\$1,841	87.00%
DIR	\$1,620	\$2,952	\$5,827	\$6,678	\$11,356	\$16,229	7.66%
SRDIR	\$2,878	\$4,682	\$9,464	\$11,747	\$21,034	\$31,352	2.72%
CRD	\$4,622	\$6,083	\$9,846	\$10,588	\$15,759	\$20,147	0.30%
SRCRD	\$3,968	\$10,002	\$18,946	\$21,645	\$36,109	\$53,161	1.05%
EXEC	\$16,636	\$26,428	\$40,927	\$40,817	\$55,763	\$67,678	0.33%
SREX	\$18,880	\$28,396	\$44,524	\$43,770	\$58,780	\$75,756	0.36%
KEY	\$42,935	\$46,791	\$58,707	\$61,496	\$79,803	\$90,162	0.20%
SRKEY	\$66,630	\$69,543	\$85,579	\$107,354	\$166,938	\$167,445	0.10%
MSTR	\$94,351	\$110,690	\$164,079	\$164,424	\$224,186	\$261,484	0.16%
SM	\$165,672	\$185,243	\$229,191	\$241,080	\$308,806	\$349,757	0.10%
PM	\$603,972	\$603,972	\$895,052	\$895,052	\$1,186,133	\$1,186,133	0.03%

THESE EARNINGS DO NOT CONSIDER AMBASSADOR EXPENSES incurred in the operation of a Shaklee business, like the Business Starter Kit (2025 \$49⁹⁵), event registration fees, travel, office supplies, insurance premiums, products purchased for business purposes, etc.

The calculation of median earnings by rank includes all Ambassadors whose behavior was consistent with business building activities identified above. Pursuant to regulatory guidance on earnings claims, for these Ambassadors, we calculated their earnings over the relevant period by summing up their monthly commissions (including those months in which no commission was earned). We classified Ambassadors by rank using the highest rank they achieved during the relevant period and then calculated the median earning by rank.

The full-year earnings data for each Ambassador is included in the totals for their highest achieved Paid-As Rank during the year. Example: Ambassador Mary holds the Paid-As Rank of Coordinator for Jan-Apr 2025, then advances to Senior Coordinator for May-Nov 2025. Mary advances to Executive Coordinator for Dec 2025. Mary's full-year earnings will be included in the totals for Executive Coordinator as that was her highest achieved Paid-As Rank during 2025.

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