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INCOME DISCLOSURE SUMMARY

Tupperware® Independent Consultants earn 25% commission on the sale of most products, plus they have several opportunities to earn additional bonuses and awards through hard work and personal effort. The chart below shows the average earnings for various career levels within the Tupperware® compensation model during January–December 2025. Independent Consultants are considered “active” when they have achieved a minimum of \$350 in personal retail sales within a 4-month period during January–December 2025. Inactive Consultants are those who earned some commissions from the sale of products, but did not achieve a minimum of \$350 in personal retail sales within a 4-month period during January–December 2025. Actual earnings depend on each individual’s personal efforts.

CAREER LEVEL	NUMBER OF PARTICIPANTS	PERCENT OF ACTIVE PARTICIPANTS	PERCENT OF PARTICIPANTS	AVERAGE EARNINGS PER PARTICIPANT (during Jan.–Dec. 2025)
INACTIVE CONSULTANT	16,547	N/A	43.09%	\$49.79
CONSULTANT	21,158	96.93%	55.13%	\$302.72
MANAGER	364	1.67%	0.95%	\$4,954.14
STAR MANAGER	99	0.45%	0.26%	\$6,623.41
EXECUTIVE MANAGER	26	0.12%	0.07%	\$9,328.68
DIRECTOR	103	0.47%	0.27%	\$18,716.17
STAR DIRECTOR	54	0.25%	0.14%	\$23,481.27
2 STAR DIRECTOR	11	0.05%	0.03%	\$28,472.42
3 STAR DIRECTOR	3	0.01%	0.01%	\$49,869.46
4 STAR DIRECTOR	2	0.01%	0.01%	\$84,279.61
5 STAR DIRECTOR	1	0.01%	0.01%	\$93,922.92
EXECUTIVE DIRECTOR	1	0.01%	0.01%	\$188,670.68
STAR EXECUTIVE DIRECTOR	1	0.01%	0.01%	\$129,869.61
PRESIDENTIAL DIRECTOR	1	0.01%	0.01%	\$247,786.27