

MONAT USA 2021 Income Disclosure Statement

The average annual income for ALL U.S. Market Partners at all ranks (which includes Active and Inactive Market Partners) in 2021 was \$ 831. Thirty-nine percent of U.S. Market Partners were not Active in 2021 and therefore did not earn any commissions.

The income information in the chart below includes Active and Inactive Market Partners in 2021. An “Active” Market Partner is a Market Partner who earned any amount of commissions in the 2021 calendar year. An “Inactive” Market Partner is a Market Partner who did not earn any amount of commissions in the 2021 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 2021 calendar year. Those enrolled in November and December 2021 the Highest Achieved Title was used for the Highest Achieved for two months.

2021 USA Annual Income by Rank (ACTIVE AND INACTIVE Market Partners)

Rank	% of ACTIVE & INACTIVE U.S. Market Partners at this Rank in 2021	High Annual Gross Earnings	Low Annual Gross Earnings	Average Annual Gross Earnings	Median Annual Gross Earnings	Average No. of Months to Achieve Rank	Median No. of Months to Achieve Rank
Market Partner	93.36%	\$ 21,889	\$ 0	\$ 144	\$21	0	0
Managing Market Partner	3.26%	\$ 32,415	\$ 127	\$ 1,963	\$1,686	3	2
Associate Market Builder	1.52%	\$ 34,926	\$ 586	\$ 4,184	\$3,739	5	3
Market Builder	0.44%	\$ 35,512	\$ 908	\$ 6,756	\$6,020	7	5
Managing Market Builder	0.79%	\$ 67,960	\$ 1,248	\$ 10,045	\$9,095	10	7
Associate Market Mentor	0.32%	\$ 162,822	\$ 2,111	\$ 19,841	\$17,519	10	7
Market Mentor	0.22%	\$ 601,899	\$ 5,792	\$ 50,472	\$43,885	15	12
Managing Market Mentor	0.06%	\$ 394,058	\$ 17,413	\$ 102,528	\$88,001	17	15
Associate Executive Director	0.02%	\$ 576,784	\$ 55,479	\$ 174,037	\$152,703	20	18
Executive Director	0.01%	\$ 2,585,747	\$ 92,418	\$ 497,763	\$381,898	25	24
Senior Executive Director	0.01%	\$ 3,531,731	\$ 379,433	\$ 1,291,941	\$1,106,283	20	19

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 12/31/2021, 0.45% of the 298,952 Market Partners participated in MONAT's Motor Club.

2021 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 2021:

- 8,872 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 232 earned the trip.
- 10,091 Market Partners with career ranks of MMB or above as of July 2021 were eligible to earn a trip to Punta Cana, Mexico for our Passport incentive trip, of which 1,392 earned the trip.
- 73,246 MPs with career ranks of MMP or above as of September 2020 were eligible to earn a trip to Las Vegas, Nevada for our Reunion incentive trip, of which 7,601 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.