



2022 U.S. Income Disclosure

Compensation

The Amway™ business is based on product sales. As an Amway Independent Business Owner (IBO), you **cannot** earn compensation by merely sponsoring or recruiting others. You **can** earn money in the following two ways:

1. You can apply a retail markup on products you sell to customers; and,
2. You can get sales commissions (sometimes called bonuses or incentives) based on your product sales and the product sales of those on your sales team.

As with any other sales opportunity, the compensation that IBOs earn varies. Many IBOs want to earn some extra income, while some have other goals. How much you can earn as an IBO depends on many factors, including your customer base, business experience, skills, effort, dedication and the quality and extent of your sales team.

The information in this document is based on data we collected about U.S. IBOs in 2022.

Cost to Register or Renew

You do not need to buy any products or services to become or remain an IBO. However, there are costs to register and renew. These are outlined below.

| | Amount | What it Includes |
|-------------------------|--------|--|
| Annual Cost to Register | \$76 | <ul style="list-style-type: none"> • \$16 annually that Amway collects for your membership in the Independent Business Owners Association International (IBOAI), an Association whose Board of Directors and Officers are charged with making recommendations to Amway that are intended to serve the best interests of IBOs. • A variable amount annually that Amway applies toward the annual premium to support general liability and property insurance coverage and other benefits through the Independent Business Owners Benefits Association (IBOBA). • Overhead costs associated with registration and New IBOs. |
| Annual Cost to Renew | \$76 | |

Your initial cost of registration is refundable within 90 days if you decide to cancel your registration. There are Amway-licensed independent training organizations known as Approved Providers who may offer you value-added training and support in addition to what Amway offers. You can choose to take part in this training, but you aren't required to.

Typical Earnings in 2022

There are two ways IBOs earn compensation: retail markup on product sales to customers, and sales commission based on the sales of products.

What is the average income in 2022?

The average income for all U.S. IBOs at the Founders Platinum level and below is **\$852 before expenses**.

How do expenses affect the average income of an IBO?

Expenses may reduce your net income as an IBO. These can include registration/renewal fees, shipping charges, taxes and other expenses from samples, travel, any optional training and support you purchase from Approved Providers.

What are the percentages of those who had sales and earned compensation in 2022?

- **32%** of U.S. Registered IBOs had no reported sales, did not sponsor another IBO and did not earn any compensation.
- **67%** of U.S. Registered IBOs received a payment from Amway in at least one month for sales that occurred during 2022.

What were the average annual earnings before expenses in 2022?

| | Average Annual Earnings Before Expenses |
|----------------------------|--|
| Top 1% of the IBOs | \$87,422 (average) and \$56,096 (median) |
| Top 10% of the IBOs | \$14,552 (average) and \$4,610 (median) |
| Top 50% of the IBOs | \$3,452 (average) and \$679 (median) |

What are recognition levels and what are the annual earnings by recognition levels in 2022?

The Amway IBO Compensation Plan recognizes IBOs whose personal and downline volume achieves specified monthly or annual levels. IBOs who are Silver level have had at least one month in a performance year where their personal and downline volume qualify them to receive a 25% performance bonus on their personal volume. IBOs who are Gold, Platinum and Founders Platinum have additional requirements.

A small number of IBOs achieve higher levels of recognition and consequent rewards. The typical time and required effort to achieve these levels of recognition are extraordinary. They should not be the basis of your decision to become an IBO.

Average Annual Earnings of Amway IBOs by Recognition (Pin) Level (not including business expenses)

| Level | Average Years to Reach Level | % of all IBOs at this Level | Average Annual Earnings |
|--------------------------|------------------------------|-----------------------------|-------------------------|
| Founders Platinum | 3 - 12 | 0.68% | \$45,477 |
| Platinum | 2 - 9 | 0.27% | \$18,064 |
| Gold | 2 - 8 | 0.14% | \$14,791 |
| Silver | 2 - 8 | 0.27% | \$9,759 |

Canceling Your IBO Registration and Getting Refunds

- You can cancel your IBO registration with Amway at any time. If you cancel within 90 days after your initial registration, you can receive a full refund on the \$76 you paid to register.
- You can return any unused and unsold products for a full refund. We will pay the shipping. Visit [amway.com/support-center/orders-and-returns](https://www.amway.com/support-center/orders-and-returns) for more information.
- You can get a refund if you were not satisfied with the training and support by an Approved Provider. You must contact the Approved provider directly to request your refund.
 - o If you request a refund **within your first 90 days** after registering as an IBO, the Approved Provider must refund any amounts you paid.
 - o If you request a refund **after your first 90 days**, the Approved Provider's regular return policies apply.