



2023 INCOME DISCLOSURE STATEMENT

COMPANY OVERVIEW

A company by women for everyone, our jewelry unlocks opportunities, inspires joyful confidence and celebrates the unique beauty in all of us.

SABIKA JEWELRY, INC. INDEPENDENT STYLIST EARNINGS OPPORTUNITY SUMMARY

Sabika Jewelry Independent Stylists earn commissions based on retail sales of the Sabika Jewelry Collections. Stylists earn 20-35% commission on their personal retail sales and 4-12% commission on their downline community sales. "Commissions" are defined as all payments made to the Stylist based on the Stylist's own commissionable sales, less returns, and all Community Development line bonuses paid to the Stylists based upon Downline Community members' commissionable sales, less returns. Stylists are able to flexibly work their Sabika Business based on the needs of their life, working when, where, and how they want. All commissions are a direct result of the time, effort and actions Stylists invest into their Sabika Business. Sabika Jewelry makes no warranty or representation as to one's level of success. Profits are not guaranteed, as the Sabika Earnings Opportunity is based upon the sale of product.

Among all "active"* Sabika Stylists in 2023, approximately:

- + The top 1% earned \$84,943 on average
- + The top 10% earned \$24,578 on average
- + The top 50% earned \$6,242 on average

AVERAGE ANNUAL EARNINGS OF PAID IN 2023

The table below reflects the average aggregate earnings from all Sabika Jewelry Stylists each month who received a payout from Sabika Jewelry, Inc. in 2023.

2023 Income¹

Active Sabika Stylists Rank	% of Stylists	Low Annual Commissions	Average Annual Commissions	High Annual Commissions
CRYSTAL	86%	\$1	\$752	\$9,384
OPAL	5%	\$5,567	\$10,181	\$18,229
RUBY	1%	\$58,632	\$58,632	\$58,632
BLACK DIAMOND	1%	\$49,202	\$85,086	\$120,968
CHAMPION	2%	\$3,366	\$16,825	\$50,449
MENTOR	3%	\$4,503	\$28,316	\$69,500
COACH	1%	\$20,602	\$21,360	\$22,040
LEADER	1%	\$90,675	\$90,675	\$90,675

Community Leadership

Non-Community Developers	93%	\$1	\$1,821	\$120,968
Community Developers	7%	\$3,366	\$27,121	\$90,674

*A Sabika Stylist is considered an "Active" Sabika Stylist when they have sold \$1 PCV (personal commissionable volume) or more within a Commission Cycle.

¹ Based on the monthly average commissions in 2023 to paid Stylists at each Title Rank

² One Stylist in each category achieved the High Annual Commissions and the Low Annual Commissions in 2023. All other Stylists in each category achieved or surpassed the Low Annual Commissions in 2023.

³ Community Development segmentation considers Non-Community Developers to be Stylists who qualified to earn commissions on their personal sales, but did not qualify to earn commissions on Downline Community member sales during 2023 and Community Developers to be Stylists who qualified to earn commissions on both their personal sales and Downline Community Member sales during 2023.

The average earnings of all Sabika Stylists paid and non-paid in 2023 was \$2,304.