



2021 INCOME DISCLOSURE STATEMENT

COMPANY OVERVIEW

A company by women for women, our jewelry is made for every woman, every day. Sabika was founded with the intent of bringing beauty, joy and opportunity to women of all ages and diverse backgrounds, and delivers a new level of fun and sophistication to the Home Party experience.

SABIKA JEWELRY, INC. INDEPENDENT CONSULTANT EARNINGS OPPORTUNITY SUMMARY

Sabika Jewelry Independent Consultants earn commissions based on retail sales of the Sabika Jewelry Collections. Consultants 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 Consultant based on the Consultant's own commissionable sales, less returns, and all Community Development line bonuses paid to the Consultants based upon Downline Community members' commissionable sales, less returns. Consultants 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 Consultants 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 Consultants in 2021, approximately:

- + The top 1% earned \$75,067 on average
- + The top 10% earned \$18,828 on average
- + The top 50% earned \$4,550 on average

AVERAGE ANNUAL EARNINGS OF PAID IN 2021

The table below reflects the average aggregate earnings from all Sabika Jewelry Consultants each month who received a payout from Sabika Jewelry, Inc. in 2021.

2021 Income¹

Active Sabika Consultant Rank	% of Consultants	Low Annual Commissions	Average Annual Commissions	High Annual Commissions
CRYSTAL	61%	\$1	\$907	\$6,704
OPAL	3%	\$4,577	\$9,668	\$20,897
RUBY	1%	\$56,119	\$56,119	\$56,119
BLACK DIAMOND	1%	\$68,035	\$75,654	\$83,272
CHAMPION	1%	\$5,584	\$12,343	\$22,694
MENTOR	2%	\$10,479	\$31,969	\$88,044
COACH	1%	\$21,913	\$35,669	\$52,228
LEADER	1%	\$99,229	\$99,229	\$99,229

Community Leadership

Non-Community Developers	96%	\$1	\$1,770	\$83,272
Community Developers	4%	\$5,584	\$29,994	\$99,229

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

¹Based on the monthly average commissions in 2021 to paid Consultants at each Title Rank

²One Consultant in each category achieved the High Annual Commissions and the Low Annual Commissions in 2021.

All other Consultants in each category achieved or surpassed the Low Annual Commissions in 2021.

³Community Development segmentation considers Non-Community Developers to be Consultants who qualified to earn commissions on their personal sales, but did not qualify to earn commissions on Downline Community member sales during 2021 and Community Developers to be Consultants who qualified to earn commissions on both their personal sales and Downline Community Member sales during 2021.

The average earnings of all Sabika Consultants paid and non-paid in 2021 was \$2,288.

An average of 31% of Sabika Consultants were not paid for any given month in 2021.