



Compensation & Customer Sharing Plan

U.S. ENGLISH | Updated April 2026



NATURE'S SUNSHINE OFFERS THREE DIFFERENT EARNING OPPORTUNITIES THROUGH OUR COMPENSATION AND CUSTOMER SHARING PLAN, TO FIT DIFFERENT INTERESTS.

CUSTOMERS

- Customers earn Referral Rewards in the form of product credit when they share Nature's Sunshine products.
- Active Customers earn 15% of the order total (excluding taxes and shipping) from purchases made by Customers and Wellness Partners through their personalized sharing link.
- Rewards are available the same day.
- To remain eligible for Referral Rewards, Customers must place a personal order or refer a new Customer within the last 90 days.

WELLNESS PARTNERS

- Wellness Partners earn up to 30% in commissions when they share.
- Wellness Partners receive Rewards as commission payments instead of product credit.
- Wellness Partners must accept the Nature's Sunshine Membership Agreement.
- To remain eligible to receive commissions, Wellness Partners must place a personal order or refer a new Member within the last 90 days.

CONSULTANTS

- Consultants earn up to 30% in commissions when they share.
- Independent Consultants receive commissions on up to five downline levels when their downline Independent Consultants purchase products.
- Independent Consultants can earn up to 10% commissions on Customer or Wellness Partner purchases made by individuals referred by their personally referred Members.
- Independent Consultants can earn up to 5% commissions on Customer and Wellness Partner purchases made by individuals in the groups of their downline Independent Consultants.
- Independent Consultants can purchase products at a discounted rate and resell them at retail prices.
- To remain eligible to receive commissions, Consultants must accept the Nature's Sunshine Membership Agreement, must purchase a welcome kit, and they must meet the qualification requirements outlined in the compensation plan.



CUSTOMER SHARING PLAN

HOW IT WORKS

At Nature’s Sunshine, we rely on word-of-mouth sharing from satisfied customers to grow our business. That’s you! And when you share, you’re ALWAYS rewarded.

It couldn’t be any easier. All you need to do is register for your free account. Then, share with a friend and earn a 15% reward when they make a purchase! This reward is available to you as product credit toward a future order. No purchase or fee required.

IT’S EASY, FAST AND FREE!

As a Customer, “share” a product link from our website through email, text or social media with your friends, family and followers. When they click on the link to our website, they get a special discount on their first-ever order from us—and YOU will be sent YOUR 15% reward right away!



Your friends get a discount on their first order, and you earn 15% off their product total!

Customer sharers earn Referral Rewards almost immediately for sales to new customers during the first 90 days after their initial purchase. To keep earning rewards, sharers must stay “Active” by referring a new customer or making a personal purchase at least once every 90 days.



WELLNESS PARTNER SHARING PLAN

HOW IT WORKS

Our Wellness Partner program is perfect for anyone who wants to earn cash without the pressure of building and maintaining a large network marketing business. You do not have to be a full-time retailer or practitioner to share our products and make money with our Wellness Partner program.

IT'S EASY, FAST AND FREE!

It is FREE to create a Wellness Partner account. All you need to do is accept the Membership Agreement. Then, share with your friends and start earning rewards when they order! No initial purchase or membership fee is required.

WELLNESS PARTNER SHARING PLAN TABLE AND EXAMPLE

TOTAL MONTHLY SALES	COMMISSION RATE
\$0-\$999.99	15%
\$1,000-\$2,499.99	20%
\$2,500-\$9,999.99	25%
\$10,000+	30%

EARNINGS EXAMPLE

If your total sales volume from customers you have personally referred is \$10,000+ for the month, you qualify for a total of 30% in commissions, and the extra 15% will be paid after the month ends. The best part? All Wellness Partner commissions are paid in **cash**, and ALL sales (including reorders) apply toward your monthly sales total!



Wellness Partners earn up to 30% of the product cost from friends who create Customer or Wellness Partner accounts.

Commissions are granted weekly for all sales made to these new Customers or Wellness Partners for the 90 days following their initial purchase. Wellness Partners extend their earnings opportunities indefinitely by being "Active." Active Wellness Partners refer a new Customer or Wellness Partner or make a personal purchase at least every 90 days.



INDEPENDENT CONSULTANT BUSINESS MODEL

HOW IT WORKS

Independent Consultants can make money in several ways when they share Nature's Sunshine, including:

1. Earn 15-30% commissions on purchases from every personally referred customer and Wellness Partner.
2. Receive commissions* on up to 5 levels of your organization when your downline Independent Consultants purchase product.
3. Get up to 10% commission* on Customer purchases made by people referred by YOUR Independent Consultants or Customers.
4. Up to 5% commission* on Customer purchases made by people referred by Customers in the groups of YOUR Independent Consultants.
5. Purchase products at an Independent Consultant discount and resell them at retail.

***NOTE:** Commissions are paid to Independent Consultants based on the sales of Customers, Wellness Partners and Independent Consultants in their organization.



ADDITIONAL CONSULTANT BENEFITS

Nature's Sunshine Independent Consultants can also earn perks, incentives and other opportunities, such as:

- Summits/regional meetings
- Exclusive travel incentives
- Sales and discounts
- Short-term promotions and offers
- Rank advancement rewards and recognition
- Free shipping twice a month!



HOW TO GET PAID

Qualification for commission and other perks starts with a product purchase. Each product is assigned a Purchase Volume (PV) value based on the product's cost. Commission payments are paid to the first five (5) qualified upline Independent Consultants (based on rank) and are calculated based on 3 things:

1. **The PV of the sale.**
2. **If the Independent Consultants linked to the purchase qualify for payment this month.**
3. **The number of levels of qualified payees between the Upline Independent Consultant and the purchase.**

RANK QUALIFICATION

Your rank qualification is determined each month based on three things:

1. **Your Group Volume (GV): the total PV of your purchases + the purchases of customers you referred.**

$$\text{GV} = \text{Your PV} + \text{PV of all your Customers and Wellness Partners}$$

- The first rank only requires a GV of 150, all other ranks require a GV of 300
 - A personal purchase is NOT required
 - Includes PV of customers referred by YOUR customers and Wellness Partners
2. **Your First-Level Senior Consultants: Independent Consultants you have personally referred.**
 - A "Senior Consultant" has a GV of at least 150 and TOV of at least 300.
 - No rank requires more than six (6) Senior Consultants!
 3. **Your Total Organizational Volume (TOV): the total PV of your personal purchases + the purchases of all customers and Independent Consultants in your organization.**

$$\text{TOV} = \text{Your PV} + \text{PV of all the Independent Consultants, Wellness Partners \& Customers in your entire Downline}$$

- The first rank only requires a TOV of 300
- Higher ranks require more TOV, up to 1 Million



RANK/QUALIFICATION REWARDS TABLE

RANK	GROUP VOLUME (GV)	FIRST LEVEL SENIOR CONSULTANTS	TOV/MONTH	BALANCE RULE*
Senior Consultant	150	—	300	—
Director	300	1	1,000	—
Director 2K	300	1	2,000	—
Director 3K	300	2	3,000	—
Director 6K	300	2	6,000	—
Executive 12K	300	3	12,000	1,200
Executive 25K	300	4	25,000	5,000
Executive 50K	300	5	50,000	12,500
Presidential 100K	300	6	100,000	25,000
Presidential 200K	300	6	200,000	50,000
Chairman's Club 500K	300	6	500,000	125,000
Chairman's Club 1M	300	6	1,000,000	250,000

*Balance Rule: Total TOV from all first-level leaders in a consultant's downline besides the largest leader.

GET PAID BASED ON YOUR RANK

RANK	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5
Senior Consultant	12%	—	—	—	—
Director	12%	10%	—	—	—
Director 2K	12%	10%	—	—	—
Director 3K	12%	10%	10%	—	—
Director 6K	12%	10%	10%	—	—
Executive 12K	12%	10%	10%	2%	—
Executive 25K	12%	10%	10%	2%	—
Executive 50K	12%	10%	10%	2%	1%
Presidential 100K	12%	10%	10%	2%	1%
Presidential 200K	12%	10%	10%	2%	1%
Chairman's Club 500K	12%	10%	10%	2%	1%
Chairman's Club 1M	12%	10%	10%	2%	1%

NOTE: According to Plan rules, Independent Consultants earn their commissions in the current month based on the rank achieved in the previous month. This allows Nature's Sunshine to calculate and pay rewards quickly, without having to wait until the end of the current month.

EARN REWARDS FROM YOUR CUSTOMERS AND WELLNESS PARTNERS

Independent Consultants are eligible to earn when they share with customers OR when people in their downline share. Anytime you share and a Customer or Wellness Partner buys, a link is created between you and your customer. So anytime they reorder, you get rewarded!

Like Wellness Partners, Independent Consultants earn rewards on a tiered commission structure based on their Customers and Wellness

Partners’ total monthly sales volume. The more you share, the higher your commission rate. 15% is paid to you at the time an order is placed, and additional commissions you earn are paid when the month ends.

At the end of the month, the Sharer qualifies for additional commissions if their Customer and Wellness Partner total product purchases total \$1,000 or more. Commissions for Upline Independent Consultants 1 and 2 are based on rank only.

WELLNESS PARTNER SHARING PLAN TABLE AND EXAMPLE

TOTAL MONTHLY SALES	COMMISSION RATE
\$0-\$999.99	15%
\$1,000-\$2,499.99	20%
\$2,500-\$9,999.99	25%
\$10,000+	30%

The Monthly Sales Total for Customer and Wellness Partner commissions is based on the dollar amount of total purchases from your personally-sponsored Customers and Wellness Partners. It is not the same calculation as GV or TOV.

GET REWARDED WHEN YOUR DOWNLINE SHARES

When a Customer or Wellness Partner purchases product, up to 3 people are paid: the person who shared with the Customer or Wellness Partner and two Upline Independent Consultants based on their eligibility. As an Independent Consultant, you earn rewards when your customers buy or share!

At the end of the month, the Sharer qualifies for additional commissions if their personally referred Customer and Wellness Partner product purchases total \$1,000 or more.

Eligibility is based on rank. Qualifications for same-day payments are based on rank. Qualifications for month-end rewards are based on rank and sales totals from Customers and Wellness Partners.



CONSULTANT’S CUSTOMER AND WELLNESS PARTNER SHARING TABLE

PERSON	PAYMENT	WHEN/HOW
Sharer (Independent Consultant or Wellness Partner)	Up to 30% of the product total* (see table on page 7)	15% awarded the same day, additional commissions are awarded at the end of the month
Upline Independent Consultant 1 (Senior Consultant or Above)	Up to 10% of the PV	Sr. Consultants receive 5% (awarded same day) and Director 2k or above receive 10% (also awarded same day)
Upline Independent Consultant 2 (Director 3K or above)	5% of the PV	5% same day

**Independent Consultants’ commission is available in the form of cash or Product Credit. It is calculated based on the final cost of the purchase, in local currency, before shipping charges and taxes.*

EXCLUSIVE TIERED DISCOUNTS FOR CONSULTANTS - VOLUME PRICING CHART

MINIMUM ORDER SIZE	DISCOUNT FROM INDEPENDENT CONSULTANT* PRICE	PV DISCOUNT FACTOR FOR COMMISSION
\$500	10%	0%
\$750	15%	20%
\$1,000	20%	33%
\$2,000	30%	66%

Nature’s Sunshine separates itself by allowing Independent Consultants to inventory and display products in a retail setting. The published discounts above allow these retailers to maintain similar profit margins with non-MLM suppliers of competing products. To facilitate this, PV amounts for purchases receiving a 15% Discount (or higher) are reduced as described above, for purposes of upline Commissions calculation. For the purpose of Rank qualification for purchasers and uplines, however, full PV is granted.



KEY TERMS

ACTIVE CUSTOMER OR WELLNESS PARTNER

A Customer or Wellness Partner who has referred a new customer or made a personal purchase within the last 90 days.

BALANCE RULE

In order to maintain or advance in rank, beginning at Executive 12K, a predetermined portion of an Independent Consultant's TOV requirement must come from outside their largest first-level Independent Consultant's downline. This Balance Rule TOV requirement is expressed as a monthly accumulated amount, and all other first-level Independent Consultants and Customers in your group contribute to this requirement. This encourages both breadth and depth within your organization while also promoting stability for your overall organization.

COMMISSION

Money or Product Credits (as defined in the Policies and Procedures document) earned by an Independent Consultant or Wellness Partner from their downline is considered a commission (i.e., non-employee compensation).

INDEPENDENT CONSULTANT

An individual who has accepted the terms and conditions of the Membership Agreement. Independent Consultants receive discounted pricing (25% off MSRP), may build a team and may earn commissions from their downline. Independent Consultants are independent contractors and not employees, agents, partners, joint ventures or representatives of NSP. For more information, please see Section 5.3 Independent Contractor Status in NSP's Policies and Procedures.

INDEPENDENT CONSULTANT BUSINESS MODEL

The payment model used when an Independent Consultant makes a purchase, paying five eligible Independent Consultants in the purchaser's upline. The breakdown of pay by level is as follows:

- 12% in the first level – must be Senior Consultant rank or above to be eligible
- 10% in the second level – must be Director rank or above to be eligible
- 10% in the third level – must be Director 3K rank or above to be eligible
- 2% in the fourth level – must be Executive 6K rank or above to be eligible
- 1% in the fifth level – must be Executive 50K rank or above to be eligible

CUSTOMER

An individual eligible to purchase products at regular price (MSRP) and refer products to others. They are paid according to the Customer Sharing Plan and can earn commissions on the purchases made by those they share with.

CUSTOMER SHARING PLAN

This is the commission model used when a Customer makes a purchase, paying up to three individuals. These individuals include the Sharer (the individual who initially referred the Customer and to whom the purchasing Customer is linked) and the first two eligible Upline Independent Consultants.

There is no cost or purchase requirement to participate in the Customer Sharing Plan. To be eligible for commission, the Sharer must have made a personal purchase or referral within the last 90 days. The first Upline Independent Consultant must hold the rank of Senior Consultant or above to be eligible for commissions. The second Upline Independent Consultant must hold the rank of Director 3K or above to be eligible for commission. If any individual is not qualified by activity or rank, the commission is lost. See Customer Sharing Table on page 4 for details.

DISCOUNT

A percentage reduction from the MSRP, or standard Customer price, of a product or products due to a coupon, offer, program or other qualification. Independent Consultants automatically receive a 25% discount on all purchases. Larger orders can qualify for additional discounts of up to 30%.

DYNAMIC COMPRESSION

When an Independent Consultant makes a purchase, we will pay five Independent Consultants in the purchaser's upline. At each level, these individuals must meet certain rank requirements to be eligible for commission. When an Independent Consultant in the purchaser's Upline does not meet the rank requirement for their level of commission, they—and any other Independent Consultant above them who does not meet the rank requirement—are skipped until we find a qualified Independent Consultant to receive the commission for that level. In this way, we ensure that five people always receive a commission when an Independent Consultant makes an order. Plus, as long as you meet the rank requirements, this feature allows you to earn a commission on multiple levels of your organization beyond your fifth level.

GROUP VOLUME (GV)

The sum of the PV from all personal purchases combined with the sum of the PV from all purchases made by all Customers and Wellness Partners who are linked directly to you within a given month. Does not include Independent Consultants who are linked to you or the Customers in their organizations.

MEMBERSHIP AGREEMENT

The binding contract between the Independent Consultant or Wellness Partner and NSP. It governs the Independent Consultant's and Wellness Partner's membership and includes the Independent Consultant or Wellness Partner Application, this Nature's Sunshine Compensation Plan, and the Nature's Sunshine Policies & Procedures.

MEMBERSHIP FEE

The annual fee that allows an individual the right to distribute products, participate in the Independent Consultant Business Model, receive a 25% discount on purchases and the opportunity to earn commissions on their downline. Independent Consultants gain access to the back office of Nature's Sunshine website and the Learning Management System (LMS). They also receive exclusive shipping privileges and may participate in bonus programs and other incentives. Memberships are active for 12 months, and must be renewed each year.

PURCHASE VOLUME (PV)

The volume amount assigned to a product. Purchase Volume is used to determine an individual's Group Volume and Total Organizational Volume each month for rank purposes, and most commissions are calculated using it. PV amounts for similar products in each country where Nature's Sunshine operates are similar, allowing true global integration and opportunity.

RANK

A level of leadership granted to an Independent Consultant each month based on their Customer and Wellness Partner sales, first-level Independent Consultant sales and total downline sales in the previous month. A feature of the Independent Consultant Business Model, rank is not available to Customers or Wellness Partners. Rank advancement qualifies an Independent Consultant to receive commissions on more levels of their downline. See the Rank/Qualification Rewards table on page 6 for details.

Rank requirements have been designed to create a simple, reachable path for individuals seeking to increase their engagement with Nature's Sunshine. Ranks have been categorized in several groupings, with Total Organizational Volume (TOV) being a key factor.

RENEWAL FEE

To extend active membership for 12 months, and remain eligible for Independent Consultant benefits, Independent Consultants must pay a Renewal fee by the indicated deadline. By default, memberships renew automatically each year and the corresponding renewal fee is automatically charged. For more information, or to review account settings, Independent Consultants may visit our website or contact Customer Service.

REFERRAL

A referral is how new Members are added to your downline. When someone uses a link you shared using our digital tools to make a purchase, they are linked to your account as a new Customer. Alternatively, new members can manually enter the ID of an existing Member when they place their original order to join an individual's downline.

REFERRAL REWARDS PROGRAM

Independent Consultants, Wellness Partners and Customers are eligible to earn a commission by referring other Customers to Nature's

Sunshine. Earnings are based on the cost of the product in local currency and are calculated within 30 minutes. In addition to the person who referred the Customer, two Upline Independent Consultants may also receive commission.

SENIOR CONSULTANT

A Nature's Sunshine Independent Consultant who accumulates 150 Group Volume and 300 Total Organizational Volume within a month will qualify for the rank of Senior Consultant. To advance in rank, an Independent Consultant must have 1-6 Senior Consultants in their first level and meet other rank requirements.

SHARER

The Customer, Wellness Partner or Independent Consultant who initially referred an individual to Nature's Sunshine and is linked to the referred individual's account.

SUBSCRIBE & THRIVE

Products purchased through Subscribe & Thrive receive an additional discount (25% for Customers and Wellness Partner and 30% for Independent Consultants) and free shipping (minimum product order \$50). Delivery can be scheduled at regular intervals (every month, every two months, every six months, etc.), but is limited to one (1) auto-shipment per month. Subscription can be paused or cancelled at any time. See our website for details, or contact Customer Service.

TOTAL ORGANIZATIONAL VOLUME (TOV)

The sum of the PV from all personal purchases combined with the sum of the PV from all purchases made by all Customers, Wellness Partners and Independent Consultants in your ENTIRE downline within a given month.

UNILEVEL

The Independent Consultant Business Model is described in industry terms as a unilevel plan. This means that each purchasing Independent Consultant within your organization, regardless of their rank, is considered an individual level for commission purposes.

WELCOME KIT

Anyone who becomes an Independent Consultant receives a Welcome Kit containing product information, sharing tools and shipping coupons to help them understand the business and begin growing.

WELLNESS PARTNER

A Customer of NSP who has accepted NSP's Membership Agreement in order to receive payment for referring NSP products to others. Wellness Partners are independent contractors and not employees, agents, partners, joint ventures or representatives of NSP. For more information, please see Section 5.3 Independent Contractor Status in NSP's Policies and Procedures.