

Earnings

The table below includes earnings claims based on the performance of U.S. cabi Stylists for the 2023 calendar year. It represents all Stylists who met seasonal sales minimums for both the Spring '23 and Fall '23 seasons. The Overall Average Annual Commissions* for Independent Stylists who earned commissions in both the Spring '23 and Fall '23 seasons, including Stylists who did not meet seasonal sales minimums for both the Spring '23 and Fall '23 seasons, was \$21,609, with a low of \$403 and a high of \$422,204.

cabi Independent Stylist Income Disclosure - 2023*

The overall Average Annual Commissions for all Independent Stylists who met seasonal minimums for both the Spring '23 and Fall '23 seasons was \$25,146(2).

# of seasons with cabi	% of Stylists in 2023	Low Annual Commissions (3)	Average Annual Commissions(3)	High Annual Commissions(3)
2 Seasons	4%	\$3,170	\$10,792	\$37,082
3-4 Seasons	5%	\$3,033	\$8,499	\$74,659
5-6 Seasons	5%	\$3,567	\$8,930	\$24,217
7-8 Seasons	4%	\$3,174	\$9,620	\$33,193
9-14 Seasons	13%	\$4,375	\$14,386	\$50,413
15+ Seasons	61%	\$3,998	\$32,202	\$420,449

# of seasons with cabi	% of Stylists in 2023	Low Annual Commissions (3)	Average Annual Commissions(3)	High Annual Commissions(3)
Non-Team Leaders	62%	\$3,033	\$11,863	\$104,494
Team Leaders	38%	\$4,305	\$42,136	\$420,449

- (1) Seasonal sales minimums are \$10,000 in PQV for Stylists in their first through sixth season and 14,000 in PQV for Stylists in their seventh season and beyond.
- (2) "Average Annual Commissions" are calculated by adding the 2023 commissions of all Stylists who met seasonal sales minimums for both the Spring '23 and Fall '23 seasons and dividing by the number of Stylists who met seasonal sales minimums for both the Spring '23 and Fall '23 seasons. 24% of Stylists achieved or surpassed the Overall Average Annual Commissions in 2023.
- (3) 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.
- (4) The percent of Stylists who achieved or surpassed the Average Annual Commissions in each category for 2023 are as follows—2 Seasons category: 25%; 3-4 Seasons category: 27%; 5-6 Seasons category: 33%; 7-8 Seasons category: 36%; 9-14 Seasons category: 23%; 15+ Seasons category: 33%.
- (5) Leadership segmentation considers non-leaders to be Stylists who qualified to earn commissions on their personal sales, but did not qualify to earn commissions on team member sales during 2023 and leaders to be Stylists who qualified to earn commissions on both their personal sales and team member sales during 2023.

*Information as of 12/31/23.