Global SPD Summit – Hawaii 2026

Goals of the Global SPD Summit

1. Drive Mannatech top line global revenue
2. Recognize and reward top Leaders who achieve the defined criteria
3. Create an informal environment to build trust and relationships between Mannatech management and top field leaders – building retention at a high-level.
4. Create a desired lifestyle and trip that can only be obtained through Mannatech
5. Create a social media presence that will market and attract other Leaders

Criteria:

1. Qualification Period – Jan 1, 2026 – August 31, 2026 – 8 months
2. Trip Dates: Nov 9, 2026 – Nov 13, 2026, 4 nights 5 days
3. Location: The Royal Sonesta Kaua'i Resort. Kaua'i, Hawaii
4. **Leadership Level Qualification:**
   Associates must achieve **Silver Presidential Director (SPD) level or higher** for the required number of months during the qualification period.
   - **Existing Silver Presidential Directors:** must qualify at the SPD level or higher for **at least five (5) months** out of the **eight (8) month qualification** period.
   - **New Silver Presidential Directors:** must qualify at the SPD level or higher for **at least three (3) months** out of **(6)** during the **eight (8) month qualification** period.
   - **SPD qualification status**: Is determined based on the **highest leadership level ever achieved**. An Associate who has maintained the Silver Presidential Director level for **at least three (3) months within any six (6) months since their enrollment date** will be recognized as an **Existing SPD**.
     *If the Silver Presidential Director level has **not** been achieved for three (3) out of six (6) months since enrollment, the Associate will be recognized as a **New Silver Presidential Director**.
5. **New Associate Enrollment Requirement**
   Associates must enroll **five (5) new Associates** on a **subscription order** during the incentive qualification period.
   - The enrollment and the initial subscription order must occur within the **same month**.
   - New enrollments are from the Associates region
   - New enrollee subscription will be required during the qualification period.
6. **Behavior Requirement**
   Associates must demonstrate behaviors that are consistent with **Mannatech's goals, values, and vision** throughout the qualification period.

OFFICIAL RULES: BY ENTERING THIS INCENTIVE QUALIFICATION, PARTICIPANTS ACCEPT AND AGREE TO BE BOUND BY THESE OFFICIAL RULES. FURTHERMORE. ANY VIOLATION OF THESE RULES BY THE PARTICIPANT MAY, AT MANNATECH'S SOLE DISCRETION, RESULT IN DISQUALIFICATION. ALL DECISIONS OF MANNATECH REGARDING THIS QUALIFICATION ARE FINAL AND BINDING IN ALL ASPECTS.

1. All Incentive points, commissions, bonuses, and earnings are earned through the sale of Mannatech products. The examples set forth in this Qualification are for illustration purposes only.
2. All New Customers and Associates must have ship to addresses in Global markets participating in the 2026 Global Silver Presidential Director Summit: and must have a unique email and phone numbers.
3. Only Associates in Good Standing during the Qualification Period are eligible to earn the Incentive.
4. Qualification for the Incentive will not be considered from the result of an existing Associate sponsor transfer, override, or country transfer.
5. Prior to the official notification of Qualification to Participants, all Qualification information provided by Mannatech is unofficial and subject to change and verification by Mannatech. If the Participant falls below the Qualification Criteria, the Incentive Package will not be rewarded.
6. Mannatech assumes no responsibility for notifying Participants of any returns or cancellations within their organization that affect point totals.
7. We recommend (but do not require) that Participants keep track of their progress. Inquiries to research an account must be in writing to be considered for review. Email:events@mannatech.com

8. All final rules and rule interpretations are solely at Mannatech's discretion.
9. Incentive Packages are not transferable and may not be given away or sold. Incentive Packages may not be transferred to another Mannatech Associate, family member, friend, etc. Only the names on the account are eligible to redeem the trip.
10. If the Contest Qualifier chooses not to accept the Incentive Package earned, no cash option will be awarded.
11. Travel Visas/Passports must be valid for the trip. Mannatech will not be responsible for any travel visas for any Contest Qualifiers and/or their guests.
12. For each Mannatech SSN, Account Number, SIN, or other tax ID only one (1) Incentive Package may be earned. Upon sign-up, the SSN, SIN, or other tax ID will be tracked for duplication and authenticity at the time of sign-up and at the end of the Incentive Qualification.
13. One Household (or family, couple) with multiple accounts may receive the incentive rewards for up to two accounts. However, the HLE account must be the first qualifying account in the household for the second account to earn the incentive.
14. The Associate's highest leadership account must be the only account that will be used for tracking and trip qualification.
15. All new Associate accounts used to earn the trip must have a unique SSN, SIN, or other tax ID and the Associate must be new to Mannatech.
16. If a shared position qualifies for the Incentive Package, the joint owner of the position may be the guest. Each person listed on the account is not entitled to bring a guest. If one of the joint account owners chooses not to attend, a guest may be invited.

17. Mannatech, in its sole discretion, reserves the right to substitute the Incentive Package destination for one of equal or greater value for any individual Contest Qualifier or the entire group of Contest Qualifiers.
18. Contest Qualifiers will be notified on or before September 30, 2026, at the last known email address for those who have VALID email accounts on file. If the notifications are returned as non-deliverable, the Incentive Package may be forfeited. The notifications will include a link to the registration website as well as instructions on how to complete the registration process.
19. Participants with excessive returns of products in their organization may be disqualified from the Qualification. In addition, if there are any excessive returns in the 12 months following the trip qualification that would have affected qualification, Mannatech has the right not to accept the returns and/or the Associate agrees to reimburse Mannatech for the cost of the trip or Incentive Package and any other recognition received by the Associate. Mannatech reserves the right, in its sole discretion, to determine what constitutes excessive returns.
20. **Participants must be 18 years of age or older at the start of the Qualification period to participate**. If the Participant is under the age of 18 years old, a parent or legal guardian must also be named on the account. Online verification of age will be REQUIRED prior to completion of the registration. If it is found that the Contest Qualifier was not at least 18 years of age at the start of the Qualification Period, the Incentive Package WILL BE forfeited and may not be transferred to a legal guardian or parent.
21. Participants must be a resident of the United States or Canada to participate and must be able to show proof, excluding residents of Quebec.
22. An online Release of Liability must be accepted when registering for a trip reservation to be completed. The trip will not be awarded without acceptance of this release. All applicable taxes are the responsibility of the Contest Qualifier. The value of the package will be included in the Associate's 1099 or T4A and will be valued at between USD $3,000 up to $10,000, depending on the trip awarded.
23. If the Contest Qualifier cancels after cash is awarded and/or hotel rooms are booked, the Contest Qualifier will be issued a 1099 or T4A for the expenses incurred regardless of whether the Incentive Package is taken. Not-for-profit or government agencies should consult a tax attorney prior to participation.
24. By entering, Participants consent to the use of their name and likeness for publicity and Qualification purposes by Mannatech without additional compensation, unless prohibited by law.
25. Passports for travel outside of your resident country are required for ALL travelers regardless of age. There may be special restrictions for parents traveling with minor children. Please contact your local consulate for travel requirements outside of the United States or Canada.
26. Participants' New Associates will be confirmed throughout the Qualification Period and will require a valid SSN, SIN or other tax ID. Mannatech reserves that right to determine the legitimacy of an account or new enrollment at any time. Creating fake accounts or repurposing new accounts for the purposes of the incentive trip or compensation plan will disqualify Associates from going on the trip and could lead to termination.
27. Any indication of manipulation regarding Qualification criteria will disqualify any Participant attempting to benefit from the action. This includes sponsoring manipulation, adding members and or accounts of people that do not exist, buying in volume for qualification purposes may be subject to legal and compliance review. Mannatech, at its sole discretion, may disqualify any Participant from participating in the Qualification, refuse to reward points and/or Incentive Packages and require the forfeiture of the package or require

reimbursement for the value of the Incentive Package earned through improper conduct. If a Participant engages in any conduct Mannatech deems improper, unfair, or otherwise adverse to the operation of the Incentive or detrimental to other entrants, such improper conduct includes but is not limited to, falsifying personal information before, during or after the Qualification Period, the Qualifier will forfeit the incentive package.

28. If a Contest Qualifier voluntarily or involuntarily terminates his or her distributorship under the terms of the Associate Agreement before the trip, he or she will forfeit the right to an Incentive Package and may be subject to legal and compliance review.
29. A cancellation of the trip will be treated as final and will not be reinstated if past the deadline for registration.
30. A guest may not attend the trip without the Qualifier. However, an Associate may be a guest of an Associate that earned the trip.
31. Participants must refer to the Mannatech Compensation Plan in the Participants' market for more details.
32. Mannatech reserves the right to cancel or modify this Incentive Program as determined by Mannatech at its sole discretion.
33. No purchase necessary.
34. Mannatech may cancel an event at any time based on circumstances beyond Mannatech's control if Mannatech deems it is in the best interest of the company and Associates and Qualifiers.
35. Additional guest tickets, hotel fees, etc. not earned will be booked at the Qualifier's expense and the Qualifier will assume complete risk and responsibility for any cancelation fees and change fees for the Qualifier's guest. For example: If the Qualifier earns a trip for two (2) people and they bring a third guest, the Qualifiers are solely responsible for their expenses. Travel insurance is recommended when booking tickets to make sure tickets can be changed if needed.

DEFINITIONS:

1. **Associate in Good Standing -** one who has (1) renewed his or her position as required by the Company within the Qualification Period or within one year as required; and (2) has not received a final compliance sanction precluding the Associate from participating in events and/ or receiving recognition. A "Compliance Sanction" is considered final when (1) a ruling by the Compliance Committee is not appealed; or (2) when an appealed compliance matter is decided by the Appeal Panel.
2. **Associate -** Any independent distributor who is eligible to participate in the Career and Compensation Plan and is governed by the Associate Policies and Procedures, Career and Compensation Plan and Associate Terms and Conditions as part of his or her agreement with Mannatech.
3. **New Customer** – A customer who bought Mannatech products for the first time on or after January 1, 2025.
4. **New Associate** – An Associate who purchased products and enrolled as an Associate for the first time on or after January 1, 2025.
5. **Contest Qualifiers** - A Qualified Associate who has met the minimum requirements of the Incentive qualification criteria.
6. **Downline Point Volume** (DPV) DPV consists of an Associate's Personal Point Volume (CPV) plus volume from their entire downline organization.

7. **Enroller -** The Associate who is listed on the new Associate Application and Agreement as the Enroller. The Enroller and the Sponsor may be the same person, or the Enroller may place the new Associate under a different Sponsor in their organization.
8. **Leader -** Any Associate who has obtained the Leadership Rank of Executive or above.
9. **Leadership Rank** - Any Associate-recognized title or the highest title they have achieved. An Associate's leadership title may vary from month-to-month due to leadership qualification requirements.