



MANNATECH

## Forced Labor Compliance Notice

**This letter hereby serves as notice to Mannatech Incorporated that:**

**Mannatech Incorporated**

***Company Name***

**Complies in full with the Labor Law noted below.**

**Section 1589 of Title 18**

**Makes it illegal to obtain or provide a person's labor or services through certain means, including threats of serious harm or physical restraint. The penalty for violating this law is a fine or up to 20 years in prison, or both.**

***Signature of Responsible Person and or Company Officer***

Stephanie Lusk

***Print Name***

November 25, 2024

***Date:***

# Forced Labor Compliance Notice

This letter hereby serves as notice to Mannatech Incorporated that:

Capstone Nutrition

**Company Name**

Complies in full with the Labor Law noted below.

## **Section 1589 of Title 18**

**Makes it illegal to obtain or provide a person's labor or services through certain means, including threats of serious harm or physical restraint. The penalty for violating this law is a fine or up to 20 years in prison, or both.**

Mischelle Ansley

**Signature of Responsible Person and or Company Officer**

Mischelle Ansley

**Print Name**

12-12-24

**Date:**



## Forced Labor Compliance Notice

**This letter hereby serves as notice to Mannatech Incorporated that:**

Cosmax NBT USA, Inc.

***Company Name***

**Complies in full with the Labor Law noted below.**

### **Section 1589 of Title 18**

**Makes it illegal to obtain or provide a person's labor or services through certain means, including threats of serious harm or physical restraint. The penalty for violating this law is a fine or up to 20 years in prison, or both.**

A handwritten signature in black ink, appearing to read "Darius Hendley", written over a horizontal line.

***Signature of Responsible Person and or Company Officer***

Darius Hendley

***Print Name***

12/02/2024

***Date:***



**Forced Labor Compliance Notice**

This letter hereby serves as notice to Mannatech Incorporated that:

INW Phoenix Formulations

*Company Name*

Complies in full with the Labor Law noted below.

**Section 1589 of Title 18**

**Makes it illegal to obtain or provide a person's labor or services through certain means, including threats of serious harm or physical restraint. The penalty for violating this law is a fine or up to 20 years in prison, or both.**

*Signature of Responsible Person and or Company Officer*

JOSE NORA

*Print Name*

12/06/24

*Date*



NATURAL ALOE DE COSTA RICA, S.A.  
Cedula Juridica: 3-101-441901  
Teléfono: (506) 2666-0100  
Fax: (506) 2666-0384

### **Forced Labor Compliance Notice**

**This letter hereby serves as notice to Mannatech Incorporated that:**

**Natural Aloe de Costa Rica, S.A.**

**Complies in full with the Labor Law noted below.**

**International Labor Organization (ILO) Conventions 138 and 182 are both related to child labor:**

- **Convention 138**

**The Minimum Age Convention, which came into force in 1976, sets the minimum age for child labor at 15 years old:**

- **Prohibits children from work that could endanger their health, safety, or morals**
- **Requires that the minimum age for employment be at least the age required to complete compulsory schooling**

- **Convention 182**

**The Worst Forms of Child Labor Convention, which came into force in 2001, aims to prohibit and eliminate the worst forms of child labor:**

- **Requires member states to:**
  - **Design and implement programs to eliminate the worst forms of child labor**
  - **Monitor the implementation of the convention**
  - **Take measures to ensure the convention is enforced, including the use of penal sanctions**
- **Take account of the special situation of girls**
- **Designate a competent authority responsible for implementation**

***Signature of Responsible Person and or Company Officer***

**José Alberto Zúñiga**

***Print Name***

**11/25/2024**

***Date***

## Forced Labor Compliance Notice

This letter hereby serves as notice to Mannatech Incorporated that:


ARG Laboratories

**Company Name**

Complies in full with the Labor Law noted below.

### **Section 1589 of Title 18**

**Makes it illegal to obtain or provide a person's labor or services through certain means, including threats of serious harm or physical restraint. The penalty for violating this law is a fine or up to 20 years in prison, or both.**

  
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**Signature of Responsible Person and or Company Officer**

Dario Hoogendoorn

**Print Name**

12-3-2024

**Date:**