

**FIRST AMENDED CHARTER OF THE NOMINATING/GOVERNANCE  
AND COMPLIANCE COMMITTEE OF THE BOARD OF DIRECTORS  
OF MANNATECH, INCORPORATED**

Under the bylaws of Mannatech, Incorporated (the “*Company*”), as have been amended and restated to date, the board of directors (the “*Board*”) may appoint committees and confer powers on such committees at its designation. The Nominating/Governance and Compliance Committee (the “*Committee*”) is one such committee. This charter identifies the purpose, composition, meeting requirements, delegated responsibilities, annual evaluation procedures, and authority of the Committee.

**I. PURPOSE**

The Committee is responsible for: (a) assisting the Board in determining the desired experience, mix of skills and other qualities to assure appropriate Board composition, taking into account the current Board members and the specific needs of the Company and the Board; (b) identifying highly qualified individuals meeting those criteria to serve on the Board; (c) proposing to the Board a slate of nominees for election by the shareholders at the Annual Meeting of Shareholders and prospective director candidates in the event of the resignation, death, removal or retirement of directors or a change in Board composition requirements; (d) reviewing candidates nominated by shareholders for election to the Board; (e) developing plans regarding the size and composition of the Board and its committees; (f) reviewing management succession plans; (g) developing and recommending to the Board a set of corporate governance principles applicable to the Company and reviewing such principle at least annually and monitoring and making recommendations to the Board with respect to the corporate governance principles applicable to the Company; (h) assisting the Board with the Board’s oversight of management’s responsibilities regarding the Company’s compliance and with legal and regulatory requirements related to the development, marketing, distribution, and sale of the Company’s products, and certain employee relations matters; (i) overseeing management’s efforts related to the Company’s compliance with laws, regulations, and standards of conduct administered by, and commitments by the Company to, regulatory agencies worldwide that have jurisdiction with respect to the activities or products of the Company; (j) discharging these responsibilities by carrying out the activities enumerated in section IV and V of this charter; and (k) performing such other functions as the Board may from time to time assign to the Committee. In performing its duties, the Committee shall seek to maintain an effective working relationship with the Board and the Company’s management.

**II. COMPOSITION**

The Committee shall be composed of at least three, but not more than six, members (including a Chairperson), each of whom meets the applicable independence tests of The Nasdaq Stock Market LLC. Notwithstanding the foregoing, the Committee may have as one of its members a “non-independent director” who is not a current officer or employee or a family member of an officer or employee for a period not to exceed two years due to exceptional and limited circumstances pursuant to the rules and regulations of The Nasdaq Stock Market LLC. The members of the Committee and the Chairperson shall be selected annually by the Board and serve at the pleasure of the Board. A Committee member (including the Chairperson) may be

removed at any time, with or without cause, by the Board. The Board may designate one or more independent directors as alternate members of the Committee, who may replace any absent or disqualified member or members at any meetings of the Committee. No person may be made a member of the Committee if his or her service on the Committee would violate any restriction on service imposed by any rule or regulation of the United States Securities and Exchange Commission or any securities exchange or market on which shares of the common stock of the Company are traded. The Committee shall have authority to delegate responsibilities listed herein to subcommittees of the Committee if the Committee determines such delegation would be in the best interest of the Company.

The Committee must have a general understanding of (a) industry practices related to multi-level marketing, distribution, sales, or promotion of nutritional supplement, skincare or other cosmetic products; and (b) general management and employee relations practices. Such understanding may be obtained through formal education and training or prior relevant work experience within the nutritional supplement and/or cosmetic industries or prior experience within multi-level marketing firms.

### **III. MEETING REQUIREMENTS**

The Committee shall meet as necessary, but at least once each year, to enable it to fulfill its responsibilities. The Committee shall meet at the call of its Chairperson, preferably in conjunction with regular Board meetings. The Committee may meet by telephone conference call or by any other means permitted by law or the Company's Bylaws. A majority of the members of the Committee shall constitute a quorum. The Committee shall act on the affirmative vote of a majority of members present at a meeting at which a quorum is present. Without a meeting, the Committee may act by unanimous written consent of all members. The Committee shall determine its own rules and procedures, including designation of a chairperson pro tempore, in the absence of the Chairperson, and designation of a secretary. The secretary need not be a member of the Committee and shall attend Committee meetings and prepare minutes. The Committee shall keep written minutes of its meetings, which shall be recorded or filed with the books and records of the Company. Any member of the Board shall be provided with copies of such Committee minutes if requested.

The Committee may ask members of management or others whose advice and counsel are relevant to the issues then being considered by the Committee, to attend any meetings and to provide such pertinent information as the Committee may request. During its regular meetings the Committee shall meet with the general counsel or senior compliance executive to assess the state of the Company's regulatory compliance program. The Committee may ask members of management or others whose advice and counsel are relevant to the issues then being considered by the Committee, to attend any meetings and to provide information as the Committee may request. Further, as part of its responsibility to foster free and open communication, the Committee may meet periodically with management, the Company's general counsel or other senior compliance executive, in-house or outside counsel, or Company regulatory affairs personnel in separate executive sessions to discuss any matters that the Committee or any of the these groups believe should be discussed privately.

The Chairperson of the Committee shall be responsible for leadership of the Committee, including preparing the agenda, presiding over Committee meetings, making Committee assignments and reporting the Committee's actions to the Board from time to time (but at least once each year) as requested by the Board.

#### **IV. COMMITTEE RESPONSIBILITIES**

In carrying out its oversight of nominating and governance responsibilities, the Committee's policies and procedures should remain flexible to enable the Committee to react to changes in circumstances and conditions so as to ensure the Company remains in compliance with applicable legal and regulatory requirements. In addition to such other duties as the Board may from time to time assign, the Committee shall have the following responsibilities:

##### **A. Board Candidates and Nominees**

1. To propose to the Board a slate of nominees for election by the shareholders at the Annual Meeting of Shareholders and prospective director candidates in the event of the resignation, death, removal or retirement of directors or a change in Board composition requirements;
2. To develop and periodically review criteria for the selection of new directors and nominees for vacancies on the Board, including procedures for reviewing potential nominees proposed by shareholders;
3. To review with the Board the desired experience, mix of skills and other qualities to assure appropriate Board composition, taking into account the current Board members and the specific needs of the Company and the Board;
4. To conduct candidate searches, interview prospective candidates and conduct programs to introduce candidates to the Company, its management and operations, and confirm the appropriate level of interest of such candidates;
5. To recommend to the Board, with the input of the Chief Executive Officer, qualified candidates for the Board who bring the background, knowledge, experience, skill sets and expertise that would strengthen and increase the diversity of the Board;
6. To conduct appropriate inquiries into the background and qualifications of potential nominees;
7. To review the suitability for continued service as a director of each Board member when he or she has a significant change in status, such as an employment change, and recommending whether or not such director should be re-nominated; and

8. To work with senior management to provide an orientation and continuing education program for directors.

Notwithstanding the provisions set forth in this Section IV, if the Company is legally required by contract or otherwise to provide third parties with the ability to nominate directors (*e.g.*, preferred stock rights to elect directors upon a dividend default, shareholder agreements and management agreements), the selection and nomination of such directors need not be subject to the Committee's nominating and review process. Notwithstanding the foregoing, the Company will seek guidance regarding the compliance of any third party nominees with the rules and regulations of The Nasdaq Stock Market LLC.

B. Board and Committees

1. To review periodically the size of the Board and recommend to the Board changes as appropriate;
2. To recommend to the Board policies pertaining to the roles, responsibilities, retirement age, tenure and removal of directors;
3. To assist the Board in determining and monitoring whether or not each director and prospective director is an "independent director" within the meaning of any rules and laws applicable to the Company;
4. To review and consider possible conflicts of interests that may arise between the Company and any director;
5. To review and monitor the size and composition of the Board to ensure that a majority of the directors are "independent directors" within the meaning of any rules and laws applicable to the Company;
6. To review and consider the compensation and benefits of directors who are not employees of the Company and to recommend to the Compensation Committee or the Board, as applicable, any changes that the Committee deems appropriate;
7. To annually review, with the participation of the Chief Executive Officer, all Board committees and recommend to the Board changes, as appropriate, in the number, responsibilities, membership and chairs of the committees;
8. To recommend that the Board establish such special committees as may be necessary or appropriate to address ethical, legal or other matters that may arise; and
9. To make recommendations to the Board regarding responsibilities, organization and membership of all Board committees including the selection of the chairs of the other committees.

C. Evaluations and Management Development

1. To develop and review periodically a process for and to assist the Board with conducting, not less frequently than annually, an evaluation of the effectiveness of the Board as a whole;
2. To initiate and monitor continuing director education;
3. To develop and review periodically a process for and to assist the Board with conducting, not less frequently than annually, an evaluation of the Company's management;
4. To review the Company's management succession plans to help assure proper management planning; and
5. To review the Chief Executive Officer's recommendations, and to make recommendations to the Board, as requested, for senior officer positions.

D. Corporate Governance

1. To develop and review at least annually a set of corporate governance guidelines applicable to and appropriate for the Company and to assist the Board in complying with such guidelines;
2. To annually review and recommend changes to the Company's Articles of Incorporation and Bylaws as they relate to corporate governance issues, including any modifications and enhancements to the Company's takeover and structural defenses;
3. To adopt codes of conduct addressing conflicts of interests and compliance with laws and to review any waivers of such codes of conduct for executives and directors; and
4. To provide the required proxy statement disclosure regarding the Committee and its director nomination process.

**V. COMMITTEE RESPONSIBILITIES – COMPLIANCE**

The Committee's responsibility is to assist the Board with the Board's oversight of management's responsibilities regarding the Company's compliance with legal and regulatory requirements related to the development, marketing, distribution, and sale of the Company's products, and certain employee relations matters. The committee may rely on the expertise and knowledge of management, employees, or in-house or outside counsel in carrying out its oversight responsibilities. These functions should serve as a guide with the understanding that the Committee may carry out additional functions and adopt additional policies and procedures as may be appropriate in light of changing business circumstances, or legislative, regulatory, legal, or other conditions, or as may be requested by the Board. The Committee shall carry out

any other responsibilities and duties delegated by the Board from time to time related to the purpose of the Committee as outlined in section I of this charter.

The committee, in discharging its role, is empowered to study or investigate any matter of interest or concern that the Committee deems appropriate and to authorize reports and analyses necessary for the Committee to properly discharge its responsibilities. However, the Committee's oversight notwithstanding, it shall remain the responsibility of the Company's senior management to conform the Company's conduct to legal or regulatory requirements and the Company's internal policies and procedures. Further, the Company's management shall remain responsible of developing and supervising the Company's internal programs and monitoring the Company's compliance with applicable laws, regulations, rules, and the Company's policies and standard operating procedures. In carrying out its responsibilities, the Committee's policies and procedures should remain flexible to enable the Committee to react to changes in circumstances and conditions so that it can discharge its oversight responsibilities. In addition to such other duties as the Board may from time to time assign, the principal functions of the Committee are set forth below.

## **VI. ANNUAL EVALUATION PROCEDURES**

The Committee shall annually assess its performance to confirm that it is meeting its responsibilities under this Charter. In this review, the Committee shall consider, among other things, (a) the appropriateness of the scope and content of this Charter, (b) the appropriateness of matters presented for information and approval, (c) the sufficiency of time for consideration of agenda items, (d) frequency and length of meetings and (e) the quality of written materials and presentations. The Committee may recommend to the Board such changes to this Charter as the Committee deems appropriate.

## **VII. INVESTIGATIONS AND STUDIES**

The Committee has the authority and sufficient funding to retain independent legal counsel or other consultants to advise and assist the Committee in discharging its duties, which authority includes the right to approve the fees payable to such advisors and any other terms of retention. The Committee may conduct or authorize investigations into or studies of matters within the Committee's scope of responsibilities. Any communication between the Committee and independent legal counsel in the course of obtaining legal advice will be considered privileged communications of the Company and the Committee will take all necessary steps to preserve the privileged nature of those communications.

## **VIII. MISCELLANEOUS**

The Company shall give appropriate funding, as determined by the Committee, for the payment of (a) compensation to the outside counsel or other advisors employed by the Committee; and (b) ordinary administrative expenses of the committee that are necessary or appropriate in carrying out its duties. Nothing contained in this Charter is intended to expand applicable standards of liability under statutory or regulatory requirements for the directors of the Company or members of the Committee. The purposes and responsibilities outlined in this Charter are meant to serve as guidelines rather than as inflexible rules and the Committee is

encouraged to adopt such additional procedures and standards as it deems necessary from time to time to fulfill its responsibilities. This Charter, and any amendments thereto, shall be displayed on the Company's web site and a printed copy of such shall be made available to any shareholder of the Company who requests it.

For purposes of clarification related to former QLCC responsibilities, the Audit Committee has the sole oversight of matters of financial compliance (accounting, auditing, financial reporting, and investor disclosures) and the Associate Compliance Committee has oversight of matters of compliance among the Company's independent distributors referred to as "Associates." As to all other areas of compliance, the Committee has oversight responsibilities; provided, however, the Audit Committee and the Committee may confer, as necessary, to review major non-financial compliance matters and the Associate Compliance Committee and the Committee may confer, as necessary, on matters related to the Company's Associates.

*Adopted by the Nominating/Governance and Compliance Committee and approved by the Board of Directors on November 8, 2017.*