

2024 UNITED STATES BRAND AMBASSADOR COMPENSATION DISCLOSURE STATEMENT

The Plexus® Compensation Plan is designed to provide our Brand Ambassadors with an opportunity to earn when products are sold to end users – Retail/VIP Customers, Brand Ambassadors’ personal consumption. There is no compensation for merely sponsoring or recruiting others. Brand Ambassadors also have access to professional development, a supportive community, and the satisfaction of running their own business.

WHAT COMPENSATION CAN I EARN?



COMMISSIONS

You can earn commissions based upon sales to end users, made by you or your sales organization and the rank you achieved based on such sales.



BONUSES

You can earn one-time bonuses as you advance as a Brand Ambassador and based on the amount of Plexus points you earn each month. Plexus points are earned by sales to end users.



COMMUNITY

The Plexus Brand Ambassadors community fosters a sense of belonging, fun, support and accountability.



PROFESSIONAL DEVELOPMENT

Plexus offer Brand Ambassadors professional development tailored to their definition of success.

WHAT ARE THE GENERALLY EXPECTED EARNINGS?

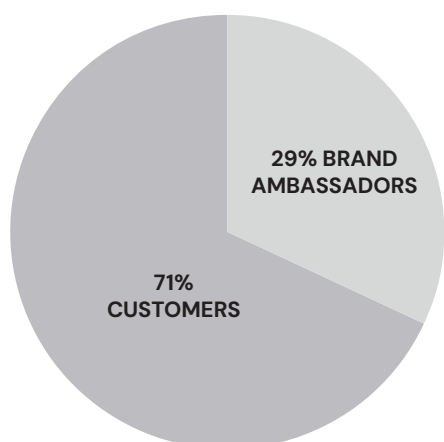
In 2024, the average earnings of all United States Brand Ambassadors, active and inactive, were \$742 before expenses.

In 2024, the average earnings of United States Active Brand Ambassadors were \$2,952 before expenses. “Active” is defined as a Brand Ambassador who has a downline and has earned commission in the last six months.

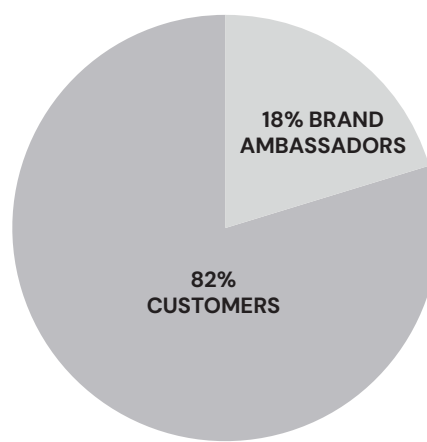
**The Top 10% earned an average of \$6,279;
50% of the Top 10% made more than \$1,203**

**The Top 1% earned an average of \$47,250;
50% of the Top 1% made more than \$23,755**

BRAND AMBASSADOR/CUSTOMER RATIO – GLOBAL



Ratio by Revenue



Ratio by Brand Ambassador/
Customer Count

CAN I GET A REFUND IF I CHANGE MY MIND?

Plexus® has a 60-day money-back guarantee for its Customers and Brand Ambassadors. For further details, please see our Refund Policy at www.plexusworldwide.com/guarantee.

In addition to our 60-day money-back guarantee, for Brand Ambassadors who terminate their Agreement, Plexus will buy-back any currently marketable inventory purchased within 12 months of a Brand Ambassador's voluntary termination, less a \$15 restocking fee. For further details, see the Buy-Back Policy in our Policies and Procedures.

BRAND AMBASSADOR OPTIONAL TRAINING EXPENSES

As a Plexus Brand Ambassador, you can receive recognition awards, attend events, trainings, and earned trips ("Events"). Some of these Events are open to all Brand Ambassadors and, in some cases, the Brand Ambassador will need to qualify for the Events. These Events are not mandatory. Event expenses a Brand Ambassador chooses to incur will vary depending on the Event and the location. Factors to consider when deciding whether to attend an Event include:

- Is the Event close to your residence?
- Is a flight required or can you drive?
- Is lodging required or can you return the same day?
- Will meals be provided?

In 2024, Plexus hosted the following Events for its Brand Ambassadors:

SUPER SATURDAY: Plexus held a hybrid event (in-person and virtual) on January 12, 2024, bringing together its Brand Ambassadors for a sneak peak of what the company has planned for 2025. Brand Ambassadors were responsible for their own transportation, hotel, and meals. The cost of registration for the event was \$34.95 (in-person) and \$24.95 (virtual) per Brand Ambassador.

LEADERS RETREAT: Leaders Retreat was held in Punta Cana, Dominican Republic, for those who qualified for this incentive trip. Brand Ambassadors were responsible for their own airfare to Punta Cana and meals.

2024 GLOBAL CONVENTION: The Velocity Convention was held in-person in Las Vegas, NV. The 3-day, in-person event registration cost was \$125, \$140, or \$199, depending on when the Brand Ambassador purchased their ticket. Brand Ambassadors were responsible for their transportation, hotel accommodation, and meals.

LEADERSHIP EXCELLENCE TRAINING: Leadership Excellence Training is reserved for Brand Ambassadors who achieved a specific growth target in their Plexus business. Leadership Excellence Training, which is held twice a year, includes a 3-day exclusive training course designed to equip the new Jewel leaders with the mindset, strategies, leadership skills, and tools to help build a successful Plexus business. Brand Ambassadors were responsible for their transportation to Phoenix and meals. There was no registration fee.

Plexus is a proud member of the Direct Selling Association, the Council for Responsible Nutrition, and a Better Business Bureau National Partner.



Dsa DIRECT SELLERS
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OF CANADA



Direct Selling
Australia



Plexus makes no income or profit guarantees. Personal earnings and profits will vary. Your success depends on the number of sales, effort, commitment, leadership abilities, economic and market conditions, and expenses incurred in operating your business.

The reported earnings are gross earnings before expenses incurred in the operation of the Brand Ambassador's business. Brand Ambassadors are independent contractors whose business expenses vary. Some typical expenses may include the initial VIP Customer fee (\$19.95), Brand Ambassador renewal fees (\$39.95), sample purchases, event registration fees, and shipping costs. In some cases, the Brand Ambassador business expenses may exceed the compensation earned.

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