

Associate Level	No. of Associates at this Level As of Dec. 31, 2019	Percentage of all Associates	No. of Associates at this Level for all 12 Months (Jan to Dec 2019)	Jan to Dec 2019 Annual Income High	Jan to Dec 2019 Annual Income Low	Jan to Dec 2019 Annual Income Average
Non-Leadership Rank	34044	95.650%	31168	\$16,731.97	\$0.00	\$20.73
Silver Associate	156	0.440%	3	\$228.61	\$168.60	\$199.32
Gold Associate	408	1.150%	34	\$2,964.03	\$296.52	\$595.26
Director	295	0.830%	11	\$1,523.80	\$693.68	\$996.52
Silver Director	198	0.560%	3	\$2,971.97	\$1,792.02	\$2,370.91
Gold Director	139	0.390%	5	\$10,151.42	\$2,613.82	\$4,297.92
Executive Director	116	0.330%	10	\$10,245.84	\$4,840.33	\$6,938.44
Silver Executive Director	110	0.310%	32	\$44,504.00	\$7,702.36	\$14,191.51
Gold Executive Director	60	0.170%	23	\$47,843.84	\$13,030.54	\$29,254.11
Presidential Director	33	0.090%	20	\$151,908.31	\$28,075.68	\$55,012.12
Bronze Presidential Director	12	0.030%	6	\$246,249.26	\$73,328.67	\$117,245.56
Silver Presidential Director	13	0.040%	10	\$353,016.83	\$118,240.58	\$207,591.40
Gold Presidential Director	4	0.010%	2	\$185,021.37	\$148,737.56	\$166,879.47
Platinum Presidential Director	1	0.000%	0	\$0.00	\$0.00	\$0.00
1-Star Platinum Presidential Director	1	0.000%	1	\$444,239.23	\$444,239.23	\$444,239.23
2-Star Platinum Presidential Director	2	0.010%	1	\$740,065.90	\$740,065.90	\$740,065.90
3-Star Platinum Presidential Director	1	0.000%	0	\$0.00	\$0.00	\$0.00
4-Star Platinum Presidential Director	0	0.000%	0	\$0.00	\$0.00	\$0.00
Crown Platinum Ambassador	0	0.000%	0	\$0.00	\$0.00	\$0.00

Numbers for US only: Preferred Customers are not counted

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The above figures are reflective of the average income earned under the Mannatech Compensation Plan by Mannatech's independent distributors ("Associates") for the period beginning January 1, 2019 through December 31, 2019. This includes the earnings for all Mannatech Associates regardless of rank and PPV qualifications (as further defined below). Mannatech operates on a fiscal calendar year. As of December 31, 2019, Mannatech had a total of 35,593 Associates in the United States. 1,949 new Associates joined Mannatech in 2019. This number does not include customers as they do not earn commissions or otherwise participate in the Mannatech Compensation Plan.

The third column of the chart above lists the number of Associates who maintained their rank for each month during 2019. This column does not account for Associates who may have advanced in rank or dropped in rank during the year.

An "Active Associate" is an Associate who placed or sold an order in 2019 with a minimum of 150 Personal Point Volume ("PPV") or who earned commissions in 2019.

All income is earned on the sale of Mannatech products. No benefits or bonuses are paid or received solely from recruiting or sponsoring other Associates into the Plan and no earnings are guaranteed for mere participation in the Plan.

The figures in the above charts do not include any retail profit that an Associate may earn from selling Mannatech products to others. Associates must supply sales receipts to all retail customers and must maintain copies of sales receipts for at least two years. Information on retailing Mannatech products may be found in the resource library <https://cloud.mannatech.com/mtlibrary/58636983939208.pdf>

The figures in the above charts do not include expenses incurred by Associates in the operation and promotion of their Mannatech business. These expenses vary from Associate to Associate. By way of example, these expenses may include product samples, training, rent, travel expenses, telephone and Internet costs, and other business-related expenses. You are not required to purchase or hold any inventory. Your cost to sign up as an Associate is \$49.99. You are not required

to purchase products when you enroll as an Associate, nor are you required to hold or maintain any inventory while you're an Associate. If you purchase Mannatech products for resale to your customers or purchase products for use in demonstrations to your customers, then the cost of those products would be part of your expenses in operating your business. A list of products and their prices may be found on [Mannatech.com](https://www.mannatech.com).

Mannatech offers product and sales training, launches new products, and hosts recognition functions at its annual MannaFestSM event. The ticket price to attend MannaFest 2019 was \$120.00 (exclusive of travel, lodging, and food). Ticket prices for smaller, regional training events range from \$5.00 to \$25.00 (again, exclusive of any travel related expenses). Additionally, Mannatech offered free access to a live stream of many portions of MannaFest 2019 to our Associates and offered free live stream access to other training events throughout the year. With respect to tools for analyzing and managing your Mannatech business, Mannatech offers a free trial for your first 90 days of our proprietary business management system. Thereafter, Mannatech offers 4 different subscription options ranging from \$0.00 to \$19.95 per month. The cost to participate in Mannatech's sampling program begins at \$4.95. As your business develops, you may be eligible for certain tax benefits related to operating a home-based business. You may need to consult with tax or other business advisors for advice.

The Associate earnings in the above charts are not necessarily representative of the income that an individual can or will earn through his or her participation in the Plan. These figures should not be regarded as a guarantee or projection of actual earnings. Actual earnings depend on your individual efforts, the customer base available to you and the time devoted to your business. These factors differ from Associate to Associate.

Associates may request a refund under our satisfaction guarantee policy. Please see Section 5.13 of Mannatech's Associate Policies and Procedures.

This 2019 Income Averages disclosure is not for use in Georgia, Louisiana, Maryland, Massachusetts or Wyoming.