

Active Associate Rank	No. of Associates at this Level (in December 2018)	Percentage of All Active Associates	Percentage of All Business Builder Associates	No. of Associates at this Level (for all of 2018)	Jan - Dec, 2018 Annual Income High	Jan - Dec, 2018 Annual Income Low	Jan - Dec, 2018 Annual Income Average
Non-Leadership Rank	855	63.950%	63.950%	132	\$1,720.28	\$74.53	\$230.39
Silver Associate	34	2.540%	2.540%	0	0.000%	0.000%	0.000%
Gold Associate	115	8.600%	8.600%	4	\$1,033.98	\$438.77	\$658.74
Director	80	5.980%	5.980%	0	0.000%	0.000%	0.000%
Silver Director	72	5.390%	5.390%	0	0.000%	0.000%	0.000%
Gold Director	45	3.370%	3.370%	0	0.000%	0.000%	0.000%
Executive Director	37	2.770%	2.770%	0	0.000%	0.000%	0.000%
Silver Executive Director	47	3.520%	3.520%	2	\$12,951.81	\$7,929.09	\$10,440.45
Gold Executive Director	19	1.420%	1.420%	1	\$18,479.89	\$18,479.89	\$18,479.89
Presidential Director	20	1.500%	1.500%	5	\$46,163.29	\$31,132.89	\$38,113.03
Bronze Presidential Director	6	0.450%	0.450%	1	\$120,048.20	\$120,048.20	\$120,048.20
Silver Presidential Director	3	0.220%	0.220%	2	\$186,848.94	\$120,899.59	\$153,874.27
Gold Presidential Director	2	0.150%	0.150%	1	\$242,625.68	\$242,625.68	\$242,625.68
Platinum Presidential Director	1	0.070%	0.070%	0	0.000%	0.000%	0.000%
1-Star Platinum Presidential Director	1	0.070%	0.070%	0	0.000%	0.000%	0.000%
2-Star Platinum Presidential Director	0	0.000%	0.000%	0	0.000%	0.000%	0.000%
3-Star Platinum Presidential Director	0	0.000%	0.000%	0	0.000%	0.000%	0.000%
4-Star Platinum Presidential Director	0	0.000%	0.000%	0	0.000%	0.000%	0.000%
Crown Platinum Ambassador	0	0.000%	0.000%	0	0.000%	0.000%	0.000%

Numbers are for Canadian Associates only.
All income figures are in USD.

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The figures in the table above reflect the average income earned in 2018 by Active Associates under the Mannatech Career and Compensation Plan (the "Compensation Plan"). An "Active Associate" is an Associate who placed or sold an order in 2018 with a minimum of 150 Personal Point Volume ("PPV") or who earned commissions in 2018.

Mannatech markets its products directly to consumers through an independent sales force ("Associates"). As of December 31, 2018, Mannatech had 22,893 Associates in Canada. There were 1,660 individuals in 2018 who enrolled with Mannatech with the intent of being an Associate (i.e., as opposed to enrolling with Mannatech as a Preferred Customer*). Some of our Associates work full-time selling our products; however, others do so on a part-time basis selling to their neighbors, relatives and friends to supplement their family incomes.

1. As of December 31, 2018, the total number of Active Associates in 2018 was 1,337. Of that total, there were 148 Active Associates who maintained their leadership rank for all of 2018 (i.e., they had 150 PPV and/or earned commissions in all 12 months of 2018).
2. In 2018, 855 Active Associates received commissions in December; however, they did not achieve a leadership rank. There were 132 Active Associates who received commissions in all 12 months of 2018; however, they did not achieve a leadership rank in any of those months. These individuals may have earned commissions but they did not pursue activity that would have advanced their leadership rank.

Out of the total 22,893 Associates, there were 5,310 Associates who had 100 PPV in at least one month during 2018. Comparatively, there were 4,280 Associates who had 150 PPV in at least one month during 2018. Mannatech launched the current Compensation Plan on July 1, 2017. Under the previous plan, 100 PPV was the basis for earning certain commissions and bonuses. Under the current Compensation Plan 150 PPV is the basis for earning certain commissions and bonuses under the plan. As we transitioned to the new Compensation Plan, Mannatech and its Associate leaders trained existing Associates on how to maximize their earnings and achieve new leadership ranks under the plan. These efforts will continue throughout 2019.

Of the total 22,893 Associates, 21,556 purchased products but did not have 150 PPV. Internally, these individuals are referred to as "Consumer Associates." These individuals have made at least one sale or purchase in 2018 or maintained their Associate position by paying a renewal fee. These individuals are still eligible to earn certain bonuses, regardless of rank, under the Compensation Plan and some may have earned undisclosed income by selling products, which is not reflected in the above chart. Although their purchasing may mirror that of a customer, many choose to become and maintain their status as an Associate to receive a discount on our products and to maximize the benefits of our Loyalty Program.

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 and no earnings are guaranteed for mere participation in the Compensation Plan.

The figures above do not include any retail profit that an Associate may earn from selling Mannatech products to others. If products are not sold via Mannatech.com or the Associate's Mannatech provided personal web page, the Associate must supply a sales receipt to those retail customers and must maintain copies of sales receipts for at least two years.

The figures above 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.

The Associate earnings in the above table 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. As an Associate, you may return product within 180 days of the purchase for an exchange or refund. Please see Section 5.13 of Mannatech's Associate Policies and Procedures. Please visit Mannatech.com for a current copy of the Associate Policies and Procedures, the Compensation Plan, additional training materials on building your Mannatech business, and information on Mannatech's Loyalty Program.

* At the time of enrollment with Mannatech, an individual must select whether he or she wants to enroll as an Associate or a Preferred Customer. Preferred Customers are not Associates and do not earn commissions or otherwise participate in the Compensation Plan. Preferred Customers are eligible to participate in Mannatech's Loyalty Program. There is no fee to enroll with Mannatech as Preferred Customer.