

HOW CAN I BENEFIT?

The Plexus Plan is designed to provide our Brand Ambassadors with an opportunity to earn when products are sold to retail customers and VIP Customers, including sales of those who are part of a Brand Ambassador's sales team. There is no income earned from merely sponsoring or recruiting others. Plexus has several ways to earn. Plexus Brand Ambassadors also have access to leadership and professional development, a supportive community, and the satisfaction of running their own business. Below are a few examples:

<p>Community</p>	<p>Professional Development</p>	<p>Commissions</p>	<p>Bonuses</p>	<p>Plexus Pools</p>
<p>The Plexus Brand Ambassador community fosters a sense of belonging, fun, support, and accountability.</p>	<p>Plexus offers Brand Ambassadors Professional development tailored to their definition of success.</p>	<p>You can earn commissions based upon the sales volume in your sales organization and the rank you achieve.</p>	<p>You can earn one-time bonuses as you advance as a Brand Ambassador and based upon the amount of Plexus Points you earn each month. Plexus Points are earned by sales to your VIP Customers and Brand Ambassadors in your sales team.</p>	<p>If you reach Emerald rank or higher, you can earn bonuses and participate in various bonus pools. See details in the Plexus Compensation Plan.</p>

HOW MUCH CAN I EARN AS A BRAND AMBASSADOR?

A typical Plexus Brand Ambassador earned \$396 in 2022, before expenses. This is based on the average earnings of all U.S. Brand Ambassadors who were active business builders.

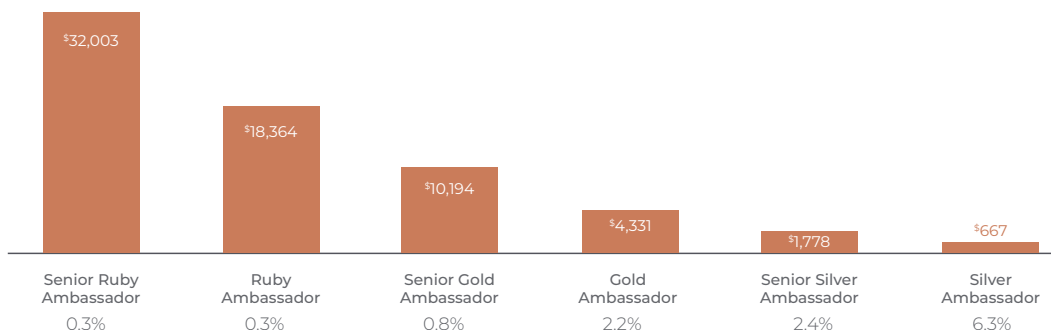
<p>The Top 10% earned an average of \$7,614; 50% of the Top 10% made more than \$1,846</p>	<p>The Top 1% earned an average of \$52,121; 50% of the Top 1% made more than \$26,459</p>
--	--

Plexus makes no guarantee of Brand Ambassador earnings, since it depends upon sales, effort, commitment, skill, and leadership ability. Brand Ambassadors also have different goals. Most Brand Ambassadors join to make a modest supplemental income.

EARNINGS BY RANK**

Rank	CountByRank	Average	Median	Top 50 Avg.	Bottom 50 Avg.	Average Time to Achieve Rank	% of Ambassador at Rank
Sr. Ruby	540	\$32,003	\$31,402	\$47,000	\$20,865	2 Years, 8 Months	0.3%
Ruby	568	\$18,364	\$18,467	\$24,449	\$11,769	2 Years, 4 Months	0.3%
Sr. Gold	1,600	\$10,194	\$9,869	\$16,004	\$4,080	1 Year, 9 Months	0.8%
Gold	4,191	\$4,331	\$4,062	\$9,328	\$839	1 Year, 1 Month	2.2%
Sr. Silver	4,680	\$1,778	\$1,721	\$4,246	\$228	8 Months	2.4%
Silver	12,129	\$667	\$577	\$3,344	\$59	3 Months	6.3%

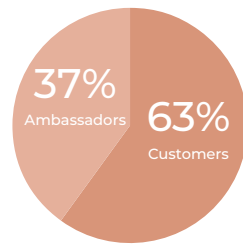
AVERAGE ANNUAL EARNINGS BY RANK SILVER TO SR. RUBY 2022



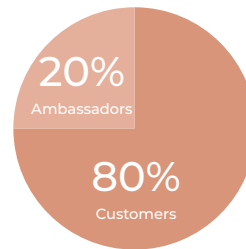
**A small percentage of Brand Ambassadors achieve the elite status of Jewel, which includes Emerald, Sapphire, and Diamond. The time and effort to reach these levels is not typical and should not be used as a basis for a decision to become a Brand Ambassador.

These figures do not represent a Brand Ambassador's profit or loss, as they do not consider, expenses incurred in the operation of the Brand Ambassador's business. Estimated expenses, may include the Annual Membership fee (\$39.95), renewal fees, sample purchases, shipping costs, event/training registration (\$20.00 - \$149.00), and travel and lodging. In some cases, these costs may exceed the amount earned by a Brand Ambassador.

BRAND AMBASSADOR/CUSTOMER RATIO



Ratio by Revenue



Ratio by Ambassador/
Customer Count

CAN I GET A REFUND?

Plexus has a 60-day money-back guarantee for its Customers and Brand Ambassadors. For further details, please see our Refund Policy on plexusworldwide.com/guarantee. In addition to our 60-day money refund, Plexus will buy-back any currently marketable inventory purchased within 12 months of a Brand Ambassador's decision to terminate, less a \$15 restocking fee. For further details, see the [Buy-Back](#) Policy in our Policies and Procedures.

Potential Additional Event Expenses for a Plexus Brand Ambassador

As Plexus Brand Ambassador, you have the opportunity to 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 certain Events.

In 2022, Plexus hosted the following Events for its Brand Ambassadors:

- **Super Saturday:** Plexus held a hybrid event (in-person and virtual) on January 15, 2022, bringing together its Brand Ambassadors for a sneak peak of what the company has planned for 2022. Brand Ambassadors were responsible for their own transportation, hotel, and meals. The cost of the event was \$20.00 per Brand Ambassador.
- **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 4-day exclusive training designed to equip the new Jewel leader with the mindset, strategies, leadership skills, and tools to help build a successful Plexus business. Brand Ambassadors were responsible for their own airfare and ground transportation.
- **2022 Global Convention – Ignite!** held in-person in Columbus, Ohio and virtually. The 3-day, in-person event cost was \$149, and the virtual cost was \$79. Brand Ambassadors were responsible for their airfare, hotel accommodation and meals.
- **Leaders Retreat:** Leaders Retreat was held in Orlando, Florida for those who qualified for this Incentive trip. Brand Ambassadors were responsible for their airfare, ground transportation and some meals.
- **Emerald Extravaganza:** This 5-day trip is for Jewel-ranked Brand Ambassadors who qualified for this Incentive. This trip was held in Kona, Hawaii. Plexus reimbursed up to \$2,200 for the qualified Jewel Brand Ambassadors and a guest, a car allowance up to \$500, hotel accommodations and transportation to/from hotel to airport. Qualified Brand Ambassadors were responsible for airfare or car allowance over the reimbursed amount and some meals in Hawaii.
 - o Participation in the Plexus Emerald Extravaganza incentive trip is limited to Jewel Brand Ambassadors, who make up less than 1% of all Brand Ambassadors. 611 Jewel Brand Ambassadors qualified for this trip in 2022.
- **Diamond Destination:** The Plexus Diamond Destination Trip is a 3-day trip for the elite Brand Ambassadors who qualified for this Incentive. This trip was held at the Mauna Lani Resort in Hawaii. Plexus reimbursed up to \$4,500 for the qualified Jewel Brand Ambassadors and a guest, hotel accommodations, a car allowance up to \$500, and transportation to/from hotel to airport. Qualified Brand Ambassadors were responsible for flight or car allowance over the reimbursed amount and some meals in Hawaii.
 - o Participation in the Plexus Diamond Destination incentive trip is limited to Diamond Brand Ambassadors, who make up less than 1% of all Brand Ambassadors. 141 Diamond Brand Ambassadors qualified for this trip in 2022.

²This Income Disclosure Statement is intended to present the average income of Brand Ambassadors in those jurisdictions where income claims are allowed. Income claims are not allowed in Massachusetts and Wyoming. Please consult with your local authorities for more information regarding income claims.