

# YOUNG LIVING 2020 GLOBAL INCOME DISCLOSURE STATEMENT

As a direct-selling company selling essential oils, supplements, and other lifestyle products, Young Living offers opportunities to build a business or simply receive discounts on our products. Whatever your goals, we hope to count you among the millions who have joined us in our mission to enhance and empower lives around the world by sharing the unique benefits of essential oils.

## WHAT ARE MY INCOME OPPORTUNITIES?

Commissions and bonuses can be earned as outlined in our Compensation Plan. As Brand Partners move up the ranks of Young Living, they become eligible for additional income opportunities.

RANK	PERCENTAGE OF ALL BRAND PARTNERS <sup>1</sup>	ANNUAL INCOMES <sup>2</sup>				MONTHS TO ACHIEVE THIS RANK <sup>3</sup>		
		Lowest	Highest	Average	Median	Low	Average	High
ASSOCIATE	87.0%	-	1,550.40 € - £1,331.52	3,40 € - £292	-	-	-	-
STAR	9.5%	-	2,951.20 € - £2,534.56	184,45 € - £158,41	105,40 € - £90.52	1	8	301
SENIOR STAR	2.1%	-	44,106.50 € - £37,879.70	1,122,00 € - £963.60	967,30 € - £830.74	1	14	297
EXECUTIVE	1.0%	45,05 € - £38.69	85,646.00 € - £73,554.80	2,754,85 € - £2,365.93	2,414,00 € - £2,073.20	1	19	301
SILVER	0.3%	494,70 € - £424.86	200,305.90 € - £172,027.42	11,265,90 € - £9,675.42	8,246,70 € - £7,082.46	1	27	299
GOLD	0.1%	2,853,45 € - £2,450.61	452,268.85 € - £388,419.13	36,742,95 € - £31,555.71	29,175,40 € - £25,056.52	1	40	277
PLATINUM	< 0.1%	11,645,00 € - £10,001.00	834,039.55 € - £716,292.79	89,683.50 € - £77,022.30	73,487.60 € - £63,112.88	1	49	256
DIAMOND	< 0.1%	55,378,35 € - £47,560.23	1,407,254.05 € - £1,208,582.89	252,401,55 € - £216,768.39	199,636.95 € - £171,452.91	11	63	291
CROWN DIAMOND	< 0.1%	145,508,10 € - £124,965.78	1,794,055.90 € - £1,540,777.42	520,664,95 € - £447,159.31	398,773.25 € - £342,475.85	20	68	275
ROYAL CROWN DIAMOND	< 0.1%	296,114.50 € - £254,310.10	2,656,869.65 € - £2,281,782.17	1,162,250,90 € - £998,168.42	976,989.15 € - £839,061.27	30	84	275
ALL BRAND PARTNERS	100%	-	2,656,869.65 € - £2,281,782.17	192,95 € - £165.71	-	-	-	-

This document provides statistical, fiscal data about the average Brand Partner income and information about achieving various ranks. Commissions are done by using a peg rate as of the end of 2019 for GBP and EUR; as of June 2020 for SEK and as of October 2020 for RUB (0.85 for EUR, 0.73 for GBP, 9.6 for SEK and 67.8 for RUB). Peg rates are used to standardise the sales price and commission payment in each market and to provide a constant and consistent flow of income despite the constant changing of exchange rates.

The income statistics in this statement are for incomes earned by all global Brand Partners who were active for any part of 2020. An "active" Brand Partner is a Brand Partner who made at least one product purchase in the previous 12 months.<sup>4</sup> Fifty-six percent (56%) of all Brand Partners who enrolled in 2019 did not make a purchase with Young Living in 2020. Seventy percent (70%) of all Brand Partners who enrolled in 2018 did not make a purchase with Young Living in 2020.

Note that the income paid to Brand Partners summarised in this disclosure do not include expenses incurred by a Brand Partner in the operation or promotion of his or her business, which can vary widely and might include product purchases, advertising or promotional expenses, product samples, training, rent, travel, telephone and internet costs, and miscellaneous expenses. These figures should not be considered as guarantees or projections of your actual income or profits. Your success will depend on individual diligence, work, effort, sales skill, and market conditions. Young Living does not guarantee any income or rank success.

- 1 A Brand Partner's rank may change during the year. These percentages are based on the individual's highest achieved rank earned during the year.
- 2 These incomes are categorised based on the highest achieved rank individuals earned throughout the entire year and may contain income earned at a lower rank.
- 3 These statistics are limited to those who achieved this rank for the first time in 2020.
- 4 Brand Partners who have not made at least one product purchase in the previous 12 months have their membership inactivated.