

VIETNAM MARKET REGULATORY ENVIRONMENT

General Notes

- Vietnam is a highly regulated country where the consequences of breaching the laws and regulations can be quite extreme.
- The Vietnamese government is expected to react quickly to remove any threat to social order.
- The entire sales force, local and foreign, will be held to a strict standard of conduct and must comply with both Policies and Procedures (P&P) established by Nu Skin as well as the Laws and Regulations of Vietnam.

Summary of Selected Nu Skin Policies and Procedures

Nu Skin invite you to review the Policies and Procedures for Nu Skin Distributors. To assist you in understanding your rights and guide you in your business, we have created a summary using the ever popular “Frequently Asked Questions” method for briefly describing some of our policies. Specifically, we would like to ask you to review important policies on:

- Product and Income Claims; Advertising
- Internet Policies
- Doing Business in unopened markets

To assess this Summary of Selected Nu Skin Policies and Procedures, please visit www.nuskin.com. Then log in to “My Office” and click “Home” “Quick Links”.

DOs & DONTs

DOs	DONTs
<ul style="list-style-type: none"> • Only Vietnam registered Distributors are allowed to participate in Multi-Level Selling (MLS) activities in Vietnam. • To become a Nu Skin Vietnam Distributor: <ol style="list-style-type: none"> 1. Submit the following documents to Nu Skin Vietnam office in person or via mail: <ol style="list-style-type: none"> (a) a completed and signed ORIGINAL hardcopy of Nu Skin Vietnam Distributor Agreement (“DA”) (b) a photocopy of front and back sides of the Vietnamese Identification Card (c) 2 photos of size 4x6 cm (d) payment for Business Portfolio (at Vnd200,000 inclusive of VAT, but this will be waived with purchase of not less than 100PSV worth or products at the time of submitting DA) 2. In order to receive commissions and bonuses, distributors must provide: <ol style="list-style-type: none"> (a) Item 1(a) above; (b) Item 1(b) above; 	<ul style="list-style-type: none"> • Direct foreign participation in direct selling in Vietnam is not allowed including participation in Multi-Level Selling (MLS)

<p>(c) bank account information; and (d) personal income tax number.</p> <p>* if Nu Skin Vietnam does not receive and accept all items in 2. above, it may hold the bonuses (without interest)</p> <ul style="list-style-type: none"> • Receive Nu Skin Vietnam Distributor ID card in order to sponsor and purchase products in Vietnam. Nu Skin Vietnam ID Card will be sent via mail. 	
<ul style="list-style-type: none"> • Foreign Distributors may conduct training in Vietnam only upon obtaining approval from Nu Skin Vietnam. • Training by foreign distributors in Vietnam <ul style="list-style-type: none"> ➤ Currently paid-as Ruby & above ➤ Nu Skin Vietnam’s written approval is needed. At the time of travel request, all foreign distributors: <ul style="list-style-type: none"> ○ are required to register with Nu Skin Vietnam before traveling to Vietnam by submitting an Entry Registration Form (for instructions of how to complete an Entry Registration Form, please see https://www.nuskin.com/content/nuskin/en_VN/opportunity/getting_started/attend_our_eventtraining/_jcr_content/bodyContent/download_56b4/file.res/Intl-Trainer-Registration.pdf) ○ are only allowed to train, coach and introduce Vietnamese nationals to the Nu Skin products and business opportunity in Vietnam in compliance with the terms and conditions of the Distributor Training & Meeting Registration Form (which can be downloaded at https://www.nuskin.com/content/nuskin/en_VN/opportunity/getting_started/attend_our_eventtraining.html). 	<ul style="list-style-type: none"> • Foreign Distributors (including <i>Vietnamese nationals who are distributors registered outside of Vietnam</i>) <ul style="list-style-type: none"> ➤ cannot sell products in Vietnam ➤ Cannot sponsor in Vietnam
<ul style="list-style-type: none"> • All distributor meetings of 5 or more <u>by International Trainers</u> need to be registered with Nu Skin Vietnam. <ul style="list-style-type: none"> ➤ Since these meetings are considered company meetings, a Nu Skin Vietnam staff will need to be present in registered distributor trainings/meetings of 5 or more conducted by approved International Trainers. • All distributor meetings of 5 or more <u>by local distributors</u> need to be registered with Nu Skin Vietnam. Nu Skin Vietnam staff are not required to attend. 	<p>Any misrepresentation and inappropriate claims are strictly prohibited in Vietnam.</p>

