

**SALES COMPENSATION PLAN
NU SKIN VIETNAM**

Effective date: 1 May 2026

PART A. GLOSSARY	3
PART B. VELOCITY	7
1. INTRODUCTION	7
2. BONUSES	8
2.1 SHARING BONUS	8
2.2 BUILDING BONUS	9
2.3 LEADING BONUS	13
3. OTHER IMPORTANT INFORMATION	16
PART C. VELOCITY ADDITIONAL DETAILS	17
1. FLEX BLOCKS	17
1.1 HIGHLIGHTS	17
1.2 HOW IT WORKS	17
1.3 HOW YOU GET THEM	18
1.4 FLEX BLOCKS FAQ	19
2. QUALIFICATION	19
2.1 HIGHLIGHTS	19
2.2 HOW IT WORKS	20
2.3 DIFFERENT WAYS TO QUALIFY	20
2.4 QUALIFICATION Q&A	22
3. RESTART	23
3.1 HIGHLIGHTS	23
3.2 HOW IT WORKS	23
3.3 EXAMPLE RESTART	24
3.4 MORE INFORMATION	24
4. SPECIAL INCENTIVES	25
5. EXCEPTION CASES	25
PART D. ROADMAP TO THE SUCCESS	27
1. SUMMIT APPLICABLE FROM 1ST JANUARY 2023 (“SUCCESS SUMMIT”)	27
PART E. ADDITIONAL EXPLANATIONS AND EXAMPLES	33
1. OVERVIEW	33
1.1 Titles and Eligibility Requirements	33
1.2 Commissions by level	34
1.3 Differentiating Between Groups and Teams	34
2. EXAMPLES OF COMMISSION CALCULATION IN THE VELOCITY PROGRAM	36
2.1 Example of Sharing Bonus	36
2.2 Examples of Building Bonus	36
2.3 Examples of Leading Bonus	38

PART A. GLOSSARY

BRAND AFFILIATE OR “DISTRIBUTOR” OR “PARTICIPANTS OF MULTI-LEVEL SALES”(according to the Vietnamese law about multi-level sales management) means any person who submits a Brand Affiliate Agreement (BAA)/Multi-level Sale Agreement and obtain Nu Skin Vietnam’s acceptance in accordance with its sign-up process and be authorized to sell Nu Skin’s Products and join in multi-level network of Nu Skin Vietnam. All Product purchases are optional.

BRAND AFFILIATE AGREEMENT (BAA) / MULTI-LEVEL SALE AGREEMENT — A written agreement on participating in multi-level marketing network between Brand Affiliate and Nu Skin Vietnam, is composed of the Policies and Procedures, the Sales Compensation Plan, the Multi-Level Sale Agreement (Brand Affiliate Agreement), and other agreements amended from time to time by Nu Skin Vietnam upon notification (provided such amendment complies with Nu Skin’s business standards and ethics generally and that it has received all necessary approvals from competent authorities in Vietnam).

BRAND REPRESENTATIVE (BR)—An individual who has completed Qualification, as well as a generic term used to refer to all Brand Representatives and above, regardless of Title. To maintain Brand Representative status, you must complete at least 4 Building Blocks each calendar month (or use Flex Blocks to substitute for missing Building Blocks). If you fail to maintain your Brand Representative status, any Brand Representatives on your Team will be moved to the Team of your direct Brand Representative. You have the option to Restart for a limited time, and, if successful, you may regain the Brand Representatives that were on your Team, along with any Flex Blocks previously accrued. Please see the Additional Details – Restart, or contact your account manager for more information.

BRAND REPRESENTATIVE DATE—Refers to the date you are classified as a Brand Representative. When using Restart, your original Brand Representative Date is restored.

BUILDING BLOCK—A measurement of Sales Volume (SV). A Building Block is only considered complete when it has 500 points of Sales Volume (SV). A Building Block with less than 500 points of Sales Volume (SV) is referred to as incomplete.

BUILDING BONUS (BB)—All Brand Representatives are eligible to receive a Building Bonus on completed Building Blocks. Brand Representatives who complete 4 or more Building Blocks in a month (excluding Flex Blocks) are also eligible to receive a Building Bonus on any incomplete Building Block at the end of the month. The percentage paid on an incomplete Building Block is equivalent to the percentage paid on the last completed Building Block of the month. Incomplete Building Blocks are paid on the 8th of the following month. Brand Affiliates and Qualifying Brand Representatives are not eligible for Building Bonuses. No Building Bonus is paid on Flex Blocks. Building Bonus is calculated on the CSV of each individual Building Block. The percentage associated with a Building Block is only applicable to that specific Building Block and does not apply to any previous completed Building Blocks.

COMMISSIONABLE SALES VALUE (CSV) - is a currency value, associated with each Product, used to determine Building and Leading Bonuses. CSV for each Product may change from time to time and will be stated on the Product List of Nu Skin Vietnam which is made available to all Brand Affiliates after getting necessary approval from competent authorities in Vietnam.

FLEX BLOCK—A Building Block substitute that is automatically used to maintain your status as a Brand Representative if you do not complete 4 or more Building Blocks in a calendar month. In any month that you use a Flex Block, you will still be eligible for Building Bonuses on completed Building Blocks; however, you will not be eligible for any Leading Bonus. Flex Blocks do not provide Sales Volume (SV), CSV, have no monetary value, and can't ever be redeemed for cash—they are only used to help maintain Brand Representative status. A maximum of 3 Flex Blocks can be used each calendar month. There is no limit to the number of Flex Blocks that can be accumulated. Flex Blocks do not expire and are non-transferable. Any accumulated Flex Blocks will be forfeited if you fail to maintain your Brand Representative status. Check out Additional Details – Flex Blocks for more information.

GENERATION—A simple way to help you organize your Team. Every Brand Representative you directly lead is part of your 1st Generation (G1). Every Brand Representative your G1 Brand Representatives directly lead is part of your 2nd Generation (G2), and so forth.

GROUP—Your Group consists of you and all your Direct Customers, Preferred Customers, Brand Affiliates, and Qualifying Brand Representatives. Your Brand Representatives and their Groups are not included in your Group. All sales made by those in your Group contribute to your Building Blocks and your Group's Commissionable Sales Value (CSV).

LEADERSHIP TEAM (LT)—See Lead – Be an Epic Leader for details.

LEADERSHIP TEAM SALES VOLUME (LTSV)—A G1 Brand Representative's LTSV is the sum of all your G1–G6 Sales Volume (SV) from that G1 Brand Representative.

LEADING BONUS—See Lead – Monthly Pay for more details.

LETTER OF INTENT (LOI)—A document or online notice that a Brand Affiliate signs to notify Nu Skin Vietnam of their intention to enter Qualification and become a Qualifying Brand Representative. Once submitted and accepted by Nu Skin Vietnam, a Brand Affiliate is referred to as a "QBR1" for their first month of Qualification, "QBR2" for their second month, etc. If a Brand Affiliate has been a Qualifying Brand Representative in the past and wishes to enter Qualification again, that Brand Affiliate must submit a new Letter of Intent.

CUSTOMER means a person purchasing Nu Skin Products for personal consumption from Nu Skin Vietnam or a Brand Affiliate.

DIRECT CUSTOMER - a Customer purchases Products directly from Nu Skin Vietnam at Consumer Price through the introduction of a Brand Affiliate for personal consumption purposes. A Direct Customer is not authorized to register new Brand Affiliates and/or Preferred Customers; or resell Products or earn commissions under the Sales Compensation Plan.

PREFERRED CUSTOMER—A person who is Registered by a Brand Affiliate and can purchase Nu Skin Products at the Member Price. A Preferred Customer is not authorized to register Brand Affiliates and/or other Preferred Customer or resell Products or earn commissions under the Sales Compensation Plan.

CONSUMER PRICE – The purchase price that Direct Customers will purchase the Product directly from Nu Skin Vietnam, may change from time to time and will be stated on the Product List of Nu Skin Vietnam, which is made available after getting necessary approval from competent authorities in Vietnam.

MEMBER PRICE—The purchase price of Products for both Brand Affiliates and Preferred Customers. Member Price may change from time to time and will be stated on the Product List of Nu Skin Vietnam which is made available after getting necessary approval from competent authorities in Vietnam.

PRODUCT—Includes all products sold by Nu Skin Vietnam and its Brand Affiliates.

QUALIFICATION—The process Brand Affiliates undergo to become Brand Representatives. You begin Qualification by submitting a Letter of Intent and are reclassified as a Qualifying Brand Representative. After accumulating the requisite number of Building Blocks and Sharing Blocks within 6 calendar months, you finish Qualification and are reclassified as a Brand Representative. Please see Build – Qualification for more details.

QUALIFYING BRAND REPRESENTATIVE (QBR)—A Brand Affiliate who has submitted their Letter of Intent and begun, but not finished, Qualification. Please see Build – Qualification for more details.

REGISTER—Refers to personally enrolling Preferred Customers, or Brand Affiliates with Nu Skin Vietnam.

RETAIL PROFIT—The difference between your total costs (including the Member Price, cost of shipping, etc.) and the price you sell a Product for.

SALES VOLUME (SV)—A point system Nu Skin Vietnam uses to compare the relative value of Products across various currencies and markets Each Product is assigned a specific amount of points of Sales Volume (SV). Sharing Blocks, Building Blocks, and Leadership Team Sales Volume (SV) are all comprised of Sales Volume (SV). Sales Volume (SV) is different from Commissionable Sales Value.

SHARING BLOCK (SB)—A subset of Building Blocks that consists of 500 points of Sales Volume (SV) that only come from purchases made by Direct Customers introduced by you, and Preferred Customers, Brand Affiliates, and Qualifying Brand Representatives who you’ve personally Registered. Your personal purchases do not count toward Sharing Blocks. Sharing Blocks are only applicable to Qualification and are a subcategory of Building Blocks. Therefore, all Sharing Blocks are Building Blocks, but not all Building Blocks are Sharing Blocks. **SHARING BONUS**—Please see Share – Quickly Pay for more details.

SHARING BONUS—Please see Share – Quickly Pay for more details.

TEAM—Your Team consists of all Generations on which you are eligible to be paid a Leading Bonus. Your Title determines the number of paid Generations of Brand Representatives and their Groups on your Team, as shown in the Titles and Leading Bonus charts. Your Team does not include your Group.

TITLE—Refers to Brand Representative Titles, which are determined by the number of G1 Brand Representatives and Leadership Teams and are used to determine the number of

Generations you can be paid a Leading Bonus on. Please see the Lead – Titles and Leading Bonus chart for each Title’s specific requirements.

EXECUTIVE BRAND DIRECTOR BONUS (EBD BONUS): For a month that your Brand Affiliate Account meets all requirements for the Title of Executive Brand Director or Presidential Director, including maintaining or holding Brand Representative status, you will be eligible to receive EBD Bonus that will arise from your EBD Bonus Position. Please see the Part F- Explanation about EBD Bonus and - PD Bonus for more information.

PRESIDENTIAL DIRECTOR BONUS (PD BONUS): For a month that your Brand Affiliate Account meets all requirements for the Title of Presidential Director, including maintaining or holding Brand Representative status, adding to EBD Bonus, you will be eligible to receive PD Bonus that will arise from your PD Bonus Position. Please see the Part F- Explanation about EBD Bonus and PD Bonus for more information.

VELOCITY ACCOUNT—A digital account that reflects all compensation activity, adjustments, and payments distributed by Nu Skin. You receive a Velocity Account when you become a Brand Affiliate. You can transfer your total available balance from your Velocity Account to any designated financial institution account at any time. However, fees may be associated with these transfers, depending on your market policies and/ or the receiving financial institution Nu Skin automatically transfers your remaining Velocity Account balance free of charge at the start of each weekly and monthly pay period. You are responsible for all fees associated with any transfer you initiate.

There is a 218.000 VND minimum required for automated transfer payments made by Nu Skin weekly or monthly. Transfers you initiate do not have a minimum balance requirement. Velocity Accounts do not accrue interest. You can view your Velocity Account through Nu Skin’s Brand Affiliate online portal.

PART B. VELOCITY

1. INTRODUCTION

YOUR LIFE,

YOUR BUSINESS,

YOUR WAY.

Welcome to Velocity by Nu Skin®—a sales performance program that offers flexible options to fit your lifestyle, gives fast rewards that keep you motivated, and empowers you to build your fulfilling future your way.

Want to earn some extra money sharing your favorite **Products** with friends? Maybe you dream of becoming your own boss? No matter your goals, your Nu Skin journey will be distinct to you. Which is why with Velocity, you choose your path— and your pace.

According to the provisions of Decree 40/2018/ND-CP, amended, supplemented some articles by Decree 18/2023/ND-CP, Nu Skin Vietnam is responsible for ensuring the total value of commissions, bonuses and other economic benefits, including benefits enjoyed under the promotion program payable to the Brand Affiliate (BA) (“**Total Payment Value**”) in a year converted to cash not exceed 40% of Nu Skin Vietnam’s multi-level sales revenue in that year. To ensure compliance with this regulation, Nu Skin Vietnam will regularly monitor the Total Payment Value. In case the Total Payment Value tends to exceed 40% of the Company's multi-level sales revenue in the year, Nu Skin Vietnam will register and notify the competent authority in accordance with Vietnamese law to adjust the payment policies for Brand Affiliates (BA).

FLEXIBLE

With the flexible ability to Share, Build, and Lead, Velocity helps you live life on your terms—where you can set your own hours and work toward your specific aspirations.

FAST

Velocity pays you quickly whenever you sell a Product. You can earn bonuses quickly, weekly, and monthly so both you and those you bring to Nu Skin get fast rewards.

FULFILLING

Velocity rewards you for your hard work with attractive bonuses, on-time payments, deserved recognition, and other incentives. There are many ways to achieve success – Velocity is your life, your business and your way to help you succeed.

And the best part? Getting started is simple and free. Keep reading to learn how!

SHARE

You want everything to be simple and can get extra bonuses every day? Start selling great products and let us help you with the rest! You will receive **Sharing Bonus** from products purchased directly from Nu Skin by Direct Customers introduced by you, and Preferred Customers, Brand Affiliates, Qualifying Brand Representative (QBR) **Registered** by you

BUILD

Have friends who love sharing amazing Products and connecting with others as much as you do? Build a **Group** of like-minded Brand Affiliates and work as one to reach your goals! Velocity's weekly **Building Bonuses** start at **5%** and can reach as high as **40%** on the commissionable value of Product sales above certain benchmarks.

LEAD

Want to up your game and really take off with Velocity? By leading others as they develop their own successful businesses, you can enjoy monthly **Leading Bonuses** up to 5% of the commissionable sales value on every Product sale your **Team** makes.

Ready to build your business your way? Let's explore how Velocity pays YOU.

Bold capitalized terms are further defined in the Glossary.

2. BONUSES

2.1 SHARING BONUS

It's your life. Why not live it the way you want and make money while you're at it? Velocity gives you the opportunity to earn cash doing something you already enjoy—sharing great Products with the people around you.

a) HOW IT WORKS

Do what you do best, and we'll handle the rest. As a **Brand Affiliate**, you can buy and resell products for Retail Profit. You'll earn a Sharing Bonus on all Direct Customers introduced by you and all your personally Registered Preferred Customers, Brand Affiliates and Qualifying Brand Representatives whenever they make a purchase through us.

Simple, right?

Note: When you purchase Products from Nu Skin Vietnam, the Sharing Bonus is paid to the Brand Affiliate who Registered you. If you are Brand Representatives, you will keep Sharing Bonuses on your personal purchases.

RETAIL PROFIT

Retail Profit is the difference between your costs (including the Member Price, taxes, shipping, etc.) and the price you sell Products for. You handle all Retail Profit earned outside of Nu Skin Vietnam's systems.

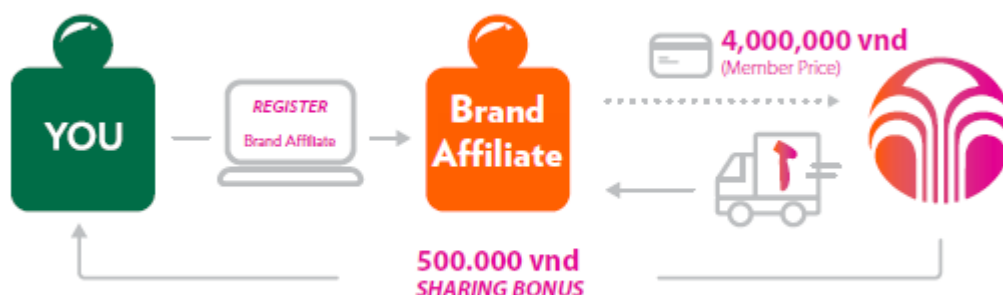
SHARING BONUS

Whenever the Direct Customers introduced by you, and your personally Registered Preferred Customers, Brand Affiliates and Qualifying Brand Representatives (Except Brand Representatives) purchase products directly from Nu Skin Vietnam, you will earn a Sharing Bonus. Sharing Bonus shall only apply for certain selected Products in a selected period of time and this percentage will range differently depend on the product. The detail of Products to be applied for Sharing Bonus and its corresponding Sharing Bonus will be stated on the Product List of Nu Skin

Vietnam which is made available to all Brand Affiliates after getting necessary approval from competent authorities in Vietnam.

Note: Product prices are subject to promotional discounts. Sharing Bonuses may be adjusted accordingly.

Example of Sharing Bonus



b) **QUICKLY PAY**

Sharing Bonus will be updated in your Velocity Account on the system within 2 working days and will be paid weekly by the Company in the form of a bank transfer. The company will apply the minimum amount for payment and payment schedule. Please refer to the Velocity Account details at GLOSSARY part.

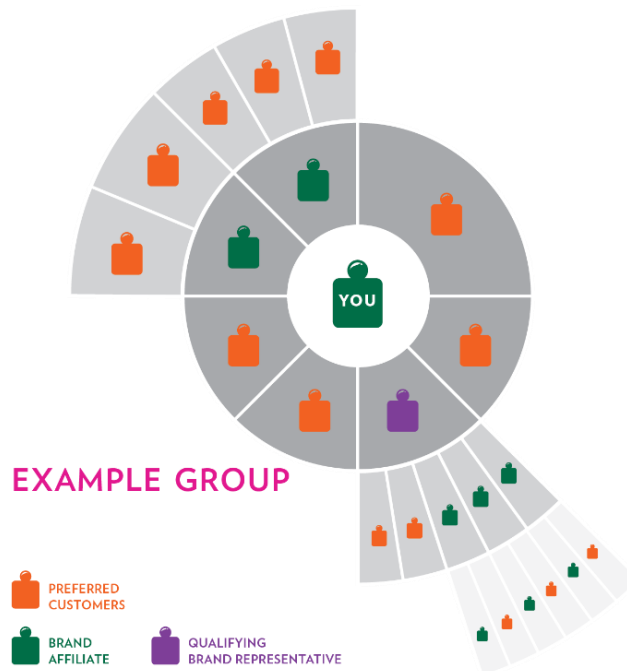
2.2 **BUILDING BONUS**

When you're ready to build your business, Nu Skin has your back. Velocity helps propel you forward and ignite your passion!

a) **HOW IT WORKS**

Velocity keeps your hard work organized using a simple system of blocks to represent **Sales Volume (SV)**. These blocks are also used to help determine your progress and pay. Basically, blocks make understanding and organizing your business easier and more efficient for you and your sales **Group** (you and all your Direct Customers, Preferred Customers, Brand Affiliates, and Qualifying Brand Representatives).

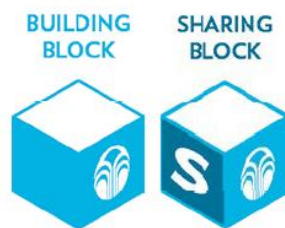
Example of Group



BLOCKS

Even with spreadsheets and apps, managing a booming business can be rough. To streamline things, we arrange your Product sales into bite-size chunks called blocks. Each **Building Block** represents 500 points of Sales Volume (SV) that come from your Group. **Sharing Blocks** are a subset of Building Blocks, but only count purchases made by Direct Customers introduced by you, and your Preferred Customers, Brand Affiliates, and Qualifying Brand Representatives who you personally Register.

Blocks reset each calendar month, so tracking your monthly sales is easier and more straightforward than ever!



QUALIFICATION

Building your business into something bigger and better is awesome, but it's not easy. We help you keep track of your personal progress to become a **Brand Representative** using a simple system we call **Qualification**.

Step 1: The first step is to develop a strong Group and submit a **Letter of Intent**. Once you're set, we give you a fancy Title to go with your new responsibilities—**Qualifying Brand Representative**.

Step 2: Qualification guides you to create the kind of Customer base that will help you succeed monthly as a Brand Representative. You commit to completing 12 Building Blocks (4 being Sharing Blocks) within 6 consecutive calendar months.

Step 3: Each calendar month of Qualification, you must complete at least 2 Building Blocks.

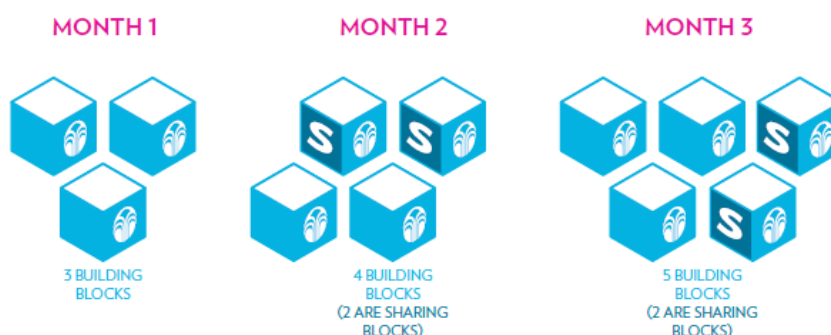
In the event of not finishing the monthly qualification condition at Step 3 of Qualification, Brand Affiliate may submit the Company an application to supplement the missing volume in the next months of Qualification (6 month period of qualification as mentioned at Step 2). The Company has all rights to approve such application in consideration to the reason of not reaching monthly qualification which is provided by Brand Affiliate and to the active period of such Brand Affiliate. If the Company approves such request, Brand Affiliate takes responsibility to finish the required supplement condition. Brand Affiliate shall be deemed to fail finishing the qualification if you cannot finish such supplement condition.

*Note: **Qualifying Brand Representatives** are moved up to the nearest **Brand Representative** after finishing Qualification. Make sure you finish your first Qualification month in the same month or earlier than the month anyone in your Group finishes Qualification themselves to keep them in your Team.*

Qualifying Brand Representatives who miss a month's continuing Qualification requirements or don't finish Qualification in 6 months, will need to submit a new Letter of Intent and begin Qualification again.

Example Qualification:

EXAMPLE QUALIFICATION



BECOME A BRAND REPRESENTATIVE

As soon as you finish Qualification, you'll become a Brand Representative at the start of the very next weekly period. You can then begin earning a weekly **Building Bonus** that starts at **5%** and can reach as high as **40%** on the commissionable value of your Group's Product sales.

From then on, to remain a Brand Representative, you need to complete 4 new Building Blocks each month (or use up to 3 Flex Blocks, as further explained in the Glossary and Additional Details).

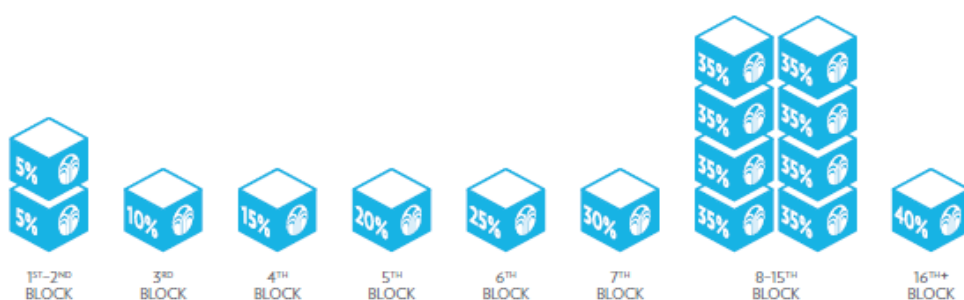
Example of Monthly Maintenance

MONTHLY MAINTENANCE



BUILDING BONUS

Earn a scaling bonus that starts at **5%** on the **Commissionable Sales Value (CSV)*** of your first Building Block and stretches all the way up to **40%** on your 16th Building Block and beyond. You are paid on the CSV of each individual Building Block. Each Building Block is paid at the percentage associated with that Building Block only, as illustrated in the chart below.



If you complete 4 or more Building Blocks (excluding Flex Blocks) in a month, you'll also be paid a Building Bonus on any incomplete Building Blocks at the end of the month. Incomplete Building Blocks are paid on the percentage amount of the last completed Building Block. For example, if you have completed 6 blocks and part of your 7th block in 1 month, you'll be paid a 25% Building Bonus on the CSV of the incomplete portion of your 7th block.

* **COMMISSIONABLE SALES VALUE (CSV)** — is a currency value, associated with each Product, used to determine Building and Leading Bonuses. CSV for each Product may change from time to time. Please refer to the Product List of Nu Skin Vietnam for further information.

For example, an individual who has completed 4 Building Blocks in a month would thus earn 5% on the CSV of the 1st Building Block, 5% on the CSV of the 2nd Building Block, 10% on the CSV of the 3rd Building Block, and 15% on the CSV of the 4th Building Block they completed.

A block's CSV and Sales Volume (SV) are generally not equal.

b) EARN WEEKLY

Four times a month, we pay you a Building Bonus for any newly completed Building Blocks. We calculate your pay based on sales through the 7th, 14th, 21st, and last day of every calendar month, so you don't have to wait until the end of the month to be paid. Your bonus will generally be reflected in your Velocity Account within 2 business day and then automatically transferred to the financial institution you choose weekly.



2.3 LEADING BONUS

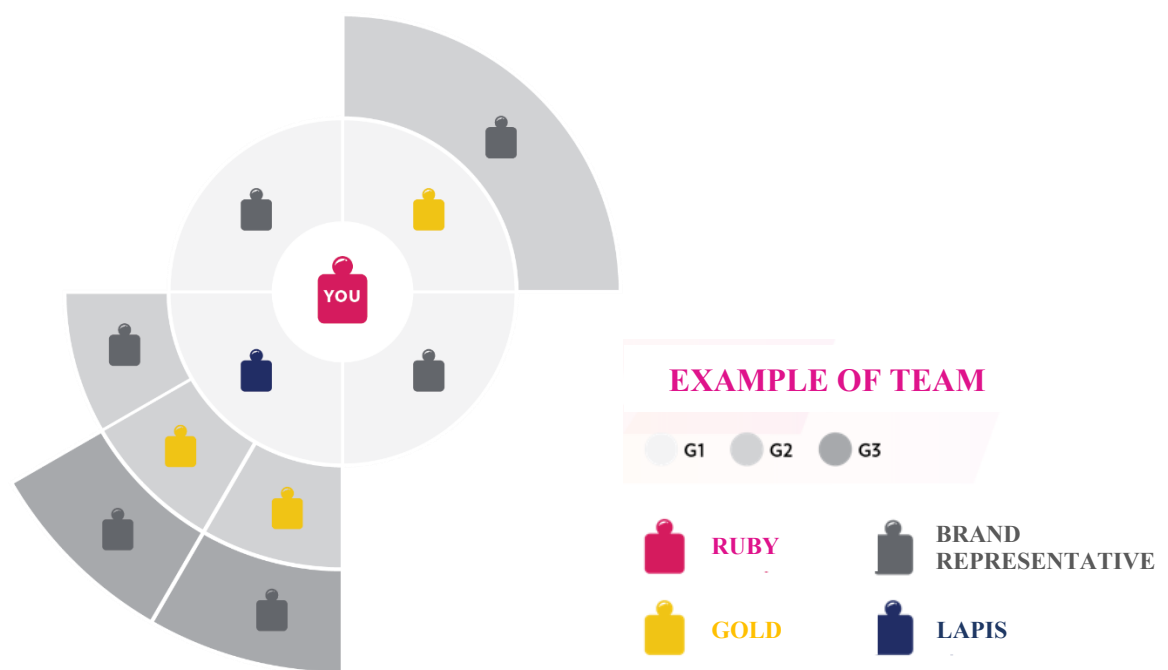
Nu Skin is all about paying it forward and being a force for good. That's why part of our mission is to empower people around the world to improve their lives— and the lives of others. With a powerful and fulfilling leadership program, we reward those who help their teammates reach their goals.

a) HOW IT WORKS

HELP OTHERS GROW

Lead is built on one main concept: earn more by helping others succeed. That begins with leading others to become Brand Representatives. We'll reward you with a monthly **Leading Bonus** for guiding your **Team** to take off!

Example of Team



EXPAND YOUR BUSINESS

As your business grows, so too will your Team. By developing their own Customer bases, your Group members can become Brand Representatives and create their own Groups. But even after they set out on their own journeys, everyone you've brought to Nu Skin Vietnam remains in your Team. We keep these connections easily organized using the idea of Generations. All Brand Representatives you directly lead are your 1st Generation (G1). All the Brand Representatives they directly lead are your 2nd Generation (G2), and so forth.

EARN AS YOU LEAD

Lead rewards Brand Representatives who work part-time or full-time to sell Products and help others create their own Nu Skin sales businesses. For each Brand Representative you develop on your 1st Generation (G1), you can earn a Leading Bonus on their Group's CSV.

By developing more G1 Brand Representatives and meeting other benchmarks, you unlock the potential to earn a Leading Bonus on up to your 6th Generation (G6)!

If you get bumped back to Brand Affiliate for any reason, your Brand Representatives and their Groups will join the Team of your direct Brand Representative. See Restart – Additional Details for more information on how you can regain your Brand Representatives and their Groups.

BE AN EPIC LEADER

True leaders work hard to help their Brand Representatives thrive. That's why, to achieve our highest Titles, you'll need to create Leadership Teams. These are G1 Brand Representatives who have achieved certain Leadership Team Sales Volume (LTSV) milestones in a calendar month, as shown in the Titles and Leading Bonus charts below. In other words, by helping others be amazing Brand Representatives, you can get some awesome rewards as well.

LEADING BONUS

Complete 6 or more Building Blocks in a month and you'll earn 10% on your G1 CSV or 5% on your Team CSV, as shown in the Titles and Leading Bonus charts. Alternatively, if you complete 4 or 5 Building Blocks in a month, you'll earn 2.5% on your Team CSV, as shown in the Titles and Leading Bonus charts. To be eligible for any Leading Bonus, however, you need to be a Brand Representative who has completed 4 or more Buildings Blocks that month (excluding Flex Blocks).

b) MONTHLY PAY

After each calendar month ends, we tally all the sales from your Team and determine your Leading Bonus. Like all Velocity bonuses, your Leading Bonus will be quickly reflected in your Velocity Account within 2 business days and then automatically transferred to the financial institution you choose.

TITLES AND LEADING BONUS

LEADING BONUS			
6 BUILDING BLOCKS OR MORE	earn	10% LEADING BONUS ON CSV OF YOUR GENERATION 1 5% LEADING BONUS ON CSV IN YOUR TEAM (UP TO 6 GENERATIONS)* Nu Skin maximizes your monthly Leading Bonus by automatically calculating your commission using both methods above and paying out using the method that gets you the most	
OR			
4 – 5 BUILDING BLOCKS	earn	10% LEADING BONUS ON CSV OF YOUR GENERATION 1 (UP TO 6 GENERATIONS)*	

REQUIREMENT			LEADING BONUS
TITLE	NUMBER OF BRAND REPRESENTATIVE G1	LEADERSHIP TEAM	THE PAID GENERATION
GOLD	1	N/A	1
LAPIS	2	N/A	2
RUBY	4	N/A	3*
EMERALD	4	1 WITH 10K LTSV	4*
DIAMOND	5	1 WITH 10K LTSV + 1 WITH 20K LTSV	5*
BLUE DIAMOND	6	1 WITH 10K LTSV + 1 WITH 20K LTSV + 1 WITH 30K LTSV	6*
PRESIDENTIAL DIRECTOR	6	1 WITH 10K LTSV + 1 WITH 20K LTSV + 1 WITH 30K LTSV + 1 WITH 40K LTSV	6*

*To be eligible to be paid on Generations 3–6, you must not be involved in any sales or other activities that promote or benefit another direct sales/multi-level sale company.

YOUR LIFE, YOUR BUSINESS, YOUR WAY

So, what are you waiting for? Whether you want to make a little extra money, build a part-time gig, or even lead a full-time business, we have numerous flexible paths that give you fast rewards to help you build your fulfilling future. Join today and grow at your pace with Sharing, Building, and Leading bonuses. Opportunity is knocking, and its new name is Velocity!

3. OTHER IMPORTANT INFORMATION

To qualify for payment under Velocity by Nu Skin Vietnam, we recommend that you make retail sales to at least 5 distinct customers each month and comply with our Policies and Procedures.

Generating meaningful compensation as a Brand Affiliate requires considerable time, effort, and commitment. There are no guarantees of financial success, and results vary widely among participants.

PART C. VELOCITY ADDITIONAL DETAILS

1. FLEX BLOCKS

1.1 HIGHLIGHTS

- Used as substitute Building Blocks for monthly Brand Representative maintenance.
- Automatically applied should you fall short of Brand Representative maintenance requirements, provided you have completed at least 1 Building Block that month.
- Only available and usable as whole blocks.
- Do not allow a Brand Representative to earn a Leading Bonus in the month that any Flex Blocks are used.
- Allotted when you become a Brand Representative and annually afterwards.
- Do not generate Sales Volume (SV) or Commissionable Sales Volume (CSV) and have no monetary value.

Life happens. As such, there may be occasions when your Group sales fall below the 4 Building Block monthly requirement you need to maintain your Brand Representative status. For situations like these, it's Flex Blocks to the rescue!



1.2 HOW IT WORKS

Flex Blocks are used to help you meet your monthly maintenance requirements. In any month when you haven't completed 4 Building Blocks, up to 3 Flex Blocks will be automatically substituted from your stash to make up for your missing Building Blocks. That said, the month you use any Flex Blocks, you can't earn any Leading Bonus.

You will earn a Building Bonus on completed blocks. However, you won't be eligible to earn a Building Bonus on incomplete blocks the month that you use any Flex Blocks.

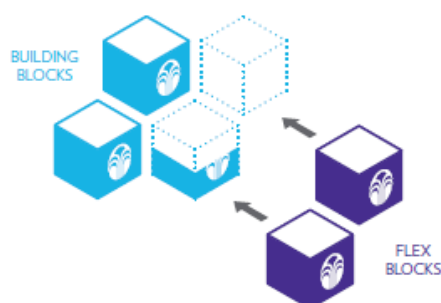
Speaking of incomplete blocks, it's important to note that there's no such thing as partial or incomplete Flex Blocks. A complete Flex Block is used to replace any size of incomplete Building Block. In other words, if you only complete 2 Building Blocks and part of your 3rd Building Block in a month, 2 full Flex Blocks will be automatically used to replace the missing Building Blocks.

EXAMPLE

MET MONTHLY MAINTENANCE



DID NOT MEET MONTHLY MAINTENANCE



1.3 HOW YOU GET THEM

You are allotted Flex Blocks as soon as you become a Brand Representative, and you keep collecting them annually thereafter. In your first full month as a new Brand Representative, you get 3 Flex Blocks added to your Velocity account.

In your second month, you get 2 more Flex Blocks, for a total of 5. And in your third month as a Brand Representative, you are gifted a single additional Flex Block. After that, you get an additional 3 Flex Blocks each year on your Brand Representative anniversary date! And the best part? Flex Blocks never expire and there's no limit on the number that you can accumulate. They will, however, be forfeited if you fail to maintain your Brand Representative status. But even then, you can regain unused blocks by completing a Restart.

RESTART—See *Additional Details - Restart* for more information.



If you do not have enough Building Blocks and Flex Blocks to maintain your title, you will return to the Brand Affiliate status on the first day of the following month. If you revert to Brand Affiliate status, you lose any Brand Representatives that are currently on your Team. You have the option to Restart for a limited time, and, when successful, you

may regain the Brand Representatives that were on your Team and any Flex Blocks you may have accumulated but not previously used. Please refer Additional Details - Restart.

1.4 FLEX BLOCKS FAQ

Q1: If I'm promoted before the end of the month, why don't I see my Flex Blocks as soon as I become a Brand Representative?

A1: You don't need them yet! Flex Blocks appear in your account the month after you finish Qualification, which is also the first month you'll need to complete your 4 Building Blocks for monthly maintenance.

Q2: Flex Blocks really don't expire?

A2: Nope—not as long as you're a Brand Representative. And there's no cap on how many Flex Blocks you can keep in your stash.

Q3: What are Flex Blocks worth?

A3: Flex Blocks do not provide Sales Volume (SV) or CSV, have no monetary value, and can't ever be redeemed for cash—they are only used to help maintain Brand Representative status.

Q4: Can I share or transfer my Flex Blocks to a friend?

A4: No. Flex Blocks are gifted to celebrate your continued success and can only be used by you.

Q5: If my G1 Brand Representative uses Flex Blocks, does that impact my Brand Representative Title?

A5: Not at all! Your Title is determined by the number of G1 Brand Representatives and Leadership Teams, regardless if your G1 Brand Representatives use Flex Blocks.

Q6: What happens if I don't have enough Flex Blocks to maintain my status as a Brand Representative?

A6: If you don't have enough Flex Blocks, you'll revert to Brand Affiliate status, but you'll get to keep any remaining Flex Blocks in your stash. Please see Additional Details- Restart.

2. QUALIFICATION

2.1 HIGHLIGHTS

- Required to become a Brand Representative.
- Has flexible requirements to match different circumstances.
- Requires the completion of 12 Building Blocks (4 being Sharing Blocks).
- Participants are promoted from Qualifying Brand Representatives to Brand Representatives at the start of the next weekly period after they finish.
- Qualifying Brand Representatives do NOT earn a Building Bonus.

- Even if you finish Qualification mid-month and become a Brand Representative, you do not earn Building Bonus on completed Building Blocks used to finish Qualification.



= 500 POINTS OF SALES VOLUME FROM ANYWHERE IN YOUR GROUP

= 500 POINTS OF SALES VOLUME FROM ONLY YOUR PERSONALLY REGISTERED PREFERRED CUSTOMER, BRAND AFFILIATE, QUALIFYING BRAND REPRESENTATIVE

2.2 HOW IT WORKS

- Qualification:** Qualification requires Qualifying Brand Representatives to:
 - Start by submitting a Letter of Intent (LOI).
 - Complete a cumulative total of at least 12 Building Blocks (in which 4 Sharing Blocks).
 - There is no monthly minimum in your final month of Qualification.
 - Finish Qualification anytime within 1 week to maximum 6 consecutive calendar months.
- Become Brand Representative faster with **SPECIAL QUALIFICATION!**
 - In addition to the standard qualification as above, Nu Skin applies one more option to help you qualify for Brand Representative faster by submitting a Letter of Intent (LOI) and completing 4 Sharing Blocks in any calendar month thereafter.
 - This special qualification will be applied in tandem with the standard qualification to become a Brand Representative and will automatically apply depend on which way of qualification you qualify first since you submitted your Letter of Intent (LOI).

During the Qualification, if there is any month that you do not meet the minimum sales of 2 Building Blocks, you will not be eligible to continue to qualify. You will need to reapply the Letter of Intent (LOI) and begin a new Qualification.

As long as you adhere to these elements, you're set! Now, let's look at some examples of how to complete Qualification.

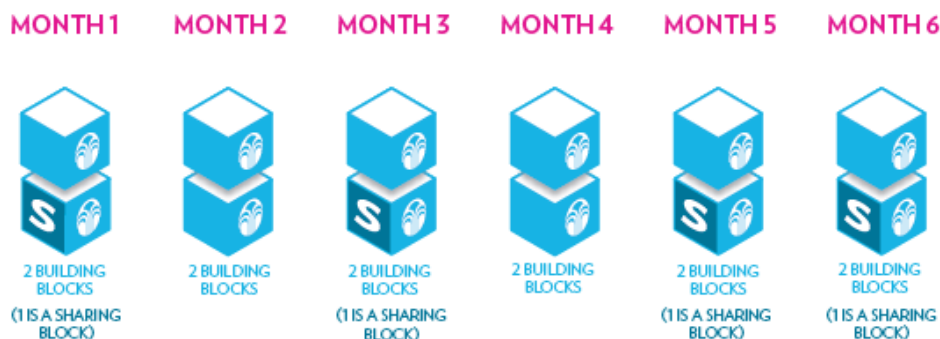
2.3 DIFFERENT WAYS TO QUALIFY

EXAMPLE QUALIFICATION #1

The following example shows Qualification over 6 months. To complete Qualification doing the monthly minimum, you would complete only 2 Building Blocks each month,

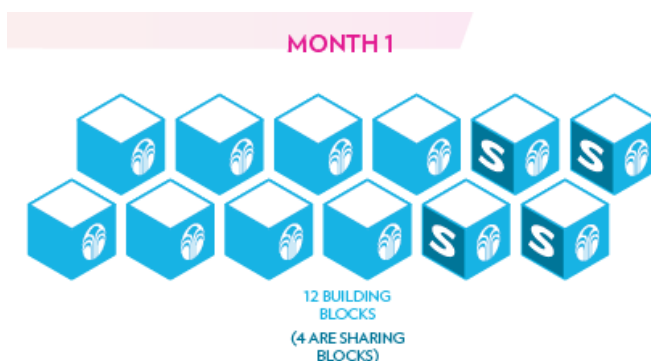
but you'd also need to make sure to have your total 4 Sharing Blocks by the end. If you decide to go this route, make sure you have sufficient Group sales (4 Building Blocks per month) for your first month as a new Brand Representative.

In the following example, there are 12 Building Blocks for all 6 months of Qualification (with a total of 4 Sharing Blocks over the 6 months).



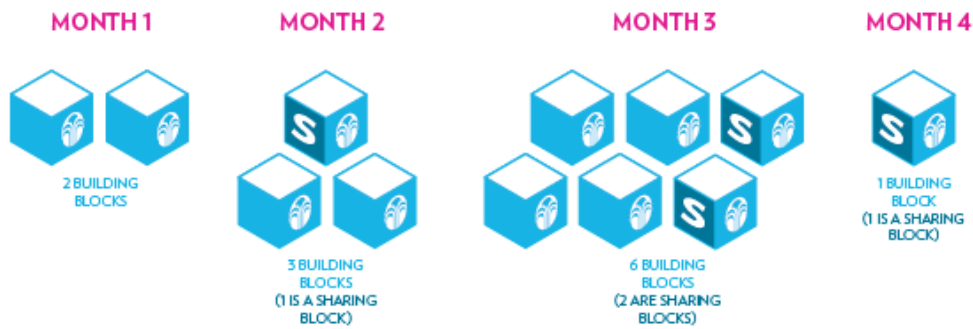
EXAMPLE QUALIFICATION #2

If you really want to show off your sales skills, you can even pass Qualification in a single month. No matter when you want to finish Qualification, you'll still need to build your Group and sell our world-class Products to complete the required 12 Building Blocks (4 must be Sharing Blocks). But hey, the faster you finish, the faster you can start earning Building Bonuses! The example below illustrates the 12 Building Blocks (4 must be Sharing Blocks) that a 1-month Qualification requires.



EXAMPLE QUALIFICATION #3

If you finish Qualification in the middle of the month, you DON'T have to complete the monthly minimum block requirements for that month. Here's how that might look. In month 1, there are 2 Building Blocks. In month 2, there are 3 Building Blocks (1 is a Sharing Block). In month 3, there are 6 Building Blocks (2 are Sharing Blocks), giving you a cumulative total of 11 Building Blocks (3 are Sharing Blocks). That's why in month 4 there is only 1 more Building Block (must be a Sharing Block) required to complete Qualification.



2.4 QUALIFICATION Q&A

Q1: Do I need to complete a Sharing Block every month of Qualification?

A1: Nope! The monthly minimum to continue Qualification is 2 Building Blocks. You just need to make sure at least 4 of your 12 Building Blocks are Sharing Blocks by the end of Qualification.

Q2: Do I need to complete 2 Building Blocks in the month that I finish Qualification?

A2: No. Once you meet the cumulative Qualification requirements of 12 Building Blocks (4 must be Sharing Blocks) you are done with Qualification and will be promoted!

Q3: If I complete 12 Building Blocks in my first month, do I still need to complete 4 Sharing Blocks to finish Qualification?

A3: Yes! Finishing Qualification in your first month is a stunning sales feat. But 4 of your 12 Building Blocks must be Sharing Blocks to finish Qualification. See Example Qualification #2 above.

Q4: If I don't finish a block in a calendar month, does the Sales Volume (SV) from this incomplete block carry over to the next calendar month?

A4: Any Sales Volume (SV) from an incomplete block will carry over and count toward your cumulative Qualification Sales Volume (SV). However, Sales Volume (SV) from incomplete blocks does not count toward the next month's minimum monthly requirements.

Q5: My friend, who I Registered, and I are both in Qualification at the same time. Do her completed Sharing Blocks count as my Sharing Blocks too?

A5: No. Only Sales Volume (SV) from Direct Customers introduced by you, your personally Registered Preferred Customers, Brand Affiliates and Qualifying Brand Representatives contributes to Sharing Blocks and since her Direct Customers, Preferred Customers, Brand Affiliates and Qualifying Brand Representatives are hers, not yours, they don't count toward your Sharing Block requirements. However, they do contribute to your Building Blocks! Remember, everyone needs their own Sharing Blocks in Qualification.

Q6: Once I complete Qualification, how long will it take before I become a Brand Representative?

A6: We like to keep it simple at Nu Skin Vietnam, so as soon as we process the next Building Bonus, you will become a Brand Representative and can begin earning a Building Bonus!

Q7: I finished Qualification before the end of the month. Do I need to complete my Brand Representative monthly maintenance requirements for this month?

A7: If you are promoted mid-month (on the 8th, 15th, or 22nd of the month) you don't need to worry about your monthly maintenance requirements for that month. But if you are promoted on the 1st of the month, you must complete your monthly maintenance requirements for that month.

Q8: If I am promoted mid-month, do I earn a Building Bonus on all my completed Building Blocks?

A8: You'll earn a Building Bonus on all Building Blocks you complete after your promotion. But in order to be paid on incomplete Building Blocks, you must complete 4 Building Blocks that month.

Q9: Do I earn a Building Bonus on any Building Blocks prior to becoming a Brand Representative?

A9: No. You can only begin earning a Building Bonus on Building Blocks following your Brand Representative promotion date. For example, if you complete Qualification on the 3rd of the month, your promotion date to a Brand Representative will be the 8th of that month. Any Building Blocks built between the 4th and the 7th of that month would not count toward your Building Bonus, but you will still be eligible for a Sharing Bonus during this period.

3. RESTART

3.1 HIGHLIGHTS

- Used to reclaim your Team.
- Initiated by submitting a new LOI
- Requires Brand Representatives to complete Qualification within 6 months of reverting to Brand Affiliate status.
- Gives Brand Representatives 3 new Flex Blocks and restores any unused Flex Blocks.
- Can only be used once.

3.2 HOW IT WORKS

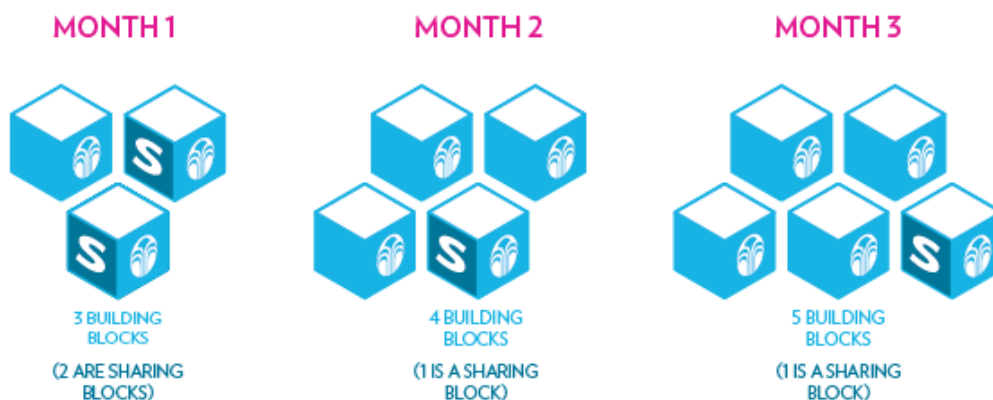
If you do not maintain your Brand Representative status and revert to Brand Affiliate status, you may wonder if you can get back to where you were with your Team. The good news is yes, you can! If you want to get back on board with your business, you can Restart. Restart lets former Brand Representatives undergo Qualification once more and reclaim their former Team. Plus, you get back any unused Flex Blocks and 3 additional Flex Blocks to get you going.

Here's how the whole process might look:



3.3 EXAMPLE RESTART

Just like Qualification, you can finish Restart however you want so long as you complete the required 12 Building Blocks, with 4 of these also being Sharing Blocks, within 6 months of reverting to Brand Affiliate status. In the following example, the Brand Representative would reclaim their Team and previously available Flex Blocks (plus 3 additional Flex Blocks) in the next weekly period after they finish Restart in month 3.



3.4 MORE INFORMATION

You can only Restart once, and you have to complete the process within 6 consecutive calendar months of reverting to Brand Affiliate status. If this deadline passes or you don't finish Restart, you will permanently lose the chance to regain any unused Flex Blocks and any Brand Representatives and their Groups you previously developed within your Team. You will also lose your previous Brand Representative Date.

If you submit an LOI and complete the process within 6 months you will automatically Restart (if Restart is available).

If you have used Restart and you fail to maintain your status as a Brand Representative again, we encourage you to start your journey over, but you'll have no ties to Brand Representatives in your former Team.

Please contact your account manager for more details on how Restart works.

4. SPECIAL INCENTIVES

Velocity offers a variety of exciting ways for you to make money with your business. But in addition to these bonuses, we offer several other rewards that can be just as important to your motivation and personal journey. Below are a few more ways we recognize your incredible efforts at expanding your Group sales and building a Team.

Incentive Trips—Most markets offer an annual or semi-annual sales incentive trip. These adventures are the perfect opportunity to connect with management and your fellow Brand Representatives, plus they are often packed with exclusive information about upcoming Nu Skin innovations that can boost your business! For details about your market's incentive trips, go to: <https://www.nuskin.com/vn>.

As always, contact your Brand Affiliate for any clarification on Velocity or these Additional Details.

5. EXCEPTION CASES

- In force majeure circumstances, due to an objective and unforeseeable event, beyond the control of both Nu Skin Vietnam and the Brand Representative, including but not limited to natural disasters, epidemics, the limitation/restriction of legal regulations during natural disasters, epidemics, etc.) that affect the achievement of sales volumes for the Qualification or the sales volume to maintain the title of Brand Representative, Nu Skin Vietnam may consider waiving sales volume requirement for the Qualification or the sales volume to maintain the title of Brand Representative for the month depending on the actual situation.

Example:

During the epidemic, the state applied social distancing which limit the personal travel and restrict delivery service, so the product could not be delivered to the Brand Affiliate. The sales orders will be cancelled if products cannot be delivered in 30 days from the date of payment. This affects the retention of Brand Affiliate sales. In this situation, Nu Skin will consider waiving sales to maintain the Qualification to ensure the interests of the Brand Affiliate / Brand Representative.

And similarly, due to the issue of social distancing, the Brand Affiliate cannot deliver goods to customers, so they cannot sell goods even though customers want to buy the product. This affects the retention of Brand Affiliate sales. In this situation, Nu Skin will consider waiving sales to maintain the Qualification to ensure the interests of the Brand Affiliate / Brand Representative.

- In special cases when there are mistakes, misunderstandings, errors unintentionally that affect the achievement of sales volumes for the Qualification or the sales volume to maintain the title of Brand Representative, Nu Skin Vietnam may consider accepting a

retroactive adjustment if the adjustment is made during the Qualification or the relevant month required for maintaining the title of Brand Representative, as the case may be, including but not limited to system error; misunderstanding and/or confusion by Nu Skin's employees or the Brand Representative in placing orders or administrative requirements/procedures of Qualification or maintaining the title of Brand Representative; or other errors that in their absence, the requirements of Qualification or the Brand Representative title maintenance would have been met.

Example: A wrong entry of Brand Affiliate number by Nu Skin staff for a purchase by a Brand Affiliate in Nu Skin Walk-in-Center resulting in absence of the related sales volume in his/her account; an inadvertent mistake of Brand Affiliate who can demonstrate his/her true intention to Nu Skin.

PART D. ROADMAP TO THE SUCCESS

1. SUMMIT APPLICABLE FROM 1ST JANUARY 2023 (“SUCCESS SUMMIT”)

a. Qualification period:

October of the previous year to December of the qualification year.

b. Reward:

A trip for 4 days 3 nights (the duration of trip may change depend on the destination and company will announce to all Brand Affiliate at the beginning of the qualification year)

c. Requirements:

Paid title / Baseline title in previous year	Way 1: New Pin Title Progression Track	Way 2: 10k OV Incremental Track (Open to all ever-reach pin title of Ruby ¹ and above as of September previous year)
Brand Representative	- Become a new Gold² - Maintain minimum volume of total 13,000 TOV (G0 to G6 by paid level) including personal 3,000 GSV within paid level and be paid minimum Gold³ per month for four (4) qualifying months	- Must be paid as minimum Ruby⁴ with a minimum of 3,000 GSV per month for four (4) qualifying months - Growth in volume of 10,000 TOV (G0 to G3 by paid level) in January to December current year versus January to December previous year
Gold ⁵	- Become a new Lapis⁶ - Maintain minimum volume of total 13,000 TOV (G0 to G6 by paid level) including personal 3,000 GSV within paid level and be paid minimum Lapis⁷ per month for four (4) qualifying months	
Lapis ⁸	- Become a new Ruby⁹ - Maintain minimum volume of total 13,000 TOV (G0 to G6 by paid level) including personal 3,000 GSV within paid level and be paid	

¹ Old Title: EBP

² Old Title: BP

³ Old Title: BP

⁴ Old Title: EBP

⁵ Old Title: BR

⁶ Old Title: SBP

⁷ Old Title: SBP

⁸ Old Title: SBP

⁹ Old Title: EBP

	minimum Ruby ¹⁰ per month for four (4) qualifying months	
Ruby ¹¹	- Become a new Emerald¹² - Maintain minimum volume of total 20,000 TOV (G0 to G6 by paid level) including personal 3,000 GSV within paid level and be paid minimum Emerald¹³ per month for four (4) qualifying months	- Must be paid as minimum Emerald¹⁴ with a minimum of 3,000 GSV per month for four (4) qualifying months - Growth in volume of 10,000 TOV (G0 to G3 by paid level) in January to December current year versus January to December previous year
Emerald ¹⁵	- Become a new Diamond¹⁶ - Maintain minimum volume of total 35,000 TOV (G0 to G6 by paid level) including personal 3,000 GSV within paid level and be paid minimum Diamond¹⁷ per month for four (4) qualifying months.	- Must be paid as minimum Diamond¹⁸ with a minimum of 3,000 GSV per month for four (4) qualifying months - Growth in volume of 10,000 TOV (G0 to G3 by paid level) in January to December current year versus January to December previous year
Diamond ¹⁹	- Become a new Blue Diamond²⁰ - Maintain minimum volume of total 65,000 TOV (G0 to G6 by paid level) including personal 3,000 GSV within paid level and be paid minimum Blue Diamond²¹ per month for four (4) qualifying months starting from the first month paid as Blue Diamond²²	- Must be paid as minimum Blue Diamond²³ with a minimum of 3,000 GSV per month for four (4) qualifying months - Growth in volume of 10,000 TOV (G0 to G3 by paid level) in January to December current year versus January to December previous year
Blue Diamond ²⁴	- Become a new Presidential Director - Maintain minimum volume of total 110,000 TOV (G0 to G6 by paid level) including personal 3,000	- Qualified for Team Elite Trip of the year - Growth in volume of 10,000 TOV (G0 to G3 by paid level) in January to December

¹⁰ Old Title: EBP

¹¹ Old Title: EBP

¹² Old Title: BD

¹³ Old Title: BD

¹⁴ Old Title: BD

¹⁵ Old Title: BD

¹⁶ Old Title: SBD

¹⁷ Old Title: SBD

¹⁸ Old Title: SBD

¹⁹ Old Title: SBD

²⁰ Old Title: EBD

²¹ Old Title: EBD

²² Old Title: EBD

²³ Old Title: EBD

²⁴ Old Title: EBD

	GSV within paid level and be paid minimum Presidential Director per month for four (4) qualifying months.	current year versus January to December previous year Or Mentor 3 qualifiers between your G1 to G3 for Success Summit Trip.
Presidential Director		
<u>General notes</u>	1. No Flex Blocks is allowed upon been paid for the highest first time paid title throughout the end of the qualification 2. Must maintain minimum paid Brand Representative title until the Summit Trip commences. 3. All New Pin Title advancement should be achieved latest by 30 September of that qualification year	1. No Flex Blocks is allowed upon been paid for the highest first time paid title throughout the end of the qualification 2. Must maintain minimum paid Brand Representative title until the Summit Trip commences. 3. Baseline of title will be determined from the highest paid title for 4 months from October previous year to September of current year.
	4. Total Organization Volume means the GSV of all Brand Representatives from G0 (self GSV) to a certain generation of qualified BA depending on the qualifying method specified in the program, specifically: - TOV: Total Organization Volume to G6; - TOV*: Total Organization Volume to G3.	

d) Other terms and conditions

1. You acknowledge and agree that your participation in the Success Summit Trip (“Trip”) constitutes your full and unconditional agreement to and acceptance of the Qualification Criteria and the terms and conditions (collectively, the “Terms and Conditions”) set out below.
2. These Terms and Conditions are to be read together with the Governing Documents (note: The Governing Documents is defined including the Brand Affiliate Agreement, the Policies and Procedures and the Sales Compensation Plan).
3. Any Brand Affiliate in good standing is eligible to attempt to qualify under this Trip. A Brand Affiliate who violates the terms and conditions of their Governing Documents or these Terms and Conditions may be deemed ineligible. Eligibility for all Trip benefits is based on meeting all requirements of the applicable Sales Compensation Plan, including all monthly customer sales requirements.

Eligibility and Qualification Period

4. You must be a Brand Representative and above from Vietnam, and in good standing. Violation of any terms and conditions of your Governing Documents, or these Terms and Conditions, may render you ineligible for the Trip.

5. To be eligible for the Trip, you must satisfy the Qualification Criteria during the relevant Qualification Period.
6. If you qualify for the Trip, you will be notified via the mobile number or email address registered with the Company, and you must confirm your and your second attendee's ("Second Attendee") attendance by the deadline of company.
7. Qualifiers of previous trip can only start their qualification for new Trip from 1 January next year after completing their maintenance month in December of current year

Reward details

8. Qualifiers for the Trip will receive two economy class airline tickets per Brand Affiliate Account (a "qualified Brand Affiliate Account"), covering 2-way flights from the nearest capital city airport in your home country to the Trip destination.
9. You will receive one hotel room per qualified Brand Affiliate Account for the length of the trip, as determined by the Company.
10. The Company will pay for all Company-sponsored meals, activities, and events for a maximum of two people (where applicable) per qualified Brand Affiliate Account

Matters relating to the Trip

11. The Company will be free to determine the maximum allotment price per ticket. Any additional costs are your own responsibility and for your own account.
12. Meals, activities, and events outside those sponsored by the Company are similarly your own responsibility and for your own account. The total cost of the Trip will vary each year. Subject to the Company's approval, if more than two people from a qualified Brand Affiliate Account elect to participate in a trip, all costs incurred in relation to the additional attendees ("Additional Attendees") will be your responsibility and charged to your account (the "Additional Participant Costs"). The Second Attendee and Additional Attendees will collectively be referred to as "Attendees".
13. You must provide the Company with the details of a designated credit card. This shall be used by the Company, in the event that the Company has to provide payment for personal or other expenses under your responsibility and/or meant for your account, including but not limited to all Additional Participant Costs. You authorise the Company to charge the designated credit card for all such personal or other expenses incurred by you and your Attendees, including all related fees, charges, and applicable taxes.
14. You may only attend the trip for which you have qualified. The Company will not honour a request to attend a future trip, regardless of circumstances.
15. It is your responsibility to ensure that you and your Attendees are capable of participating in the Trip should you qualify, including but not limited to obtaining any identification documents, passports, visas, and any other travel documents necessary for domestic and international travel.
16. The Trip does not have any cash value and cannot be sold or exchanged for cash.
17. For the avoidance of doubt, the Second Attendee must be an associate from the same qualified Brand Affiliate Account. Meanwhile, only immediate family member (i.e.

parent, spouse, sibling or child only) may participate the Trip as Additional Attendees. Any application for Additional Attendees to participate must be made within a fourteen (14) day period after you have been informed of your qualification for the Trip, and approval is subjected to the Company's discretion

18. Subject to the Company's discretion, where there is more than one (1) participant qualifying for the Summit Trip on a single qualified Brand Affiliate Account, the Company may allow you to transfer your eligibility to attend the Trip to an immediate family member ("Transferee") in the event that you are unable to attend the Trip, provided that the Second Attendee from the same qualified Brand Affiliate Account confirms his/her attendance for the Trip. In such an event, the terms and conditions as set out herein (where applicable) shall also apply to that Transferee.
19. If, for whatever reasons, you, your Attendees and/or your Transferee fails, refuses and/or neglects to attend the Trip after having confirmed attendance (each, an "Absentee"), you agree and authorise the Company to recover any and all expenditure or other costs associated with the Absentee's participation in the Trip, including but not limited to the Absentee's airfare, Company-sponsored meals, activities and events, by any means which the Company deems appropriate.
20. Participants need to pay the Personal Income Tax (PIT) following the Vietnam's regulation. Company will announce the estimated Personal Tax Income (PIT) of the trip before the trip. The Actual PIT will be announced and deducted to Brand Affiliate Account after the trip's commencement.
21. The Company reserves the right to audit and assess the validity of your Brand Affiliate Account and the related sales volume. A Brand Affiliate Account that was established in violation of the requirements set forth in the Brand Affiliate Agreement and applicable Sales Compensation Plan will be considered invalid and may result in disciplinary action. It is strictly prohibited for Brand Affiliates to use false identification numbers, false names, or false accounts; to buy additional product to maintain or achieve a title; to use any other form of manipulation that violates the terms and conditions of the applicable Sales Compensation Plan, or its spirit and intent; or to encourage others to perform any prohibited action.
22. In the event the Company determines that you have manipulated your Brand Affiliate Account in order to meet such criteria under the applicable Sales Compensation Plan or Qualification Criteria, the Company may, at its discretion, withhold the Trip benefits from you, terminate your eligibility to participate in the Trip, take any actions provided under the Brand Affiliate Agreement against you, and/or seek to recover any expenditure or other costs associated with your participation in the Trip, or any other costs incurred by the Company as a result of the manipulation from you, including withholding future sales compensation.
23. In the event that the trip cannot be held as planned, Nu Skin reserves the right to change the location, duration of the trip or convert the trip into a reward of equivalent value after deducting the costs incurred in organizing the event, cancellation fees, and other costs resulting from canceling the original trip (replacement rewards include but are not limited to cash, party favors, corporate products or souvenirs).
24. These Terms and Conditions incorporate the relevant terms and conditions of the Governing Documents and shall be construed in accordance with, and to give effect to, the spirit and intent of the same. Accordingly, these Terms and Conditions adopt the

same governing law and dispute resolution provisions of the applicable Governing Documents. Any dispute in respect of these Terms and Conditions or the Trip Program shall be resolved in accordance with the dispute resolution provisions of the Governing Documents

25. Qualification period: October previous year to December in qualification year. In the event the monthly required volume does not fulfil the qualification in the qualification period (October previous year to December in qualification year), Brand Affiliate may send the Company the appeal letter to extend the qualification period but no later than 2 months prior to the trip commences. The deadline to submit the appeal letter is last working day of October of qualification year.
26. If the Company approves such request, Brand Affiliate takes responsibility to finish the required supplement condition. Brand Affiliate shall be deemed to fail finishing the qualification if you cannot finish such supplement condition. Months used for qualification of preceding year may not be used for the year to follow.
27. The estimated worth of trip is approximately VND 55,000,000 per participant. This estimated worth is just an estimated cost of the trip based on the current quotations of fees by different parties including travel agents, subject to change over time and may vary with different quotations of different parties.

* Success Summit's qualifications or any changes, alterations, additions, deletions or amendments will be announced at official company materials and at www.nuskin.com/vn and be effective concurrent with the date of posting after registering with competent authorities (if required by the Laws of Vietnam).

PART E. ADDITIONAL EXPLANATIONS AND EXAMPLES

1. OVERVIEW

1.1 Titles and Eligibility Requirements

- BRAND REPRESENTATIVE (BA) - Anyone who submits a BAA and is accepted by Nu Skin Vietnam through the process to be authorized to sell Products and participate in Nu Skin Vietnam's multi-level marketing business. Product purchases are not mandatory.
- QUALIFYING BRAND REPRESENTATIVE (QBR) - A Brand Affiliate (BA) who has submitted a Letter of Intent - LOI and has started, but has not yet completed the Qualification Process. Please see the Qualification Process section for more details.
- A BRAND REPRESENTATIVE (BR) is an individual who has completed the Qualification. This term is used when referring to all Brand Affiliates (BA) who have achieved the title of Brand Representative (BR) or higher. To maintain the Brand Representative (BR) status, you must complete at least 4 Building Blocks each calendar month from your Sales Volume (SV) of Group (or use Flex Blocks to substitute for any missing Building Blocks). If you fail to maintain your Brand Representative (BR) status, the Brand Representatives (BRs) in your Team will be moved up to the Team of your direct upline Brand Representative (BR). You will have the opportunity to Restart for a limited time, and, if successful, you will regain the Brand Representatives (BRs) in your Team, along with your previously accrued Flex Blocks. Please see the Velocity Additional Details – Restart section, or contact your account manager for more information.

There are 8 levels of Brand Representative Titles in Velocity, including:

No.	Title valid until May 1, 2026 (“Old Title”)	Title valid from May 1, 2026 (“New Title”)
1	Brand Representative	Brand Representative
2	Brand Partner	Gold
3	Senior Brand Partner	Lapis
4	Executive Brand Partner	Ruby
5	Brand Director	Emerald
6	Senior Brand Director	Diamond
7	Executive Brand Director	Blue Diamond

8	Presidential Director	Presidential Director
---	-----------------------	-----------------------

- Effective from date From May 1st, 2026, in all content referring to the Old Title, the corresponding New Title will automatically replace the Old Title. The change in the Title's name only alters the way the Title is referred to; it does not change the nature of the Title or affect any other content in this Sales Compensation Plan, including the calculation and distribution of commissions and bonuses, as well as the rights and benefits of Brand Affiliates under this Sales Compensation Plan.
- The Brand Representative Title is used to determine the calculation of Leading Bonus. The levels of Brand Representative Title are based on the number of Brand Representatives in Generation 1 and the Leadership Team Group Sales per monthly standards. *Please refer to the Title and Leading Bonus table in the section 2.3(b), Part B – VELOCITY for more information.*

1.2 Commissions by level

	BA	QBR	BR	Gold ²⁵ and above
<i>Sharing Bonus</i>	✓	✓	✓	✓
<i>Building Bonus</i>			✓	✓
<i>Leading Bonus</i>				✓

In addition to the above commissions, a Brand Affiliate may receive additional rewards in the Success Summit as well as other promotions, reward programs, and recognition programs applicable to Nu Skin Vietnam.

1.3 Differentiating Between Groups and Teams

GROUP—Your Group consists of you and all your Direct Customers, Preferred Customers, Brand Affiliates, and Qualifying Brand Representatives. Your Brand Representatives and their Groups are not included in your Group. All sales made by those in your Group contribute to your Building Blocks and your Group's Commissionable Sales Value (CSV).

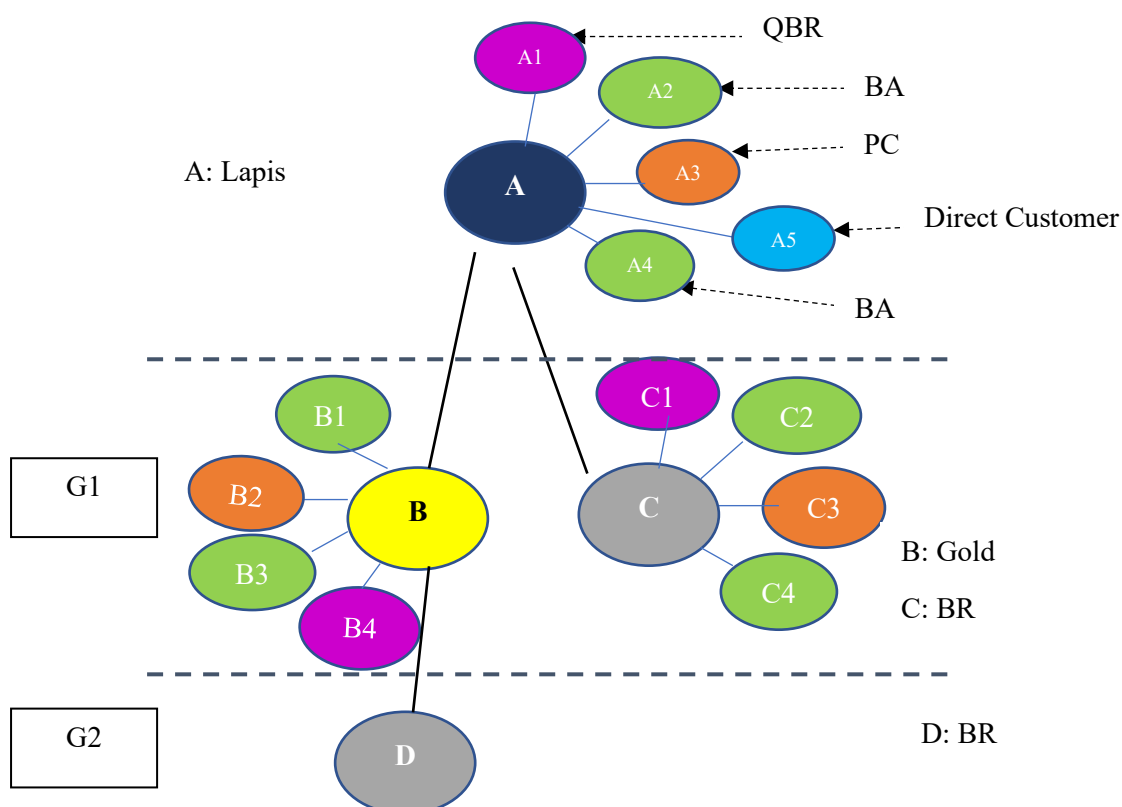
TEAM—Your Team consists of all Generations on which you are eligible to be paid a Leading Bonus. Your Title determines the number of paid Generations of Brand Representatives and their Groups on your Team, as shown in the Titles and Leading Bonus charts. Your Team does not include your Group.

GENERATION—A simple way to help you organize your Team. Every Brand Representative you directly lead is part of your 1st Generation (G1). Every Brand

²⁵ Old Title: BP

Representative your G1 Brand Representatives directly lead is part of your 2nd Generation (G2), and so forth.

EXMAPLE OF TEAM AND GROUP



In the example above, we can see the Business Groups of A, B, and C as follows:

- A1 (QBR), A2 & A4 (Brand Affiliates), A3 (PC), and A5 (Direct Customer) are not Brand Representatives or higher. Therefore, A1, A2, A3, and A4 are included in the Group of A (Lapis²⁶).
- Similarly, B1, B2, B3, and B4 (not Brand Representatives or higher) are included in the Group of B (Gold²⁷).
- Similarly, C1, C2, C3, and C4 (not Brand Representatives or higher) are included in the Group of C (Brand Representative).

In the example above, we can see A's Team as follows:

- B & C are directly led and are the first Brand Representatives under A, so B & C are A's Generation 1 (G1) Brand Representatives.
- D is directly led and is the first Brand Representative under B. B is A's Generation 1 (G1) Brand Representative, so D is A's Generation 2 (G2) Brand Representative.
- Thus, B and B's Group, C and C's Group, and D and D's Group constitute A's Team.

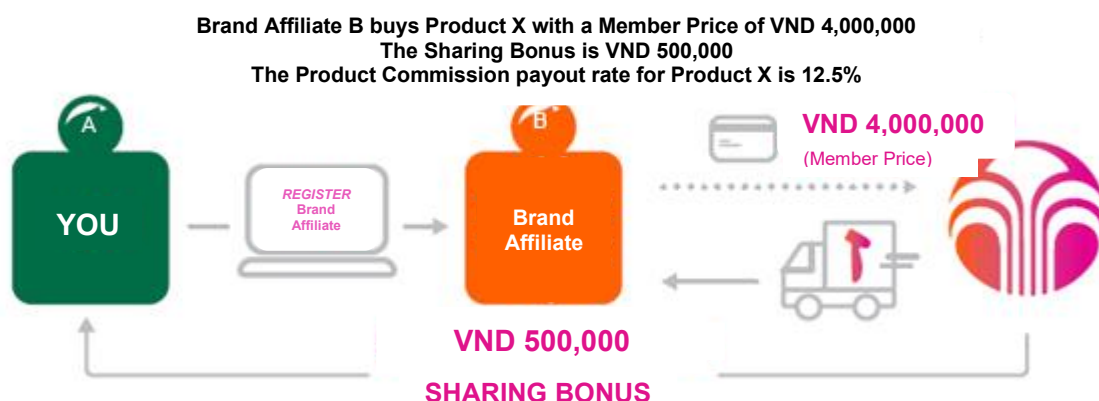
²⁶ Old Title: SBP

²⁷ Old Title: BP

If B fails to maintain the title of Brand Representative or higher and is demoted to Brand Affiliate, B and B's entire Group will become A's Group. At this point, D will become A's Generation 1 Brand Representative.

2. EXAMPLES OF COMMISSION CALCULATION IN THE VELOCITY PROGRAM

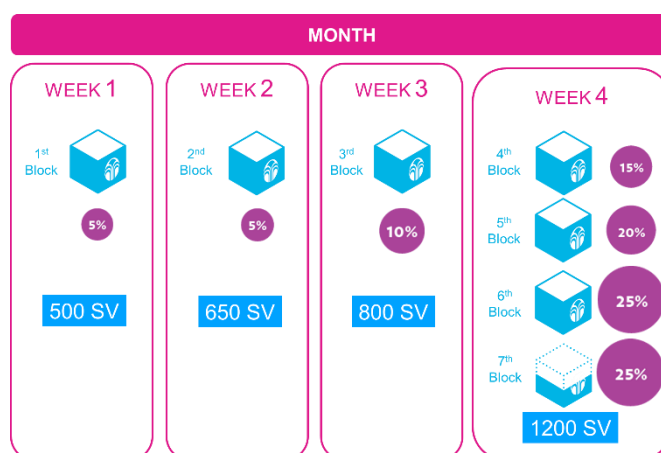
2.1 Example of Sharing Bonus



- Suppose in Nu Skin Vietnam's MLS Price List, Product X has a Member Price of VND 4,000,000 and a Sharing Bonus of VND 500,000.
- BA A directly registered a new BA B on April 1st, 2019. On April 2nd, 2019, BA B purchased Product X for VND 4,000,000. On April 3rd, 2019, BA A's Velocity account will update the P Sharing Bonus from Product X to VND 500,000.
- The Product Commission payout rate for Product X in this case is: $500,000/4,000,000 = 12.5\%$

2.2 Examples of Building Bonus

Example 1: A completes 4 Blocks in a Month

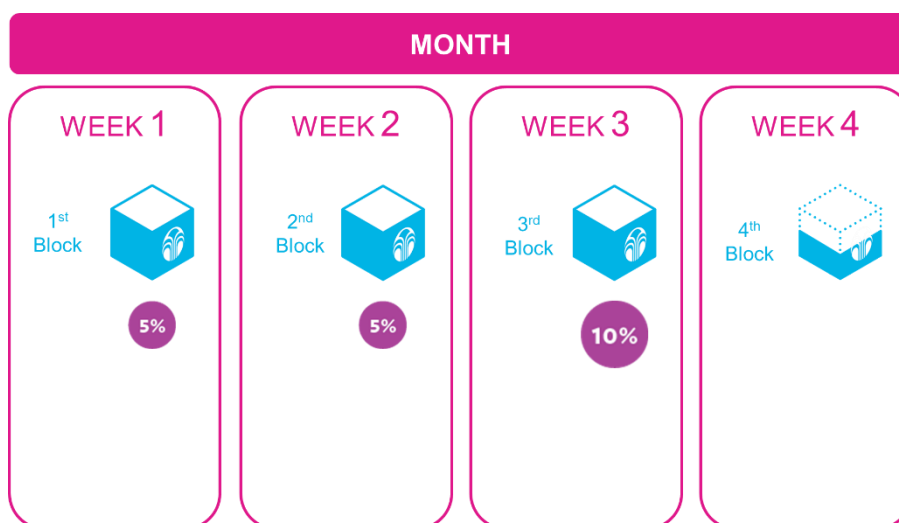


- Assume 1 PV = 24,000 CSV (This rate may vary for each product, may change over time, and is clearly defined and announced to members in the product price list)
- 1 CSV = 1 VND

- If A completes at least 4 Blocks in a month, A's Building Bonus is calculated as follows:

WEEK	GSV	CONVERSION BLOCK (1 Block – 500 SV)	REMAINING GSV (carried over to next week)	WEEKLY BUILDING BONUS
1	500	1	0	1st block: $500 \times 5\% \times 24.000 = \mathbf{600.000 \text{ VNĐ}}$
2	650	1	150 (650 – 500)	2 nd Block: $500 \times 5\% \times 24.000 = \mathbf{600.000 \text{ VNĐ}}$
3	800	1	450 (150+800-500)	3 rd Block: $500 \times 10\% \times 24.000 = \mathbf{1.200.000 \text{ VNĐ}}$
4	1200	3	150 (450+1200-1500)	4 th Block: $500 \times 15\% \times 24.000 = \mathbf{1.800.000 \text{ VNĐ}}$ 5 th Block: $500 \times 20\% \times 24.000 = \mathbf{2.400.000 \text{ VNĐ}}$ 6 th Block: $500 \times 25\% \times 24.000 = \mathbf{3.000.000 \text{ VNĐ}}$ Incompleted 7 th Block: $150 \times 25\% \times 24.000 = \mathbf{900.000 \text{ VNĐ}}$
TOTAL	3150	6	0	10.500.000 VNĐ

Example 2: B did not complete all 4 Blocks in the Month

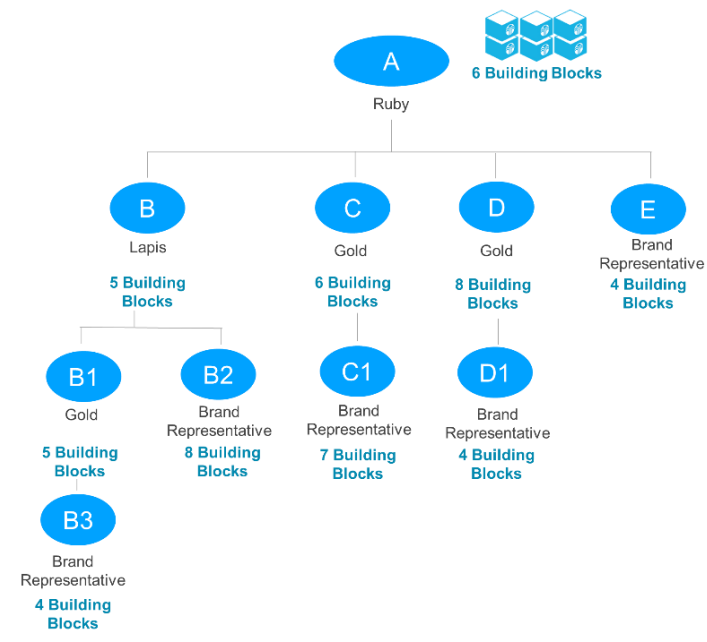


WEEK	GSV	CONVERSION BLOCK (1 Block – 500 SV)	REMAINING GSV (carried over to next week)	WEEKLY BUILDING BONUS
1	500	1	0	1 st Block: $500 \times 5\% \times 24.000 = \mathbf{600.000 \text{ VNĐ}}$
2	600	1	100 (600-500)	2 nd Block: $500 \times 5\% \times 24.000 = \mathbf{600.000 \text{ VNĐ}}$
3	700	1	300 (100+700-500)	3 rd Block: $500 \times 10\% \times 24.000 = \mathbf{1.200.000 \text{ VNĐ}}$
4	100	0	400	Incompleted 4 th Block: No payment will be made for this remaining portion (Incomplete Block) because B did not complete all 4 Blocks in the month.
TOTAL	1900	3	0	2.400.000 VNĐ

2.3 Examples of Leading Bonus

- Assume 1 PV = 24,000 CSV (This rate may vary for each product, may change over time, and is clearly defined and announced to members in the product price list)
- 1 CSV = 1 VNĐ

Example 1:

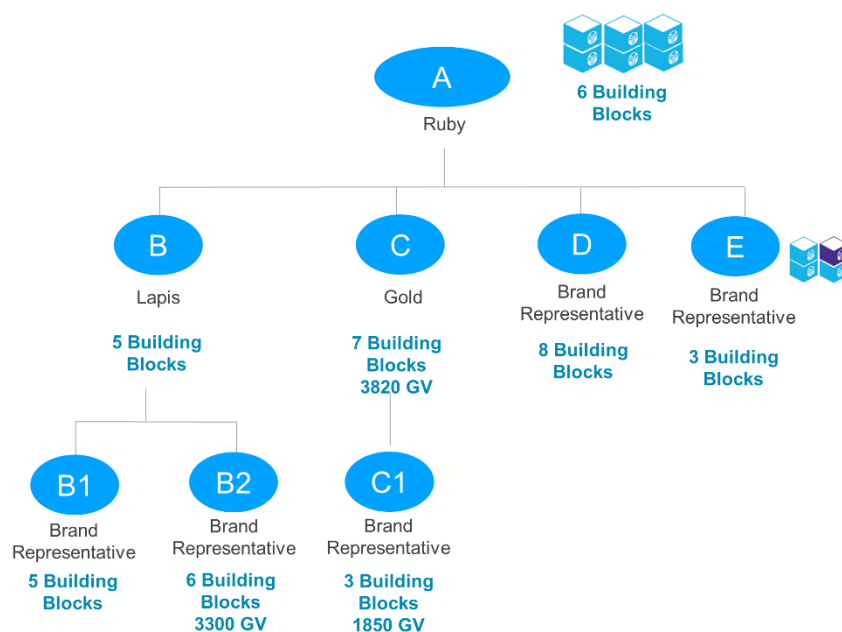


CALCULATED USING TWO METHODS AND AWARDED BONUS BASED ON THE METHOD WITH THE HIGHER BONUS AMOUNT.

10% of G1's CSV G1: (2500 + 3000 + 4000 + 2000) = 10% x 11.500 x 24.000 = 27.600.000 VNĐ	5% of (G1-G3)'s Team's CSV* G1: (2500+3000+4000+2000) + G2: (2500+4000+3500+2000) + G3: 2000 = 5% x (11.500+12.000+2000) x 24.000 = 30.600.000 VNĐ <i>* A has 4 Brand Representatives covering 4 Blocks, so they will receive Leading Bonus with the Title "Ruby"²⁸ up to 3rd Generation.</i>
	HIGHER! The Leading Bonus will be paid using the higher calculation between 10% of Generation 1 CSV (27,600,000 VNĐ) and 5% of Team's CSV from Generation 1 to Generation 3 (G1-G3) (30,600,000 VNĐ). Therefore, in this example, the Leading Bonus paid is 30,600,000 VNĐ.

²⁸ Old Title: EBP

Example 2:



CALCULATED USING TWO METHODS AND AWARDED BONUS BASED ON THE METHOD WITH THE HIGHER BONUS AMOUNT.

10% of G1's CSV (2500 + 3820 + 4000 + 1500) = 10% x 11.820 x 24.000 = 28.368.000 VNĐ	5% of (G1-G3)'s Team's CSV* G1: (2500+3820+4000+1500) + G2: (2500+3300+1850) = 5% x (11.820+7.650) x 24.000 = 23.364.733 VNĐ <i>* A has 4 Brand Representatives covering 4 Blocks, so they will receive Leading Bonus with the Title "Ruby"²⁹ up to 3rd Generation</i>
HIGHER! The Leading Bonus will be paid using the higher calculation between 10% of Generation 1 CSV (28.368.000 VNĐ) and 5% of Team's CSV from Generation 1 to Generation 3 (G1-G3) (23.364.733 VNĐ). Therefore, in this example, the Leading Bonus paid is 28.368.000 VNĐ.	

²⁹ Old Title: EBP