



2019 SE ASIA BRAND AFFILIATE COMPENSATION SUMMARY

Nu Skin Enterprises, Inc. (together with its affiliates, the “Company”) is a global direct selling company that currently operates in almost 50 markets and sells its products through a network of Independent Brand Affiliates. In SE Asia, the Company operates in 7 markets¹.

The purpose of this document is to provide accurate and straightforward information regarding sales compensation paid to Brand Affiliates by the Company. The table below sets forth detailed information concerning sales compensation paid to Brand Affiliates registered in SE ASIA markets in 2019².

Generating compensation as a Brand Affiliate requires considerable time, effort, and commitment. This is not a get rich quick program and there are no guarantees of financial success.

2019 Brand Affiliate Sales Compensation in SE ASIA (all amounts in USD)

Title	Monthly Average Sales Compensation Income at Each Level	Average Percentage of Active Brand Affiliates	Average Percentage of Brand Representative and above level Brand Affiliates
Active Brand Affiliate Receiving Commissions (Non-Brand Representative)	29	8.06%	n/a
Qualifying Brand Representative	86	2.52%	n/a
Provisional Executive	70	0.04%	n/a
Brand Representative	428	2.47%	52.59%
Brand Partner	734	0.80%	17.12%
Senior Brand Partner	1,264	0.57%	13.71%
Executive Brand Partner	1,573	0.23%	8.57%
Brand Director	3,198	0.22%	4.47%
Senior Brand Director	6,398	0.08%	1.73%
Executive Brand Director	24,189	0.08%	1.81%

The average number of active Brand Affiliates³ each month in SE ASIA was 161,325. On a monthly basis, an average of approximately 24,311 Brand Affiliates, or 15.1% of the active Brand Affiliates in SE ASIA earned a commission payment.

The SE ASIA Brand Affiliate Compensation Summary may not accurately reflect market specific results within the SE ASIA region¹. For more information on the Sales Compensation Plan, please contact Nu Skin Pharmanex (B) Sdn. Bhd. by email at 48hrs_reply_brunei@nuskin.com or by phone +673 2 422 225. The Sales Compensation Plan is available online here: https://www.nuskin.com/content/dam/sea/bn/netx/2018/06/Velocity_Brochure_BN.pdf

¹ Singapore, Malaysia, Brunei, Philippines, Indonesia, Thailand, Vietnam.

² The table only includes Brand Affiliates who qualify to receive sales compensation. Brand Affiliates who only purchase products for personal use do not qualify to receive sales compensation and hence, they are not included in the table.

³ Note that these figures do not represent a Brand Affiliate’s profit, as they do not consider expenses incurred by a Brand Affiliate in the promotion of his/her business and they do not include retail markup income.

⁴ An “active” Brand Affiliate is defined as any Brand Affiliate who either made a personal purchase, sponsored another account, or received a Sharing Bonus during the most recent three-month period.

⁵ Provisional Executive’ was an official title used by Nu Skin prior to the implementation of Velocity and is no longer part of the Sales Performance Plan.

The 2019 SE ASIA Sales Compensation Summary cannot be distributed or referenced within Vietnam.