

Qualification Period: January - December 2022

# SEA SUSTAINABLE GROWTH CHALLENGE



 Nu Skin Southeast Asia is turning 25 in 2022! 

This is an amazing milestone for Nu Skin who is dedicated to improving lives with rewarding business opportunities, innovative products, and an enriching and uplifting culture. Let's commemorate and celebrate our 25th anniversary achievement together by starting to qualify this Southeast Asia Sustainable Growth Challenge!

The Terms and Conditions apply.

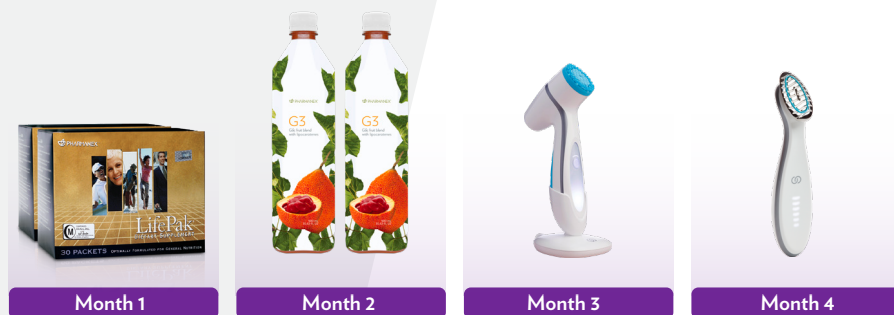


This Incentive is only open to Brand Affiliates from Southeast Asia (except Vietnam) and is intended to promote long-term, sustainable growth through sales to consumers by rewarding Brand Representatives who strengthen downline Brand Representatives in their organization. The qualification period of this Incentive is from 1 January 2022 to 31 December 2022.

#### HOW TO QUALIFY

This Incentive is comprised of two rewards (please see full details in Sections A. and B. below):

New Brand Representative Rewards are spectacular Nu Skin products rewards for the new Brand Representatives who achieved monthly 2,500 GSV (please see Section A. below).



Challenge Rewards are RM6,240, RM18,720 and RM62,400 rewards for 50 Challenge Points, 100 Challenge Points and 200 Challenge Points accumulated by a Brand Partner and above for mentoring his downline New Brand Representatives with the promotion date from 1 January 2022 to 31 December 2022 and for encouraging their New Brand Representative to maintain their monthly volumes maintenance (please see section B. below).

#### A. Qualification Criteria for New BR Rewards:

1. Every New Brand Representative from the Philippines, Thailand, Singapore, Malaysia, Brunei and Indonesia who has maintained minimum 2,500 GSV in any months within the first 4 months upon promotion (the month of promotion will be the 1st month except for Section A.2 below) to New Brand Representative will receive a New BR Reward.
2. New Brand Representatives promoted on 1st December 2021 can also participate in this Incentive. For such case, January 2022 will be the 1st month to evaluate the qualification requirement and the 4th month will be April 2022.

#### B. Qualification Criteria for Challenge Reward

1. Brand Partners or above from the Philippines, Thailand, Singapore, Malaysia, Brunei and Indonesia will earn Challenge Points from their mentoring of their G1 to G3 New Brand Representatives (BR promotion date within 1 January 2022 to 31 December 2022) who achieved minimum 2,000 GSV within the first 4 months upon promotion ("Qualified Downline BRs"), based on the conversion table in Section B.2 below.
2. Below shows how to convert the GSV of each Qualified Downline BR to Challenge Points:

GSV RANGE	POINT/S
2,000 – 2,999	1
3,000 – 3,999	2
4,000 – 4,999	3
5,000 AND ABOVE	4

3. A Brand Partner or above who has accumulated minimum 50 Challenge Points and has minimum of 20% growth in total accumulated organization volumes in June 2022 (January 2022 till June 2022 vs January 2021 till June 2021) or December 2022 (January 2022 till December 2022 vs January 2021 till December 2021) will be given a Challenge Reward in the form of cash reward according to the calculation table below.

ACCUMULATION POINTS	CASH REWARDS
50 - 99	RM6,240
100 - 199	RM18,720
200 or ABOVE	RM62,400

Please contact your Account Manager for more information!

## TERMS AND CONDITIONS

All terms and conditions set forth in this document constitute the terms and conditions of this Incentive (the “Terms and Conditions”). You acknowledge and agree that your participation in this Incentive constitutes your full and unconditional agreement to and acceptance of the Terms and Conditions.

The meaning of capitalised terms not defined in these Terms and Conditions may be found in your Brand Affiliate Agreement, applicable Sales Performance Plan, or Policies and Procedures. For the purposes of these Terms and Conditions, “Company” refers to Nu Skin International Inc. and its affiliates. These Terms and Conditions are to be read together with your Brand Affiliate Agreement, applicable Sales Performance Plan, and applicable Policies and Procedures:

1. You must be in good standing in order to participate in this Incentive. Moreover, if you violate any terms and conditions of your Brand Affiliate Agreement, the applicable Policies & Procedures or Sales Performance Plan, or these Terms and Conditions, you may be deemed ineligible. Moreover, the Company may, at its absolute discretion, withhold all or any benefits of this Incentive, take any actions provided under the Brand Affiliate Agreement, and seek to recover any expenditures or other costs associated with the Program, or any other costs incurred by the Company as a result of your violation, including recouping such sales compensation paid and withholding future sales compensation.
2. Eligibility for rewards under this Incentive is based on meeting the requirements of this Incentive and all requirements of the Agreements, including retail sales.
3. You may not buy or encourage others to buy large volumes of products to qualify for the Incentive unless you can establish that you are reselling products in excess of the amount of product that is reasonable for personal consumption.
4. The Company reserves the right to audit and assess the validity of your Brand Affiliate Account and your related sales volume. Any Brand Affiliate Account that was established in violation of the requirements set forth in the Brand Affiliate Agreement and applicable Sales Performance Plan (such as using false information or unauthorized third party’s information to set up an account) will be considered invalid and may result in disciplinary action.

YOUR PARTICIPATION IN THIS INCENTIVE WILL BE SUBJECT TO AUDIT, CONDUCTED AT THE DISCRETION OF THE COMPANY. YOU ARE REMINDED THAT:

UNDER SECTION 3.3 OF CHAPTER 2 OF THE POLICIES AND PROCEDURES, YOU ARE PROHIBITED FROM ORDERING MORE THAN A REASONABLE AMOUNT OF PRODUCTS FOR RETAIL SALES AND PERSONAL USE. BY PLACING AN ORDER, YOU ARE CERTIFYING THAT YOU HAVE SOLD OR CONSUMED AT LEAST 80% OF TOTAL INVENTORY FROM PREVIOUS ORDERS.

UNDER SECTION 6.7 OF CHAPTER 2 OF THE POLICIES AND PROCEDURES, YOU ARE NOT ELIGIBLE TO RECEIVE A BONUS IN ANY MONTH UNLESS YOU HAVE COMPLETED VERIFIED SALES TO 5 DIFFERENT CUSTOMERS AND YOU MUST RETAIN DOCUMENTATION OF THESE RETAIL SALES FOR AT LEAST 4 YEARS.

ACCORDINGLY, IF DURING NU SKIN’S AUDIT, YOU ARE UNABLE TO FURNISH RETAIL RECEIPTS (I) FOR 80% OF PV MADE FOR THE QUALIFICATION OF THE INCENTIVE; AND/OR (II) FOR FIVE DIFFERENT CUSTOMERS, YOU MAY BE DISQUALIFIED FROM THIS INCENTIVE. PLEASE ALSO NOTE CLAUSE 1 ABOVE.

5. You are responsible for complying with the applicable tax law in respect of this Incentive. The Company advises you to seek advice from your tax advisor if you have any doubt.
  6. The Company reserves the right to (i) modify or terminate the Incentive or (ii) modify the Terms and Conditions at any time based on performance, participation, or other factors, at the Company’s discretion.
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