

SEA TRME Incentive 2024

Nu Skin Enterprises Singapore Pte Ltd will be running the “40th Anniversary A Fitter Southeast Asia and Pacific Brand Representative Incentive” (the “**Incentive**”) from 1 January 2024 to 31 December 2024 (the “**Qualification Period**”).

For the purpose of these terms and conditions, “**Company**” or “**Nu Skin**” refers to Nu Skin International, Inc. and its affiliates. These terms and conditions are to be read together with your Nu Skin Brand Affiliate Agreement (“**Brand Affiliate Agreement**”), Nu Skin Policies & Procedures (“**Policies and Procedures**”) and the Nu Skin Sales Performance Plan (“**Sales Performance Plan**”).

The meaning of any capitalised terms not defined in these terms and conditions may be found in the Brand Affiliate Agreement, Policies and Procedures and/or Sales Performance Plan.

You acknowledge and agree that your participation in this Incentive constitutes your full and unconditional agreement to and acceptance of these terms and conditions. You may withdraw from this Incentive by notifying us in writing at any time.

This Incentive comprises two tiers of Bonuses (“**Tier 1 Bonus**” and “**Tier 2 Bonus**”). See full details of the Qualification Requirements for the Tier 1 Bonus and Tier 2 Bonus (collectively, the “**Rewards**”) below.

- a) This Incentive does not alter the Sales Performance Plan.
- b) This Incentive is open to all Paid Brand Representatives and above who are registered with Nu Skin in any Southeast Asia market except Vietnam.
- c) The payout timeline shall be as follows:
 - Tier 1 Bonus: Tier 1 Bonus will be paid with the monthly commission payout for the month in which the Brand Representative earned a Tier 1 Bonus. For example, if a Tier 1 Bonus is earned in January 2024, it will be paid in February 2024.
The earliest payout for Tier 1 Bonuses earned will be after January 2024 commission run finishes in February 2024, through monthly commission payout in February 2024. The last payout of any Tier 1 Bonuses will be after December 2024 commission run finishes in January 2025, through monthly commission payout in January 2025.
 - Tier 2 Bonus: Tier 2 Bonus will be paid with the monthly commission payout for the month in which the Brand Representative earned a Tier 2 Bonus. For example, if a Tier 2 Bonus is earned in January 2024, it will be paid in February 2024.

The earliest payout for Tier 2 Bonuses earned will be after January 2024 commission run finishes in February 2024, through monthly commission payout in February 2024. The last payout of any Tier 2 Bonuses will be after December 2024 commission run finishes in January 2025, through monthly commission payout in January 2025.

- d) Paid Brand Representative can earn both Tier 1 Bonuses and Tier 2 Bonuses so long as the Qualification Requirements are met.
- e) Only TR90 package with 1000 or more PV purchased in any Southeast Asia market (before 1 May 2024) or TRME 90 Day package with 1000 or more PV purchased in any Southeast Asia or Pacific market (from 2 May 2024 onwards) will be counted towards this Incentive Qualification Requirement (each, a **“90-Day Package”**). Subject to paragraph (f) below, TRME 30 Day packages purchased in any Pacific market may contribute to 90-Day Packages purchased towards this Incentive Qualification Requirement.
- f) Due to differing PV allocation, three (3) TRME 30 Day packages purchased in any Pacific market (each a **“30-Day Package”**) will be equivalent to one (1) 90-Day Package for the purpose of this Incentive. The equivalent number of 90-Day Packages calculated from purchases of 30-Day Packages will be rounded down to the nearest whole number. For illustrative purposes, you may refer to the following table:

Number of TRME 30 Day packages purchased from any Pacific market (“30-Day Packages”)	Equivalent number of TR90/TRME 90 Day packages purchased from any Southeast Asia or Pacific market (“90-Day Packages”)
2	0
3	1
4	1
5	1
6	2
7	2
8	2
9	3
12	4
15	5

QUALIFICATION REQUIREMENTS

Tier 1 Bonus:

Reward: [USD 150 - SGD 210]

- a) Only paid Brand Representative can participate in this Incentive.
- b) During the Qualification Period, a paid Brand Representative account will earn a Tier 1 Bonus for every month in which its Circle Group (who may come from any market in Southeast Asia or Pacific) purchased a minimum of four (4) sets of 90-Day Packages or its equivalent (which may include 90-Day Packages and 30-Day Packages) from the Company in that month. (“Circle Group” has the same meaning of “Consumer Group” under the Sales Performance Plan.)
- c) Provided the Tier 1 Bonus Qualification Requirements are met, paid Brand Representative can earn Tier 1 Bonus for up to twelve (12) months during the Qualification Period.
- d) The Tier 1 Bonus earned in any month shall be [\$150 USD - \$210 SGD] per Brand Representative account, regardless that its Circle Group purchased more than four (4) 90-Day Packages or its equivalent in that month.
- e) For illustrative purposes only, please see the following table:

Month	Number of 90-Day Packages in the month	Number of 30-Day Packages in the month	Total 90-Day Packages Equivalent	Tier 1 Bonus sum
January	4	0	4	USD150
February	3	3	4	USD150
March	3	1	3	NIL
April	4	3	5	USD150

Tier 2 Bonus:

Reward: [USD 3000- SGD 4200]

- a) Only paid Brand Representative can participate in this Incentive.
- b) During the Qualification Period, a paid Brand Representative account will earn a Tier 2 Bonus for every accumulated total of 100 sets of 90-Day Packages or its equivalent purchased (which may include 90-Day Packages and 30-Day Packages) by its Circle Group (who may come from any market in Southeast Asia or Pacific).
- c) There is no limit to the number of times a Brand Representative account can earn a Tier 2 Bonus. The Tier 2 Bonus will be awarded for every accumulated total of 100 sets of 90-Day Packages or its equivalent purchased by your Circle Group during the Qualification Period. 90-Day Packages or its equivalent in excess of

multiples of 100 sets will not be taken into account for the purpose of the Tier 2 Bonus.

d) For illustrative purposes only, please see the following Scenarios:

Scenario	Accumulated total of 90-Day Packages	Accumulated total of 30-Day Packages	Total 90-Day Packages Equivalent	Tier 2 Bonus Awarded
1	100	0	100	USD3000
2	0	300	100	USD3000
3	50	150	100	USD3000
4	70	150	120	USD3000
5	100	300	200	USD6000
6	90	10	93	NIL

INCENTIVE TERMS AND CONDITIONS

You acknowledge and agree that your participation in this Incentive constitutes your full and unconditional agreement to and acceptance of all Incentive rules and requirements, including these terms and conditions:

1. By participating in this Incentive, you consent to the Company's collection, use and disclosure of your personal data for the purposes of administering and promoting this Incentive. You confirm that you fully understand and agree to the provisions set out in Nu Skin's Privacy Notice available at <https://www.nuskin.com/content/global-privacy.html> and Section 2, Chapter 1 of the Policies and Procedures, and consent to the Company's collection, use, processing and disclosure of your personal information in the manner set out therein.
2. Only Nu Skin Brand Affiliates in good standing may participate in this Incentive. If you violate the terms and conditions of your Brand Affiliate Agreement, the Policies and Procedures, Sales Performance Plan, or this Incentive (collectively the "**Agreements**"), you may be deemed ineligible, and the Company may, at its sole discretion, withhold all or any Rewards under this Incentive, take any actions provided under the Agreements, and seek to recover any costs incurred by the Company as a result of any manipulation or violation, including recouping any sales compensation paid and withholding future sales compensation.
3. Eligibility for Rewards under this Incentive is based on meeting the requirements of this Incentive and all requirements of the Agreements, including retail sales. There are no bonuses paid for recruiting. You do not receive any compensation for sponsoring other Brand Affiliates. You acknowledge and agree that retail sales are an important component of the Sales Performance Plan.
4. As a Brand Affiliate, you have no inventory requirements. You are prohibited from ordering more than a reasonable amount of inventory. By placing an order, you certify that you have sold or consumed at least 80 percent of your total inventory from previous orders. You are reminded that 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 five (5) different customers, and you must retain documentation of these retail sales for at least four (4) years. Accordingly, if during Nu Skin's audit, you are unable to furnish any retail receipts for (i) 80% of PV made for the qualification of the Incentive; and/or (ii) five (5) different customers, you may be disqualified from this incentive.
5. The Company reserves the right to audit and assess the validity of your performance under this Incentive. Any account that was established in violation of the Agreements, including any Brand Affiliate Account that was established to manipulate this

Incentive or the Sales Performance Plan, will be considered invalid and may result in disciplinary action.

6. To earn Rewards under this Incentive, Brand Representative titles must be achieved with a focus on building healthy Consumer Groups and assisting others to build their own healthy Consumer Groups and must result in the growth of active customers within your Brand Affiliate Organization.
7. You may not buy or encourage others to buy large volumes of products to qualify for Rewards under this Incentive. This Incentive is designed to reward participants for building healthy Consumer Groups and helping other participants build healthy Consumer Groups. The Company reserves the right to refuse to pay any Rewards under this Incentive if it determines that the Brand Representative encouraged other Brand Affiliates to purchase inventory to meet Qualification Requirements rather than assisting them to build a group of consumers.
8. Any account mergers that take place during the Incentive period may impact eligibility to earn Rewards under this Incentive.
9. The return of Nu Skin products by you, your Customers, or others in your Consumer Group or Team may affect your eligibility to receive Rewards earned through the Incentive. Returned products will be excluded from 90-Day Packages or 30-Day Packages for the purpose of this Incentive. If product returns result in you falling below the Qualification Requirement and the Tier 1 Bonus and/or Tier 2 Bonus have already been paid for the relevant period, the Company may recoup the Rewards and any commission payments according to these Terms and Conditions and the Policies and Procedures without prior notice to you.
10. The Company reserves the right to modify or terminate this Incentive at any time, at the Company's sole discretion. In the event of termination, only rewards earned through the date of termination of this Incentive will be paid.
11. The Company's decision on all matters relating to or in connection with this Incentive shall be final, conclusive and binding on all affected Brand Affiliates. No further enquiries, correspondence or appeals to dispute the Company's decision, whether written or otherwise, will be entertained.
12. This Incentive is only applicable to Nu Skin Brand Representatives registered in any Southeast Asia market except Vietnam. Nu Skin Brand Affiliates and Nu Skin Brand Representatives that are registered in Vietnam or other markets are not eligible to earn any Rewards under this Incentive.
13. The value of any Reward may be reported for tax purposes as required by law. Brand Affiliates and Brand Representatives are solely responsible for reporting and paying any and all applicable taxes related to this Incentive.

14. The Incentive and these terms and conditions will be governed by the governing law and exclusive jurisdiction as set forth in the Brand Affiliate Agreement and Policies and Procedures. Any dispute in respect of the Incentive shall be resolved in accordance with the dispute resolution process described in the Brand Affiliate Agreement and Policies and Procedures.
15. By participating, Brand Affiliates release and hold harmless Nu Skin Enterprises, Inc., its subsidiaries, affiliates, directors, officers, employees, representatives, and agents from any and all liability for any injuries, loss, or damage of any kind arising from or in connection with the promotion or the receipt or use of any Reward.
16. The original English version of these terms and conditions may be translated into other languages. In the event of any inconsistency or discrepancy between the English version and any other language version of these terms and conditions, the English version shall prevail.
17. The Company's delay or failure to exercise or enforce any right or provision under these Terms shall not constitute a waiver of such right or provision.
18. If any part of these terms and conditions is held to be unlawful, void, or unenforceable, that part shall be deemed severed and shall not affect the validity and enforceability of the remaining provisions.

To qualify for any bonus, you must meet all the requirements of the Sales Performance Plan, including retail sales. Generating meaningful compensation as a Brand Affiliate requires considerable time, effort, and commitment. Success will also depend upon your skills, talents and leadership abilities. There are no guarantees of financial success and results will vary widely among participants. For [Southeast Asia]/[Pacific] Brand Affiliates Compensation Summary, please click [here](#).