

NU SKIN INDIA

SALES PERFORMANCE PLAN

EFFECTIVE MAY 1, 2026

TABLE OF CONTENTS

1. PLAN OVERVIEW

- 1.1 INTRODUCTION
- 1.2 PARTICIPATING IN THE PLAN
- 1.3 CUSTOMERS
- 1.4 BONUSES

2. PLAN BONUSES

- 2.1 MARKETING BONUS
- 2.2 DEVELOPING BONUS
- 2.3 LEADING BONUS

3. BRAND REPRESENTATIVE STATUS

- 3.1 QUALIFYING AS A BRAND REPRESENTATIVE
- 3.2 BRAND REPRESENTATIVE STATUS
- 3.3 RESTART

4. ADDITIONAL TERMS

- 4.1 BONUSES
- 4.2. TERMINATION OF DIRECT SELLER ACCOUNTS
- 4.3. OTHER MATERIALS AND TRANSLATIONS
- 4.4. EXCEPTIONS
- 4.5. RIGHT TO MODIFY
- 4.6. COMPLIANCE

GLOSSARY

1. PLAN OVERVIEW

1.1 INTRODUCTION

The Nu Skin India Sales Performance Plan ("this Plan") is designed to reward you, as a Direct Seller (also known as a Nu Skin Brand Affiliate), for:

Marketing and selling our Products to your Customers and Brand Affiliates;

Developing Brand Affiliates who sell our Products to their Customers and Brand Affiliates; and

Leading Brand Representatives as they build and develop their own Groups.

This Plan sets forth the terms and conditions for the sales compensation you can receive through this Plan. We encourage you to carefully read this Plan and refer to the Glossary for definitions of capitalized terms.

This Plan is separate and distinct from all other Nu Skin International and affiliated sales performance plans. Sales and business activity from Nu Skin India does not contribute toward any recognition or rewards offered by other markets' sales performance plans, including, but not limited to, sales volume, title determination (including Leadership Teams), and bonus determination and calculations.

Generating compensation as a Direct Seller requires considerable time, effort, and dedication. Success will also depend upon your skills, talents, and leadership abilities. There is no guarantee of financial success, and results will vary widely among participants. Because Nu Skin India is a new market, no compensation history exists. We intend to publish a compensation summary following our first full calendar year of formal market operations.

1.2 PARTICIPATING IN THE PLAN

Anyone interested in the Nu Skin opportunity must begin their journey as a Brand Affiliate. To become a Brand Affiliate, simply complete the enrolment process, which involves submitting appropriate identification (including address, PAN card, and banking verification), confirming your acquisition of relevant certifications and licenses, and completing a mandatory compliance orientation.

There are four ways you as a Brand Affiliate can participate under the Plan:

(1) purchase Products for resale; (2) register Customers who purchase Products directly from Nu Skin; (3) register other Brand Affiliates who purchase and can sell Products; and (4) elect to qualify as a Brand Representative.

You can access increasing benefits as you advance in status and Title:

Brand Representatives are Brand Affiliates who complete Brand Representative Qualification and achieve certain sales revenue requirements to maintain this status each month.

Gold Titles and above are earned by Brand Representatives who achieve higher Group Sales and Leadership Team Sales each month.

Note: Brand Affiliates who have not completed a purchase, sold Products, or signed up any other Brand Affiliates within the last 24 months will have their Direct Seller Account disabled and must register a new account to participate again.

1.3 CUSTOMERS

Customers do not participate in this Plan, cannot resell Products, and cannot register other Customers or Brand Affiliates. There are three types of Customers:

Unregistered Customers purchase Products directly from a Brand Affiliate outside of Nu Skin Systems.

Retail Customers purchase Products from Brand Affiliates directly through Nu Skin Systems at the retail price, subject to any discounts that may be offered or facilitated by Nu Skin.






Members sign up to purchase Products from Brand Affiliates directly through Nu Skin Systems at the Member price, subject to any discounts that may be offered or facilitated by Nu Skin.

Note: Retail Customers and Members who have not completed a purchase within the last 24 months will have their Customer account disabled and must register a new account to purchase again.

1.4 BONUSES

You can receive the following Bonuses based on your participation level:

TABLE 1.A

	BRAND AFFILIATES	BRAND REPRESENTATIVES
Marketing Bonus		
Developing Bonus		
Leading Bonus		

2. PLAN BONUSES

2.1 MARKETING BONUS

A. Marketing Bonus Description

You'll earn a Marketing Bonus when your Customers and Brand Affiliates purchase eligible Products through Nu Skin Systems. Your Marketing Bonus for Product purchases made by your Customers is calculated by subtracting the price you are entitled to pay from the purchase price paid by your Customers. Your Marketing Bonus for Product purchases made by your Brand Affiliates is calculated by subtracting the price you are entitled to pay from the Member price of the Product (even though the Brand Affiliate purchases the Product at the Brand Affiliate Sales Price). The price you are entitled to pay and the price paid for Products by your Customers does not include GST, shipping, or any other applicable fees.

B. Daily Marketing Bonus Calculation

Each day, we will calculate any Marketing Bonuses you earn for your Product sales and add them to your Nu Skin Bonus Account. All pending payments will be automatically released to your financial institution at the completion of each monthly

commission calculation (subject to market-specific minimum balance requirements).

C. Product Returns

When your Customers and Brand Affiliates return Products, the Company will recover from you any Marketing Bonuses you received on those Products in accordance with the Policies and Procedures.

2.2 DEVELOPING BONUS

A. Developing Bonus Description

As a Brand Affiliate, in addition to the Marketing Bonus you can also earn a Developing Bonus in any month you achieve at least ₹10,000 from Product purchases made through Nu Skin Systems by your Customers and Brand Affiliates, regardless of their Titles (this is known as your Developing Bonus Qualifier).

If you are a Brand Affiliate who has not achieved Brand Representative status, your Developing Bonus is 10% of the Developing Bonus

Base. This base is the total of the Brand Affiliate Sales Price of the Products sold to the Customers and Brand Affiliates of your Personally

Registered Brand Affiliates for a given month. If you are a Brand Representative or above, you have the opportunity to earn up to a 20% Developing Bonus.

The percentage you earn is determined by how much Developing Bonus Qualifier you achieve each month, as follows:

TABLE 2.A

WHAT YOU DO		WHAT YOU EARN	
Achieve at least 10,000 Developing Bonus Qualifier each month (you must also maintain as a Brand Representative to unlock the higher bonus percentage)		10-20% Developing Bonus paid on your monthly Developing Bonus Base	
DEVELOPING BONUS QUALIFIER	DEVELOPING BONUS PERCENTAGE	PAID TO	
₹10,000 - 49,999	10%	Brand Affiliates and Brand Representatives	
₹50,000+	20%	Brand Representatives and Above	

The Developing Bonus is calculated on the Brand Affiliate Sales Price rather than Net Sales Price. This is because the Marketing Bonus is already paid on any additional amount above the Brand Affiliate Sales Price.

B. Monthly Developing Bonus Calculation

Each month, we will calculate any Developing Bonus you earn and add it to your Nu Skin Bonus Account. If you maintain your status as a Brand Representative or above, you will be paid at the highest percentage you qualify for on all sales achieved during that month. The Developing Bonus is generally recorded in your Nu Skin Bonus Account within the first week of each month and a transfer is automatically initiated to your financial institution (subject to minimum account balance requirements).

C. Product Returns

When the Customers or Brand Affiliates of your Personally Registered Brand Affiliates return Products, the Company will recover from you any Developing Bonuses you received on those Products in accordance with the Policies and Procedures.

If your Customers or Brand Affiliates return Products in the same month in which they were purchased, your Developing Bonus Qualifier will be reduced by the value of the Products returned. If a Product return from Products purchased in a prior month reduces your Developing Bonus Qualifier below a Bonus tier threshold that you achieved in that month, the Company will debit your Developing Bonus Qualifier by the amount needed to reach the Bonus tier that you were paid on. This debit will occur in the month after the Products are returned.

EXAMPLE: If you achieve ₹10,500 in Developing Bonus Qualifier in January and are paid a 10% Developing Bonus but ₹1,000 of your January Product sales are returned in February, you will have a negative ₹500 Developing Bonus Qualifier balance at the start of March. Therefore, you will not qualify to earn the 10% Developing Bonus in March unless you produce ₹10,500 in March to make up for the negative balance.

2.3 LEADING BONUS

A. Description

In addition to earning Marketing and Developing Bonuses, you can earn a Leading Bonus based on the sales made by your Group and Team. This Bonus is paid, in part, for helping your Brand Affiliates qualify as Brand Representatives and for motivating, directing, and training the Brand Representatives you directly lead in your Team, referred to as your G1 Brand Representatives (i.e., the heads of your Leadership Teams). The Leading Bonus compensates you monthly for developing sales within your Group and Team, providing customer service to your Group and Team, and assisting other Brand Affiliates in the promotion of Products to their Customers.

If you qualify and maintain as a Brand Representative, you can earn 5% on your Leading Bonus Base from Product sales made by your Group. If you achieve higher Titles, you can earn 5% on the Product sales made by your Group and Groups within your Team. Table 2.B sets forth all Title requirements, as well as the Generations on which each Title can be paid a Leading Bonus:

TABLE 2.B

WHAT YOU DO		WHAT YOU EARN	
Maintain your Brand Representative status, achieve relevant Group Sales each month, and develop Leadership Teams		5% Leading Bonus paid on your monthly Leading Bonus Base	
GROUP SALES	LEADERSHIP TEAMS WITH LEADERSHIP TEAM SALES (LTS)	TITLE	PAYS ON
₹75,000	N/A	Brand Representative	5% on your Group
₹75,000	1	Gold	5% on your Group + G1
₹75,000	2	Lapis	5% on your Group + G1–G2
₹1,50,000	3 One of which must have ≥ ₹1,50,000 LTS	Ruby	5% on your Group + G1–G3*

₹1,50,000	4 One of which must have \geq ₹3,00,000 LTS	Emerald	5% on your Group + G1–G4*
₹2,00,000	5 One of which must have \geq ₹3,00,000 LTS, Plus one of which must have \geq ₹6,00,000 LTS	Diamond	5% on your Group + G1–G5*
₹2,00,000	6 One of which must have \geq ₹3,00,000 LTS, Plus one of which must have \geq ₹6,00,000 LTS, Plus one of which must have \geq ₹9,00,000 LTS	Blue Diamond	5% on your Group + G1–G6*

*To be eligible to be paid on Generations 3–6 you must not be involved in Business Development Activities for another Direct Sales Company (not including Nu Skin affiliated entities). See Chapter 5, Section 2 of the Nu Skin Policies and Procedures.

B. Monthly Leading Bonus Calculation

Each month, we will calculate any Leading Bonus you earn and add it to your Nu Skin Bonus Account. The Leading Bonus is generally recorded in your Nu Skin Bonus Account within the first week of each month and a transfer is automatically initiated to your financial institution (subject to minimum account balance requirements).

C. Product Returns

If someone who was in your Group at the time of purchase returns Products, the Company will recover any Leading Bonus you received on those Products in accordance with the Policies and Procedures.

If someone in your Group returns Products in the same month in which they were purchased, your Group Sales will be reduced by the value of the Products returned. If a Product return from Products purchased in a prior month reduces your Group Sales below a Title threshold that you achieved in that month, the Company will debit the appropriate Group Sales the month after the Product is returned.

EXAMPLE: If you achieve Ruby Title with ₹1,50,000 Group Sales in January but ₹1,000 of your January Group Sales are returned in February, you will have a negative ₹1,000 Group Sales balance at the start of March. Therefore, you will not qualify as a Ruby in March unless you produce ₹1,51,000 Group Sales in March to make up the negative ₹1,000 balance.

D. Eligibility

Only Maintaining Brand Representatives are eligible to earn a Leading Bonus. If you lose your Brand Representative status, you will not be eligible for a Leading Bonus that month.

3. BRAND REPRESENTATIVE STATUS

3.1 QUALIFYING AS A BRAND REPRESENTATIVE

A. Brand Representative Qualification Requirements

You can qualify as a Brand Representative by submitting a Letter of Intent and achieving the following sales requirements in either one month or two months.

- i. To qualify in one month, you must achieve at least ₹1,25,000 Group Sales (including at least ₹50,000 from your Customers and Brand Affiliates) during that same month in which you submit your Letter of Intent.
- ii. To qualify in two months, you must achieve at least ₹50,000 Group Sales (including at least ₹10,000 from your Customers and Brand Affiliates) in the month you submit your Letter of Intent and at least ₹75,000 Group Sales (including at least ₹25,000 from your Customers and Brand Affiliates) in the following month.

You can find the Letter of Intent form by signing into your Nu Skin account.

B. Completion of Brand Representative Qualification Requirements and Advancement

When you complete the Brand Representative Qualification Requirements, you become a Brand Representative on the first day of the next weekly period (the 8th, 15th, or 22nd of that month, or on the 1st of the next month) following successful completion of Brand

Representative Qualification. You are eligible to start earning a Leading Bonus on newly completed Group Sales Volume thereafter, as well as on eligible sales in your Team after your Brand Representative Advancement Date. Additionally, you are eligible to receive a higher Development Bonus percentage.

As Brand Affiliates in your Group advance to Brand Representative, your Team and subsequent advancement may be impacted as follows.

- i. If someone from your Group is also in Brand Representative Qualification, they will only become part of your Team if you: (1) complete your first Brand Representative Qualification month in the same month or earlier than the month they complete their Brand Representative Qualification requirements; and (2) finish Brand Representative Qualification.
- ii. If a Brand Affiliate in your Group completes Brand Representative Qualification prior to the timeframes noted above, they will be placed in the Team of the next Brand Representative above you, and you will not earn any Leading Bonuses from their sales activity. You may, however, still earn Developing Bonuses from their sales activity.

C. Failure to Complete Brand Representative Qualification Requirements

If you do not satisfy the Brand Representative Qualification requirements within two months, your Brand Representative Qualification will be terminated. If you want to attempt to qualify as a Brand Representative again, you will need to submit a new Letter of Intent and start from the beginning. D. Maintenance after advancing to Brand Representative

If your Brand Representative Advancement Date is the first day of a month, you must meet Maintenance requirements beginning in that month. If your Brand Representative Advancement Date is after the first day of a month, you must meet Maintenance requirements beginning with the next month. E. Bonuses after advancing to Brand Representative

After achieving Brand Representative, you are eligible to earn a higher Developing Bonus percentage starting the same month as your Brand Representative Advancement Date.

You can earn a Leading Bonus based on your Group Sales made on or after your Brand Representative Advancement Date. If you complete Brand Representative Qualification during the first week of the month, your Brand Representative Advancement Date is the 8th and you can begin earning a Leading Bonus based on Product sales on or after the 8th. You will not earn a Leading Bonus based on any Product sales during the first week of that month.

After your Brand Representative Advancement Date, your subsequent Group Sales will no longer contribute to the Group Sales of the next Brand Representative above you. Instead, your Group Sales will contribute to their Team Sales and G1 Leading Bonus.

3.2 BRAND REPRESENTATIVE STATUS

A. Maintaining or Losing Brand Representative Status

Maintenance requirements begin your first month following the completion of your Brand Representative Qualification requirements. Your status as a Brand Representative is Maintained based on your sales performance each month.

i. If you achieve at least ₹75,000 (including ₹25,000 from your Customers and Brand Affiliates) in a month, you will Maintain your status as a Brand Representative for that month.

ii. If you do not meet Maintenance requirements, and you do not have any Flex Months remaining, you will lose your Brand Representative status and become a Brand Affiliate effective the first day of the next month. If you lose your Brand

Representative status, you will not be eligible to earn the higher tier of the Developing Bonus or any Leading Bonuses. You will also lose your Team and any Brand Representatives below you, which will move up a Generation and become part of the Team of the Brand Representatives above you. You may regain your Team through Restart.

You may not Maintain your status or Title by creating false accounts, buying additional Products, or using any other form of manipulation that violates the spirit and intent of this Plan or Nu Skin's Policies & Procedures.

B. Flex Months

If you fail to meet Maintenance, Nu Skin may automatically maintain your Brand Representative status up to two times per year (as determined from your Brand Representative Advancement Date). You must still achieve a minimum ₹15,000 Group Sales in these months, but you won't be required to achieve the full ₹75,000 (including ₹25,000 from your Customers and Brand Affiliates) Maintenance requirement.

We will maintain your Brand Representative status, but in these months, you won't be eligible to receive any Leading Bonus or achieve any higher Title (your Title will be Brand Representative). You will still be eligible to earn a Developing Bonus.

After each anniversary of your Brand Representative Advancement Date, your Flex Month allocation will be reset (and two Flex Months will be available during the next 12 months). You can never use more than two Flex Months per year (as determined from your Brand Representative Advancement Date).

3.3 RESTART

Restart is a process that gives former Gold Brand Representatives or above the opportunity to reclaim their Team (as if they had not lost their Brand Representative status). The following provides information regarding the use, benefits, and terms of Restart.

A. How To Use Restart

If you lose your Brand Representative status and want to begin the Restart process, you must:

- i. Submit a new Letter of Intent which indicates your intention to qualify as a Brand Representative again; and
- ii. Complete Brand Representative Qualification again. This new Brand Representative Qualification must be completed within six consecutive months from the effective date of losing your status as a Brand Representative.

If you do not finish Restart within this six-month period, you will permanently lose the chance to reclaim your Team.

EXAMPLE: If you lose your Brand Representative status effective March 1, you will have until the end of August to complete Brand Representative Qualification to become a Brand Representative effective September 1 in order to reclaim your Team.

B. Flex Months with Restart

After a successful Restart, your Brand Representative Advancement Date will be restored to you, and your annual Flex Month allocation will be based on that original date. This may mean that you have no additional Flex Months available until the next anniversary of your Brand Representative Advancement Date.

C. Losing Status a Second Time

If you lose your status as a Brand Representative for a second time, you will not be eligible to Restart and will permanently lose your Team and any Brand Representatives below you (but retain your Group of Customers and Brand Affiliates). However, even if Restart is no longer available, you can begin Brand Representative Qualification again at any time and build a new Team. If you become a new Brand Representative, you will once again be eligible to use Restart to reclaim your new Team.

4. ADDITIONAL TERMS

4.1 BONUSES

A. Eligibility for Bonuses

To be eligible for any Bonuses, you must have Product sales to at least five different Customers or Unregistered Customers each month. You must notify the Company immediately if you do not meet this requirement. The Company will randomly survey Brand Affiliates to confirm compliance with this requirement.

B. Bonus Calculations
Bonuses are calculated on a daily and monthly schedule (as determined by Nu Skin) and recorded in your Nu Skin Bonus Account.

C. Recovery of Bonuses Paid to You

The Company has the right to recover Bonuses paid to you as published in the Policies and Procedures, including the recovery of Bonuses that were paid on Products that were subsequently returned. The timing and method of recovery will depend on the Bonus and when the Products are returned. A summary of our return policy can be found on our website.

D. Product Promotions and Pricing

We may adjust the published Brand Affiliate Sales Price, retail price, Member price, and Leading Bonus Base. Please see all Product pricing and promotion announcements for information regarding any discounts and their impact on pricing, Bonuses, and other sales compensation-related information for each Product.

E. Other Sales Compensation

When you sell Nu Skin Products outside of Nu Skin Systems you can capture a retail profit:

- i. Retail profit equals (1) the price you sell a Product for minus (2) your costs (your purchase price, taxes, shipping, business expenses, etc.). You keep all retail profit earned outside of Nu Skin Systems.
- ii. You can also earn incentive trips or other non-cash rewards and compensation from certain short-term sales incentives not covered by this Plan.

4.2 TERMINATION OF DIRECT SELLER ACCOUNTS

A. Loss of Direct Seller Benefits

Upon termination of your Direct Seller Account, you lose all benefits as a Brand Affiliate, including any access to your Direct Seller Account, Group, Team, sales generated by either your Group or Team, and Bonuses.

B. Movement of Direct Seller Account

Upon termination of a Direct Seller Account, the Company has the right, for as long as reasonably necessary, to delay any movement of any applicable Direct Seller Account and any part of its Group or Team.

4.3 OTHER MATERIALS AND TRANSLATIONS

If there are any discrepancies between the terms and conditions set forth in this Plan and any marketing materials or other related content, this Plan will control. Unless otherwise prohibited by law, if there are any discrepancies between the English version of this Plan and any translation of it, the English version will control.

4.4 EXCEPTIONS

A. Granting of Plan Exceptions

The Company may, at its sole discretion, waive or modify any requirements, terms, or conditions of this Plan (collectively "Plan Exceptions"). The Company may grant Plan Exceptions to (1) an individual Direct Seller Account, or (2) any number of accounts, including by Team. The granting of a Plan Exception to a Direct Seller Account or Team does not obligate the Company to grant a Plan Exception to any other Direct Seller Account or Team. Any material Plan Exception requires the express written consent of an authorized officer of the Company, and the Company has no obligation to provide other Brand Affiliates, including any Brand Affiliates above a Brand Affiliate, notice of the Plan Exception, written or otherwise.

B. Termination of Plan Exceptions

The Company may terminate any Plan Exception that has been previously granted at any time and for any reason, regardless of the length of time the exception has been operative. If a Plan Exception has been granted to a specific Brand Affiliate, then the Plan Exception is personal to the specific Brand Affiliate and the Company. Plan Exceptions will terminate upon the transfer of the Direct Seller Account, regardless of the form of transfer (e.g., sale, assignment, transfer, bequest, by operation of law, or otherwise), and any such exception will be void.

4.5 RIGHT TO MODIFY

We can modify this Plan at any time at our sole discretion. If we change this Plan, we will provide you with 30-day notice prior to the change becoming effective.

4.6 COMPLIANCE

To qualify for Bonuses, you must comply with the requirements of this Plan, your Direct Seller Agreement, and Nu Skin's Policies and Procedures.

GLOSSARY

Bonus: Sales compensation paid through this Plan, including the Marketing Bonus, Developing Bonus, and Leading Bonus. Bonuses do not include any retail profit you can earn on Products that you purchase and resell directly to Unregistered Customers, or any other cash or noncash incentives.

Brand Affiliate: A Direct Seller who signs up with Nu Skin. Brand Affiliates can purchase Products at the Brand Affiliate Sales Price, sell Products, and sign-up Customers and Brand Affiliates. Brand Affiliates who have not achieved Brand Representative status can only earn retail profit, the Marketing Bonus, and the first tier of the Developing Bonus. The term Brand Affiliate may also be used as a general reference to refer to all Direct Sellers, Brand Affiliates, and Brand Representatives. For example, a Gold or Emerald can be referred to as a Brand Affiliate as a general reference when talking about all Brand Affiliates.

Brand Affiliate Sales Price: The price Brand Affiliates are entitled to pay for Products, which may include various discounts that may be offered from time to time. This price does not include taxes, shipping, or any other applicable fees.

Brand Representative: A Brand Affiliate who has successfully completed Brand Representative Qualification and who has not lost their Brand Representative status. Brand Representatives can purchase Products at the Brand Affiliate Sales Price, sell Products, and sign-up Customers and Brand Affiliates. Brand Representatives can earn retail profit, the Marketing Bonus, all tiers of the Developing Bonus, and the Leading Bonus. The term Brand Representative can also be used as a general reference for all Titles of Brand Representative and above. For example, a Ruby or Diamond can be referred to as a Brand Representative as a general reference when talking about all Brand Representatives.

Brand Representative Advancement Date: The first day of the weekly period after you complete Brand Representative Qualification. If you qualify as a Brand Representative in week 1, 2, or 3 of a month, your Brand Representative Advancement Date will be the 8th, 15th, or 22nd of that month, respectively. If you qualify as a Brand Representative in week 4 of a month, your Brand Representative Advancement Date will be the first day of the following month.

Brand Representative Qualification: The process to become a Brand Representative as described in Section 3.1.

Business Development Activities: Any activity that benefits, promotes, assists, or supports in any way the business, development, sales, or sponsorship of another business, including but not limited to selling products or services; promoting the business opportunity; appearing on behalf of the business or one of its representatives; allowing your name to be used to market the business, its products, services, or opportunity; sponsoring or recruiting on behalf of the business; acting as a member of the board of directors, as an officer, or a representative or distributor of the business; or having an ownership interest or any other beneficial interest, whether the interest is direct or indirect.

Company or "we": Nu Skin India Private Limited.

Customer: Anyone who purchases Products but does not participate in this Plan and cannot resell Products or register other Customers or Brand Affiliates. Brand Affiliates are not Customers.

Developing Bonus Base: The total of the Brand Affiliate Sales Price of the Products purchased by the Customers and Brand Affiliates of your Personally Registered Brand Affiliates for a given month.

Developing Bonus Qualifier: The Developing Bonus Qualifier is the amount used to determine the percentage you will be paid on your Developing Bonus. This amount is the sum of the Net Sales Price of the Products sold through Nu Skin Systems to your Customers and Brand Affiliates (regardless of their Titles).

Direct Sales Company: A company that is a member of a Direct Selling Association or otherwise uses a sales force of independent contractors who sell products and services and that compensates the independent contractors through a single-level or multi-level

compensation plan for (1) their own sales, and/or (2) the sales of other independent contractors who have signed up under the independent contractors to distribute the same products and services.

Direct Seller: A Person who signs up with Nu Skin, also known as a Nu Skin Brand Affiliate. Direct Sellers can purchase Products at the Brand Affiliate Sales Price, sell Products, and sign-up Customers and Brand Affiliates. Direct Sellers who have not achieved Brand Representative status can only earn retail profit, the Marketing Bonus, and the first tier of the Developing Bonus. The term Direct Seller can also be used as a general reference to all Direct Sellers, Brand Affiliates, and Brand Representatives.

Direct Seller Account: The account created when you register as a Direct Seller with Nu Skin. When you create a Direct Seller Account, you are assigned a Direct Seller ID and issued a Direct Seller Identification Card.

Direct Seller Agreement: An agreement between you and Nu Skin that sets forth certain terms relating to your relationship with Nu Skin.

Flex Month: A month in which Nu Skin will maintain your Brand Representative status so long as you achieve a minimum 15,000 Group Sales, as described in Section 3.2. You are allotted two (2) Flex Months each 12-month period as determined from your Brand Representative Advancement Date.

Generations: The Brand Representative levels in your Team. Every Brand Representative you directly lead and who is the first Brand Representative below you in your Team is your G1 Brand Representative and the head of a Leadership Team. Those Brand Representatives who are on the next level below them are your G2 Brand Representatives, and so forth. Brand Affiliates who have not achieved Brand Representative status do not constitute a Generation but are part of their Brand Representative's Group. For example, the Brand Affiliates (who have not achieved Brand Representative status) of your G1 Brand Representative are not part of your G2; instead, they are part of your G1 Brand Representative's Group.

Group: Your Group consists of (1) you, (2) any of your Retail Customers, Members, and Brand Affiliates, and (3) any of your Brand Affiliates' Retail Customers, Members, and Brand Affiliates, and so on. Your Group will include the Groups of your Brand Affiliates who are in Brand Representative Qualification. A Brand Affiliate who completes Brand Representative Qualification will leave your Group and they and their Group will become part of your Team or part of the Team of the Brand Representative above you if you (1) complete your first Brand Representative Qualification month in the same month or earlier than the month they complete their Brand Representative Qualification requirements; and (2) finish Brand Representative Qualification.

Group Sales: The sum of the Net Sales Price of Product sales made by your Group.

Leadership Team: Your Leadership Teams consist of your G1–G6 Brand Representatives starting at each of your G1 Brand Representatives. Each one of your Leadership Teams is distinct and led by your individual G1 Brand Representatives, respectively.

Leadership Team Sales (LTS): The sum of Net Sales Price for all Product sales from a given Leadership Team in India.

Leading Bonus Base: A currency value that is set for each Product, used to calculate the Leading Bonus. Leading Bonus Base is adjusted from time to time due to a variety of factors, including changes in pricing, promotions, and so on. Leading Bonus Base does not equal the Net Sales Price or Brand Affiliate Price of applicable Products. Some Products may have zero Leading Bonus Base.

Letter of Intent: A document that you submit through Nu Skin Systems to notify the Company of your intention to qualify as a Brand Representative.

Maintenance (also Maintain or Maintaining): The requirement to achieve at least ₹75,000 Group Sales (including ₹25,000 from your Customers and Brand Affiliates) in a month to keep your Brand Representative status and be eligible to earn higher Developing Bonus Tiers and any Leading Bonus.

Member: A Customer who signs up through Nu Skin Systems based on a Brand Affiliate invitation to purchase Nu Skin Products at Member price. Members cannot register Customers or Brand Affiliates, cannot resell Nu Skin Products, and do not participate in this Plan.

Net Sales Price: The price paid for Products, not including tax, shipping, and any applicable fees.

Nu Skin: Nu Skin India Private Limited.

Nu Skin Bonus Account: A digital account found in Nu Skin's digital tools that reflects all your Bonuses, commission payments, and commission adjustments. A Nu Skin Bonus Account is automatically created for you when you become a Brand Affiliate. Nu Skin Bonus Accounts do not accrue interest. Nu Skin automatically transfers your remaining Nu Skin Bonus Account balance free of charge at the conclusion of each monthly pay period. Automated transfers from Nu Skin have minimum balance requirements.

Nu Skin Systems: Any process, application, or other digital property within Nu Skin's digital ecosystem designated by Nu Skin for the purchase or sale of Nu Skin Products, including our website, mobile applications, or any other Nu Skin approved platform.

Person: An individual or business entity. A "business entity" may include a private limited company, limited liability partnership, trust, or other form of business organization legally formed under the laws of India.

Personally Register: The act of registering a Person with Nu Skin. For example, when you sign up a Brand Affiliate, Member, or Retail Customer with Nu Skin, they become your Personally Registered Brand Affiliate, Personally Registered Member, or Personally Registered Retail Customer, respectively.

Policies and Procedures: A document that is part of the agreement between you and Nu Skin and sets forth certain policies and procedures related to your business.

Products: All goods and services offered by Nu Skin.

Restart: The process that gives former Gold Brand Representatives and above the opportunity to reclaim their Team (as if they had not lost their Brand Representative status).

Retail Customers: Any Customer who purchases Products through Nu Skin Systems who is not a Member or Brand Affiliate. The Bonuses on a Retail Customer's Product purchases are paid based on the Brand Affiliate who is identified as the seller at the time of the specific Product order. For purposes of this Plan, an Unregistered Customer is not included in the definition of Retail Customers. Retail Customers do not participate in this Plan and cannot resell Products or register other Customers or Brand Affiliates.

Sales Performance Plan: This Sales Performance Plan (also "this Plan") (including amendments that may be incorporated in the future) which sets forth the terms and conditions for the sales compensation you can earn as a Nu Skin Brand Affiliate.

Team: Your Team consists of all Generations of Brand Representatives and their Groups as determined by your Title (see Table 2.B). Your Team does not include you or your Group.

Title: Titles are achieved as a Brand Representative based on your Group Sales, Leadership Teams, and Leadership Team Sales. Your Title determines the number of Generations on which you can earn a Leading Bonus. See Table 2.B.

Unregistered Customers: Individuals who purchase Products from a Brand Affiliate outside of Nu Skin Systems (regardless of whether the Unregistered Customer has previously purchased Products directly from Nu Skin). Unregistered Customers do not participate in this Plan and cannot resell Products or register Customers.