

NU SKIN®

SALES PERFORMANCE PLAN

EFFECTIVE May 1, 2026
UNITED STATES MARKET

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1. PLAN OVERVIEW

1.1 INTRODUCTION

The Nu Skin Sales Performance Plan (“this Plan”) is designed to reward you, as a Brand Affiliate, for:

Selling our Products to your Customers and Brand Affiliates;

Growing Brand Affiliates who share our Products with their Customers and Brand Affiliates;

Building and developing your Group of Brand Affiliates and Customers; and

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

This Sales Performance 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.

Generating compensation as a Brand Affiliate 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. The average sales compensation paid to U.S. Active Brand Affiliates each month in 2024 was \$178.35, before deducting expenses. An average of 21.58% of U.S. Active Brand Affiliates earned a sales compensation payment on a monthly basis. For information about average compensation within your region/market, please visit www.nuskin.com or contact your local region/market.

1.2 PARTICIPATING IN THE PLAN

There are four ways you can participate under the Plan:

As a Brand Affiliate, you can (1) purchase Products at the Member Price for resale or personal consumption; (2) register Customers who purchase Products directly from Nu Skin; (3) register Brand Affiliates who purchase Products directly from Nu Skin and/or sell Products to registered Customers and Brand Affiliates; and (4) elect to qualify as a Brand Representative.

You can access increasing benefits as you advance in Title:

Brand Representatives are Brand Affiliates who have successfully completed Brand Representative Qualification and continue to maintain their Brand Representative status.

You can elect to qualify as a Brand Representative when you join Nu Skin as a Brand Affiliate or anytime thereafter.

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 at the price offered by the Brand Affiliate.

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

Members sign up to purchase Products from Nu Skin Systems at the Member Price.

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 paid daily, weekly, or monthly, based on your participation level:

TABLE 1.A

	BRAND AFFILIATES	BRAND REPRESENTATIVES	GOLD AND HIGHER
Retailing Bonus (Daily) Level 1 Bonus (Daily) Level 2 Bonus (Weekly)			
Building Bonus (Weekly) Double L1 and L2 Bonuses (Weekly)			
Leading Bonus (Monthly)			

2. PLAN BONUSES

2.1 RETAILING BONUS

A. Retailing Bonus Description

The Retailing Bonus compensates you for Product purchases by your Retail Customers. When you sell Products to Retail Customers via Nu Skin Systems for a price above the Member Price, you'll earn a Retailing Bonus.

B. Retailing Bonus Calculation

- i. What You Do: Sell Products above Member Price to your Retail Customers through Nu Skin Systems.
- ii. What You Earn: Your Retailing Bonus is the difference between (1) the price paid by your Retail Customers after any discounts (excluding shipping costs, taxes, and other promotional or personal discounts) and (2) the Member Price.

C. Daily Pay Calculation

We'll calculate Retailing Bonuses for your Product sales and add them to your Nu Skin Bonus Account as soon as the sales orders purchased by your Customers are fully processed. To release any payments to your financial institution anytime, you can use the Pay Me Now feature in the Nu Skin Stela app or in your nuskin.com account. All pending payments will also be automatically released to your financial institution at the completion of each weekly commission calculation (subject to market-specific minimum balance requirements).

D. Eligibility

Only Brand Affiliates in good standing are eligible to earn Retailing Bonuses.

2.2 LEVEL 1 (L1) BONUS

A. L1 Bonus Description

In addition to the Retailing Bonus, you can also earn a L1 Bonus that compensates you for selling Products to your L1 Customers and Brand Affiliates and providing them with customer service and helping your Brand Affiliates promote Products to their Customers. Your L1 Customers and Brand Affiliates are Customers and Brand Affiliates in the first Level of your Group (this does not include Brand Representatives).

B. L1 Bonus Calculation

- i. What You Do: As a Brand Affiliate, sell Products to your L1 Customers and Brand Affiliates.
- ii. What You Earn: 5% of the Commissionable Sales Value (CSV) on your L1 Sales Volume (L1 SV).

C. Daily Pay Calculation

We'll calculate L1 Bonuses for your Product sales and add them to your Nu Skin Bonus Account as soon as the sales orders purchased by your L1 Customers and Brand Affiliates are fully processed. To release any payments to your financial institution anytime, you can use the Pay Me Now feature in the Nu Skin Stela app or in your nuskin.com account. All pending payments will also be automatically released to your financial institution at the completion of each weekly commission calculation (subject to market-specific minimum balance requirements).

D. Eligibility

Only Brand Affiliates in good standing are eligible to earn L1 Bonuses.

2.3 LEVEL 2 (L2) BONUS

A. L2 Bonus Description

In addition to the L1 Bonus, you can also earn a L2 Bonus that compensates you for selling Products to your L1 Customers and Brand Affiliates and providing them with customer service and helping your Personally Registered Brand Affiliates promote Products to their Customers. Your L2 Customers and Brand Affiliates are Customers and Brand Affiliates in the second Level of your Group (this does not include Brand Representatives). The L2 Bonus does not include the Sales Volume generated by L1 Brand Affiliates in your Group that you did not Personally Register.

B. L2 Bonus Calculation

- i. What You Do: As a Brand Affiliate, sell at least 500 Sales Volume in a month on your L1.
- ii. What You Earn: 5% of the Commissionable Sales Value on your L2 Sales Volume (L2 SV).

C. Weekly Pay Calculation

The first week that you achieve 500 L1 SV in a commission month, we will pay you any L2 Bonuses you earn on your L2 SV for that week and on any L2 SV you achieved in prior weeks of the same commission month. For the remainder of the commission month, we'll pay you any L2 Bonuses you earn in the week you achieve the relevant Sales Volume. Your L2 Bonuses will typically be recorded in your Nu Skin Bonus Account within one business day following the end of the weekly period and will automatically transfer to your financial institution (subject to market-specific minimum account balance requirements).

D. Eligibility

Only Brand Affiliates in good standing are eligible to earn L2 Bonuses.

2.4 DOUBLE L1 AND L2 BONUSES

A. Double L1 and L2 Bonus Description

Once you advance to Brand Representative or higher and achieve at least 3,000 Group Sales Volume (GSV) in a given month, you may unlock an additional 5% on your L1 and L2 Bonuses for that month.

B. Double L1 Bonus Calculation

i. What You Do: As a Brand Representative, achieve at least 3,000 GSV. ii. What You Earn: An additional 5% (total 10%) of the CSV on your L1 SV in that commission month.

C. Double L2 Bonus Calculation

i. What You Do: As a Brand Representative, achieve at least 3,000 GSV and 500 L1 SV. ii. What You Earn: An additional 5% (total 10%) of the CSV on your L2 SV in that commission month.

D. Weekly Pay Calculation

The first week that you achieve at least 3,000 GSV in a commission month, we will pay you any Double L1 Bonuses you earn on your L1 SV for that week and any L1 SV you achieved in prior weeks of the same month. The first week you achieve at least 3,000 GSV and 500 L1 SV in a commission month we will pay you any Double L2 Bonuses you earn on your L2 SV for that week and on any L2 SV you achieved in prior weeks of the same month. For the remainder of the month, we'll pay you any Double L1 and L2 Bonuses you earn in the week you achieve the relevant Sales Volume. Your Double L1 and L2 Bonuses will typically be recorded in your Nu Skin Bonus Account within one business day following the end of the weekly period and will automatically transfer to your financial institution (subject to market-specific minimum account balance requirements).

EXAMPLE: If you achieve 2,000 GSV and 500 L1 SV in week one, your L1 and L2 Bonuses will be 5% of the CSV on your L1 SV and L2 SV achieved in that week. If in week two you achieve an additional 1,000 GSV (for a total of 3,000 GSV and 500 L1 SV month-to-date), your week two L1 and L2 Bonuses will include an additional 5% of the CSV on your newly achieved L1 and L2 SV (total 10% L1 and L2 Bonuses). We will also retroactively pay you an additional 5% of the CSV on your L1 SV and L2 SV achieved in week one. We will continue to pay you an additional 5% of the CSV on any L1 SV and L2 SV achieved in subsequent weeks in that same commission month.

E. Eligibility

Only Brand Representatives who achieve at least 3,000 GSV (and 500 L1 SV for the Double L2 Bonus) and are in good standing are eligible to receive Double L1 and L2 Bonuses.

2.5 BUILDING BONUS

A. Building Bonus Description

Once you advance to Brand Representative or higher, you will unlock the ability to earn a Building Bonus ranging from 10% to 25% of the Commissionable Sales Value on the Products purchased by Customers and Brand Affiliates in your Group (GSV). Your Group consists of (1) you, (2) your Members, Retail Customers, and Brand Affiliates, and (3) your Brand Affiliates' Members, Retail Customers, and Brand Affiliates, and so on, until the next Brand Representative. Your Group will include the Groups of your Brand Affiliates who are in Brand Representative Qualification. When your Brand Affiliates complete Brand Representative Qualification, they leave your Group and they (and their Groups) become part of your Team.

B. Building Bonus Calculation

i. What You Do: As a Brand Representative, achieve GSV benchmarks each month.

ii. What You Earn: A percentage of the Commissionable Sales Value on your Group Sales Volume. The Building Bonus starts at 10% and scales up to 25% based on your Group Sales Volume, as follows in Table 2.A:

TABLE 2.A

WHAT YOU DO	WHAT YOU EARN
As a Brand Representative, grow your Group Sales Volume	10%–25% Building Bonus Paid on the CSV of your monthly GSV
2,000–2,999 GSV	10%
3,000–4,999 GSV	13%
5,000–9,999 GSV	15%
10,000–14,999 GSV	20%
15,000+ GSV	25%

C. Weekly Pay Calculation

Once you achieve at least 2,000 GSV in a commission month, we'll pay you a Building Bonus on the CSV of any applicable GSV newly completed through the end of each weekly period, as well as any additional Building Bonus percentage newly qualified for on GSV achieved in prior weeks of the current commission month. Your Building Bonuses will typically be recorded in your Nu Skin Bonus Account within one business day following the end of the weekly period and will automatically transfer to your financial institution (subject to market-specific minimum account balance requirements).

EXAMPLE: If you achieve 2,000 GSV in week one, your Building Bonus will be 10% of the corresponding CSV. If in week two you achieve an additional 1,000 GSV (for a total 3,000 GSV month-to-date), your week two Building Bonus will be 13% of the CSV on the 1,000 GSV plus an additional 3% of the CSV on the previously completed 2,000 GSV from week one. We will true-up your Building Bonus like this each week.

D. Eligibility

Only Brand Representatives who achieve at least 2,000 GSV and are in good standing are eligible to receive a Building Bonus. If you use Flex points to Maintain Brand Representative status, or you lose your Brand Representative status, you will not be eligible for a Building Bonus that month. See Section 3.2 and 3.3.

2.6 LEADING BONUS

A. Leading Bonus Description

When you qualify as a Gold or higher Title, in addition to earning Retailing, L1, L2, and Building Bonuses, you can earn 5% of the CSV achieved by your Team. The Leading Bonus is based on Team Sales Volume and 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; see Generations). As your G1 Brand Representatives advance in Title, your role evolves, and you will now lead a Team that includes Brand Representatives on other Generations (e.g., G2, G3, etc.) as they work to develop their own Groups and increase Product sales. The Leading Bonus compensates you for developing sales within your Team, providing customer service to your Team, and assisting other Brand Affiliates in the promotion of Products to their Customers.

B. Leading Bonus Calculation

- i. What You Do: Qualify at a Gold or higher Title and achieve at least 3,000 Group Sales Volume each month.

ii. What You Earn: 5% of the Commissionable Sales Value on the total Sales Volume of your Team and an additional 5% (total 10%) of the Commissionable Sales Value on the Group Sales Volume of your Personally Registered G1 Brand Representatives. Table 2.B sets forth 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	
Achieve 3,000 GSV each month and develop Leadership Teams	5% Leading Bonus Paid on your monthly Team Commissionable Sales Value	
LEADERSHIP TEAMS	TITLE	GENERATIONS PAID
1	Gold	5% on your G1 Plus an extra 5% on your Personally Registered G1
2	Lapis	5% on your G1–G2 Plus an extra 5% on your Personally Registered G1
3 1 of which must have ≥ 5,000 LTSV	Ruby	5% on your G1–G3* Plus an extra 5% on your Personally Registered G1
4 1 of which must have ≥ 10,000 LTSV	Emerald	5% on your G1–G4* Plus an extra 5% on your Personally Registered G1
5 1 of which must have ≥ 10,000 LTSV, Plus 1 of which must have ≥ 20,000 LTSV	Diamond	5% on your G1–G5* Plus an extra 5% on your Personally Registered G1
6 1 of which must have ≥ 10,000 LTSV, Plus 1 of which must have ≥ 20,000 LTSV, Plus 1 of which must have ≥ 30,000 LTSV	Blue Diamond**	5% on your G1–G6* Plus an extra 5% on your Personally Registered G1

*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 Enterprises, Inc. affiliated entities). See Chapter 5, Section 2 of the Nu Skin Policies and Procedures.

**Blue Diamond and Presidential Directors may qualify for a Business Builder Position and Presidential Director Business Builder Position, respectively. Because Business Builder and Presidential Director Business Builder Positions are not considered Leadership Teams, Brand Affiliate Accounts do not receive an extra 5% for volume achieved by these positions. See Addendum D.

C. Monthly Pay

We calculate your Leading Bonus after the end of each month. 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 market-specific minimum account balance requirements). D. Eligibility

Only Gold or higher Title Brand Representatives who are in good standing and achieve at least 3,000 GSV are eligible to earn a Leading Bonus. If you use Flex Points to Maintain Brand Representative status, or you lose your Brand Representative status, you will not be eligible for a Leading Bonus that month. See Section 3.2 and 3.3.

3. BRAND REPRESENTATIVE STATUS

3.1 QUALIFYING AS A BRAND REPRESENTATIVE

A. Brand Representative Qualification Requirements

To qualify as a Brand Representative, you must submit a Letter of Intent and complete one of the following:

- i. Achieve at least 3,000 GSV (1,000 of which must be L1 SV) during a one-month Brand Representative Qualification Period.
- ii. Achieve at least 4,000 GSV (1,000 of which must be L1 SV) during a two- or three-month Brand Representative Qualification Period. You must achieve at least 1,000 GSV (250 of which must be L1 SV) each month of your Brand Representative Qualification Period and at least 2,000 GSV (250 of which must be L1 SV) the final month of your Brand Representative Qualification Period.

You can complete either option depending on your performance. If you do not meet all of the requirements of option one but achieve at least 1,000 GSV (250 of which must be L1 SV) during the first month of your Brand Representative Qualification Period, you will automatically be opted into option two and can continue qualification from there. B. Brand Representative Qualification Period

Your Brand Representative Qualification Period starts the calendar month in which you submit your Letter of Intent. You have until the end of the third month of this period to complete Brand Representative Qualification.

EXAMPLE: If you submit your Letter of Intent on February 25 to qualify as a Brand Representative, your Brand Representative Qualification Period would begin in February. Your Brand Representative Qualification Period would end on the earlier of:

- i. The date you advance to become a Brand Representative after meeting the Brand Representative Qualification Requirements (see Section 3.1A).
- ii. The end of the month of your Brand Representative Qualification Period if you fail to satisfy the minimum required Sales Volume for that month of Brand Representative Qualification (1,000 GSV, 250 of which must be L1 SV). In the example above, if you did not satisfy the minimum requirements in February or March, your Brand Representative Qualification Period would end on the last day of February or March.
- iii. The end of the third calendar month after you submit your Letter of Intent and fail to meet the Brand Representative Qualification Requirements in that third month. In the example above, if you met the minimum requirements in February and March but didn't achieve at least 2,000 GSV (250 of which must be L1 SV) by the end of April, your Brand Representative Qualification Period would end on the last day of April.

C. 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), and you are eligible to start earning a Building Bonus on newly completed Group Sales Volume thereafter. See Table 2.A. You can also start earning the Leading Bonus for all eligible Sales Volume from purchases by your Team after your Brand Representative Advancement Date.

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) successfully 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 within your Brand Representative Qualification Period. See Addendum A.

ii. If a Brand Affiliate in your Group completes Brand Representative Qualification prior to the timeframes noted above, they are placed in the Team of the next Brand Representative above you and you will not earn any Building Bonuses or Leading Bonuses from their sales activity. See Addendum A. D. Failure to Complete Brand Representative Qualification Requirements If you do not satisfy the Brand Representative Qualification Requirements within the Brand Representative Qualification Period, 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 reattempt Brand Representative Qualification.

3.2 BRAND REPRESENTATIVE STATUS

A. Maintaining or Losing Brand Representative Status

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

i. If you achieve at least 2,000 GSV in a month, you will Maintain your status as a Brand Representative for that month.

ii. If you fail to achieve 2,000 GSV but still achieve at least 500 GSV in a month and have sufficient Flex Points (described in Section 3.3 below) available to make up the difference in missing GSV (e.g., 500 GSV plus 1,500 Flex Points), your Flex Points will be applied to Maintain your status as a Brand Representative for that month. When Flex Points are used to Maintain your Brand Representative status, you are not eligible to earn a Double L1 or L2 Bonus, Building Bonus, or Leading Bonus that month.

iii. If you do not meet Maintenance requirements, then you will lose your Brand Representative status and become a Brand Affiliate effective the first day of the next month. Once you lose your Brand Representative status, you will no longer be eligible to earn Double L1, Double L2, Building, or Leading Bonuses and you will lose your Sales Network, which moves up a Generation and becomes part of the Sales Networks of the Brand Representatives above you. You may regain your Sales Network through Restart. See Addendum C.

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.

3.3 FLEX POINTS

A. Description

Flex Points are a GSV substitute that are used to Maintain your status as a Brand Representative if you do not complete at least 2,000 GSV in a month. You cannot use more than 1,500 Flex Points in a month.

Flex Points do not provide Sales Volume or Commissionable Sales Value, and no Bonus is paid on Flex Points. Flex Points have no monetary value and cannot ever be redeemed for cash. Flex Points do not expire, and you can accumulate up to a maximum of 3,000 Flex Points; however, you will forfeit any accumulated Flex Points if you lose your Brand Representative status. When Flex Points are used to Maintain your Brand Representative status, you will not be eligible to earn Double L1, Double L2, Building, or Leading Bonuses that month.

B. Allocation of Flex Points

You are allocated Flex Points as a new Brand Representative and each following year in the month of your Brand Representative Advancement Date. At the beginning of your first three full months as a new Brand Representative, you are allocated 1,500 Flex Points in your first month, 1,000 in your second month, and 500 in your third month, for a total of 3,000 Flex Points. Each

following year, you may be allocated an additional 1,500 Flex Points in your anniversary month as a Brand Representative. You may accumulate up to a maximum of 3,000 Flex Points at any given time. Your Flex Points will be reflected in your nuskin.com account. If you lose your Brand Representative status and complete Brand Representative Qualification again (including through Restart), you will be allocated 1,000 Flex Points in your first month and 500 in your second month following your advancement.

4. ADDITIONAL TERMS

4.1 BONUSES

A. Eligibility for Bonuses

To be eligible for any Bonuses (excluding Retailing Bonuses), you must have Product sales to five different Customers or Unregistered Customers each month. You must notify the Company immediately if you do not meet this requirement. The Company will also randomly survey Brand Affiliates to confirm compliance with this requirement. B. Bonus Calculations Bonuses are calculated on a daily, weekly, and monthly schedule (as determined by Nu Skin) and recorded in your Nu Skin Bonus Account. C. Bonuses and Exchange Rates When calculating your Bonuses, the Commissionable Sales Value from Product sales from different markets are exchanged into your home currency using the previous month's average daily exchange rate.

EXAMPLE: In determining the base amount used to calculate your Bonuses on March sales, the Company would use February's average daily exchange rate.

D. Home Market Version

This version of the Plan applies only to Brand Affiliates who have a United States market Brand Affiliate ID. The Plan offers you the opportunity to receive Bonuses on sales in all our global markets, except where foreign participation is restricted (contact your Account Manager for specific markets). If you have a United States market Brand Affiliate ID, your Bonus eligibility and benchmarks will be governed by the terms of this version of the Plan, even if members of your Group or Team have a Brand Affiliate ID from other markets.

EXAMPLE: If you are a Brand Representative with a United States Brand Affiliate ID and you register a Member in Australia and they purchase some Products through the Australia nuskin.com website, if that individual (a) signs up as your Customer, and (b) is in your Group when they purchase Products in the Australia market, then those Product purchases will have the Sales Volume and Commissionable Sales Value that the Australia market has set for those Products. The Australia Commissionable Sales Value will be exchanged into USD at the time of sale. The local market can provide you with information regarding the Sales Volume, Commissionable Sales Value, pricing, and other sales compensation related information for each Product in that market.

This Plan does not apply to our Mainland China, Vietnam, or India businesses, which operate under different business models.

E. Recovery of Bonuses Paid to You

The Company has the right to recover Bonuses paid to you as described 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. See Addendum B. A summary of our return policy can be found at nuskin.com by accessing the Reputation page.

F. Advancement to Brand Representative; Other Title Advancement Changes

Advancement to Brand Representative occurs weekly. Other Title changes occur only during the monthly Bonus calculation and will be reflected in your nuskin.com account on or before the 5th of the following month. See Addendum A.

G. Product Promotions and Pricing

We may adjust the published retail price, Sales Volume, Commissionable Sales Value, and Member Price. Please see your market's Product pricing and promotion announcements regarding any discounts and their impact on pricing, Bonuses, Sales Volume, Commissionable Sales Value, and other sales compensation-related information for each Product.

H. Other Sales Compensation

- 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 other short-term sales incentives not covered by the Sales Performance Plan.

*In the United States, approximately 1% of average Active Brand Affiliates qualified for an incentive trip during 2024.

4.2 TERMINATION OF BRAND AFFILIATE ACCOUNTS

A. Loss of Brand Affiliate Benefits

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

B. Movement of Brand Affiliate Account

The Company has the right, for as long as reasonably necessary, to delay any movement of a Brand Affiliate Account and any part of its Group or Sales Network up in a Sales Network or to a different Sales Network.

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 waive or modify any requirements, terms, or conditions of this Plan (collectively "Plan Exceptions"). The Company may grant Plan Exceptions to (1) an individual Brand Affiliate Account, or (2) any number of accounts, including by Team or market. The granting of a Plan Exception to a Brand Affiliate Account, Team, or market does not obligate the Company to grant a Plan Exception to any other Brand Affiliate Account, Team, or market. 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 the next 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 Brand Affiliate 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 TERMINOLOGY

Terms in this Plan may differ from terms in previous Plan versions and may be revised.

4.6 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 a 30-day notice prior to the change becoming effective.

4.7 COMPLIANCE

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

4.8 WEEKLY AND MONTHLY PERIODS

Any reference to a "month" means a calendar month. Any reference to a "week" or "weekly" or "weekly period" means a seven-day period beginning on the 1st, 8th, 15th, or 22nd day of each month, provided, however, that the fourth week of each month runs through the end of the month. Bonus calculations are based on Mountain Standard Time or Mountain Daylight Savings Time in Provo, Utah, United States of America (Coordinated Universal Time [UTC-7]).

GLOSSARY

Bonus: Sales compensation paid through this Plan, including the Retailing, Level 1, Level 2, Double Level 1, Double Level 2, Building, and Leading Bonuses. 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 non-cash incentives.

Brand Affiliate: A Person who signs up with Nu Skin as a Brand Affiliate and can purchase Products at the Member Price, sell Products, and sign-up Customers and Brand Affiliates. The term Brand Affiliate can also be used as a general reference to all 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 Affiliates are not Customers.

Brand Affiliate Account: The account created when you register as a Brand Affiliate with Nu Skin. When you create a Brand Affiliate Account, you are assigned a Brand Affiliate ID.

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

Brand Representative: A Brand Affiliate who has successfully completed Brand Representative Qualification and who has not lost their Brand Representative status. 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 one, two, or three 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 four of a month, your Brand Representative Advancement Date will be the first day of the following month. See Addendum A.

Brand Representative Qualification: The process to become a Brand Representative. See Section 3.1.

Brand Representative Qualification Period: A one-, two-, or three-month period that starts the calendar month in which you submit your Letter of Intent. See Section 3.1.

Brand Representative Qualification Requirements: During your Brand Representative Qualification Period you must submit a Letter of Intent and qualify as described in Section 3.1.

Building Bonus: A Bonus that pays 10–25% of the Commissionable Sales Value on the Group Sales Volume of Products purchased through Nu Skin Systems by Brand Affiliates and Customers in your Group as described in Section 2.5.

Business Builder Position (BBP): A position placed on your G1. Your BBP is awarded to you after the first month you achieve the Title of Blue Diamond. See Addendum D.

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.

Commissionable Sales Value (CSV): A currency value that is set for each Product, used to calculate L1, L2, Building, and Leading Bonuses. Commissionable Sales Value is adjusted from time to time due to a variety of factors, including changes in pricing, currency fluctuations, promotions, and so on. Commissionable Sales Value is different from Sales Volume and generally does not equal the Sales Volume of a Product. Some Products may have zero Commissionable Sales Value. You can obtain information regarding the Commissionable Sales Value and other sales compensation-related information for each Product by signing into your nuskin.com account. Commissionable Sales Value is exchanged to your home market currency when selling Products in multiple markets.

Company: Nu Skin or “we”.

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.

Direct Sales Company: A company that is a member of the 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.

Drop Ship Orders: A Drop Ship Order is an order you place on your Brand Affiliate Account but designate as a sale to your Customer. To be eligible, a Drop Ship Order must be designated as such and sold to and shipped directly to your Customer by the Company at the time of purchase.

Flex Points: Flex Points are a Group Sales Volume substitute used to Maintain your status as a Brand Representative if you do not complete at least 2,000 Group Sales Volume in a month. Flex Points do not provide Sales Volume or Commissionable Sales Value, and no Bonus is paid on Flex Points. Flex Points have no monetary value and cannot ever be redeemed for cash. Flex Points do not expire, and you can accumulate up to a maximum of 3,000 Flex Points at any given time. However, you will forfeit any accumulated Flex Points if you lose your Brand Representative status. See Section 3.3.

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. 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 Members, Retail Customers, and Brand Affiliates, and (3) any of your Brand Affiliates' Members, Retail Customers, and Brand Affiliates, and so on, until the next Brand Representative. 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.

Group Sales Volume (GSV): The sum of Sales Volume from all Product purchases within 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. See Section 2.6.

Leadership Team Sales Volume (LTSV): The sum of all Sales Volume from a given Leadership Team. See Section 2.6.

Leading Bonus: A Bonus paid monthly if you are a Gold or higher Title, based on the Commissionable Sales Value of the Sales Volume generated by your Team. See Section 2.6.

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.

Level: Your Group is organized by Levels. Your L1 Customers and Brand Affiliates are Customers and Brand Affiliates in the first Level of your Group. Your L2 Customers and Brand Affiliates are Customers and Brand Affiliates in the second Level of your Group. Your Group does not include Brand Representatives or their Groups.

Level 1 (L1) Bonus: A Bonus that pays 5% of the Commissionable Sales Value on the L1 Sales Volume of Products purchased through Nu Skin Systems by Brand Affiliates and Customers, as described in Section 2.2.

Level 1 Sales Volume (L1 SV): The sum of all Product Sales Volume from purchases by your L1 Customers and Brand Affiliates and from your eligible Drop Ship Orders.

Level 2 (L2) Bonus: A Bonus that pays 5% of the Commissionable Sales Value on the L2 Sales Volume of Products purchased through Nu Skin Systems by Brand Affiliates and Customers, as described in Section 2.3.

Level 2 Sales Volume (L2 SV): The sum of all Product Sales Volume from purchases by your L2 and eligible Drop Ship Orders of your Personally Registered L1 Brand Affiliates.

Maintenance (also Maintain or Maintaining): The requirement to achieve at least 2,000 Group Sales Volume in a month to keep your Brand Representative status and be eligible to be paid Double L1 and L2, Building, and Leading Bonuses. To Maintain your Brand Representative status, Flex Points may also be used to substitute up to 1,500 missing Group Sales Volume. However, if you use any Flex Points to Maintain your Brand Representative status, you will not be eligible to earn a Double L1 or L2, Building, or Leading Bonus that month. See Section 3.2 and Addendum A.

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.

Member Price: The list price for Products for both Members and Brand Affiliates, excluding tax and shipping. The Member Price is set by the local market and may occasionally be adjusted for sales promotions and incentives.

Nu Skin: Nu Skin International, Inc. and its affiliates (excluding Rhyz, Inc. and its subsidiary entities).

Nu Skin Bonus Account: A digital account found in Nu Skin's digital tools (e.g., Nu Skin Stela app and nuskin.com) that reflects all your Bonuses, 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. You can transfer your total available balance, minus any government-mandated income taxes, from your Nu Skin Bonus Account to your designated financial institution account at any time. Transfers that you initiate do not have a minimum balance requirement. However, you are responsible for all fees associated with any transfer you

initiate. Service fees may be charged by the receiving financial institution and Nu Skin. Nu Skin automatically transfers your remaining Nu Skin Bonus Account balance free of charge at the conclusion of each weekly and monthly pay period. There are market-specific minimum balance requirements for automated transfers from Nu Skin.

Nu Skin Stela: A mobile application that provides information related to your Brand Affiliate Account, including your Product purchases, portions of your Sales Network, Bonuses, goal setting, reporting, recognition, and more. You can download Nu Skin Stela in your app store.

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 Nu Skin Prysm iO, Nu Skin Vera, Nu Skin Stela, nuskin.com, MySite, Personal Offer Tool, or any other Nu Skin approved platform.

Person: An individual or business entity. A "business entity" is any business entity such as a corporation, partnership, limited liability company, trust, or other form of business organization legally formed under the laws of the jurisdiction in which it was organized.

Personally Register: The act of registering a Person with Nu Skin. For example, when a Brand Affiliate or Member signs up with Nu Skin and lists you as the sponsor, or, when a Retail Customer signs up with Nu Skin and lists you as the seller at the time of a specific Product order, 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.

Presidential Director Business Builder Position (Presidential Director BBP): A position placed on the G1 of your BBP. Your Presidential Director BBP is awarded to you after the first month you achieve the Title of Presidential Director. See Addendum D.

Products: All goods and services offered by Nu Skin.

Restart: The process that gives former Gold or higher Titles the opportunity to reclaim their Sales Network (as if they had not lost their Brand Representative status). See Addendum C.

Retailing Bonus: The difference between (1) the price paid by your Retail Customer (excluding shipping costs and taxes) when they purchase Products directly from Nu Skin and (2) the Member Price. See Section 2.1.

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 purchase 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 Network: Your Sales Network consists of your Group, your Team, and the Groups and Teams of the Brand Representatives below you.

Sales Performance Plan: This Sales Performance Plan (also "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 Brand Affiliate who participates in this Plan.

Sales Volume (SV): A non-currency value set for each Product used to quantify Product sales, which is aggregated to measure eligibility for various performance benchmarks as well as Bonus percentage determination. Sales Volume is adjusted from time to time as the Company deems necessary. Sales Volume is different from Commissionable Sales Value. You can obtain information regarding the Sales Volume and other sales compensation-related information for each Product by signing into your nuskin.com account.

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 Leadership Teams and their Sales Volume. 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.

ADDITIONAL QUALIFICATION DETAILS

The following provides additional information related to Brand Representative Qualification, including important dates, Maintenance, Bonuses, and other details.

A.1 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.

EXAMPLE: If you complete Brand Representative Qualification the 4th week of May, your Brand Representative Advancement Date is June 1, and you must meet Maintenance requirements in June. If you complete Brand Representative Qualification the first week of June, your Brand Representative Advancement Date is June 8, and you must meet Maintenance requirements in July.

A.2 BONUSES AFTER ADVANCING TO BRAND REPRESENTATIVE

A. Double L1 and L2 Bonuses

You will earn Double L1 and Double L2 Bonuses on the CSV of your L1 and L2 Sales Volume achieved throughout the month of your Brand

Representative Advancement Date, provided you meet the requisite L1 Sales Volume and Group Sales Volume requirements. If you complete Brand Representative Qualification during week one of the month, your Brand Representative Advancement Date is the 8th, and you can begin earning Double L1 and L2 Bonuses based on the L1 and L2 Sales Volume you achieve in that same commission month. If you complete Brand Representative Qualification in week four of a month, your Brand Representative Advancement Date is the 1st of the next month, and you can begin earning Double L1 and L2 Bonuses based on the L1 and L2 Product Sales Volume achieved on or after the 1st of that next month, provided you also achieve 3,000 GSV and 500 L1 SV during that same month.

B. Building Bonus

You will earn Building Bonuses based on your Group Sales Volume achieved on or after your Brand Representative Advancement Date. If you complete Brand Representative Qualification during week one of the month, your Brand Representative Advancement Date is the 8th, and you can begin earning a Building Bonus based on the Group Sales Volume achieved on or after the 8th. If you complete Brand Representative Qualification in week four of a month, your Brand Representative Advancement Date is the 1st of the next month, and you can begin earning a Building Bonus based on the Group Sales Volume achieved on or after the 1st of that next month.

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

EXAMPLE: If you complete Brand Representative Qualification during the third week of May, your Brand Representative Advancement Date is May 22. Your Group Sales Volume through May 21 will count toward the Group Sales Volume of the next Brand Representative above you, but your Group Sales Volume on Product sales on May 22 through the end of May will contribute

to their Team Sales Volume and Leading Bonus instead. If you complete Brand Representative Qualification in the fourth week of May, your Brand Representative Advancement Date is June 1 and your Group Sales Volume in May will count toward the Group Sales Volume of the next Brand Representative above you for May. From June 1 forward, your Group Sales Volume will contribute to the Team Sales Volume and Leading Bonus of the next Brand Representative above you as long as you do not lose your Brand Representative status.

C. Leading Bonus

You are eligible to earn a Leading Bonus after your Brand Representative Advancement Date if you meet the appropriate Leading Bonus requirements.

EXAMPLE: If you complete Brand Representative Qualification during the first week of May, your Brand Representative Advancement Date is May 8 and you can begin earning Leading Bonus for May if you achieve 3,000 Group Sales Volume between your Brand Representative Advancement Date and the end of the month, as well as achieve the requirements of Gold or higher Title at the end of the month. If you complete Brand Representative Qualification during the fourth week of May, your Brand Representative Advancement Date is June 1, and you can begin earning a Leading Bonus in June if you meet the corresponding Leading Bonus requirements in June.

RETURN ADJUSTMENTS AND RECOVERY OF BONUSES

The Company has the right to adjust Bonuses paid to you as described in the Policies and Procedures, including adjustments based on the return of Products by you or others who were in your Group or Team at the time of purchase. The calculation and recovery of Bonus adjustments from Product returns will depend on the type of Bonus and when the Products are returned.

B.1 BONUS ADJUSTMENT CALCULATION

Your Bonuses will be adjusted for Product returns as follows:

A. Retailing Bonus

When your Retail Customers return Products, the Company will recover any Retailing Bonuses you received on those Products.

B. Level 1 and Level 2 Bonuses

If you are a Brand Affiliate, and your L1 or L2 Customers and Brand Affiliates return Products, the Company will recover any L1 and L2 Bonus you received on those Products. If your L1 Customers and Brand Affiliates return Products in the same month in which they were purchased, your L1 Sales Volume will be reduced by the amount of Sales Volume returned. Your eligibility to be paid L2 Bonuses in subsequent weeks may be removed due to the impact those returns have on your L1 Sales Volume. If Product returns from Products purchased in a prior month reduces your L1 Sales Volume below 500 achieved in that month, the Company will debit your L1 Sales Volume by the amount needed to reach the Bonus threshold that you were paid on. This debit will occur in the month after the Products were returned.

EXAMPLE: If you achieved 750 L1 Sales Volume in January and were paid a 5% L2 Bonus, but 400 Sales Volume of your January L1 Product sales were returned in March, you would have a negative 150 L1 Sales Volume balance at the start of April and you would not qualify to earn the 5% L2 Bonus in April unless you produce 650 L1 Sales Volume in April to make up for the negative balance and achieve the 500 L1 Sales Volume Bonus tier.

Double L1, Double L2, and Building Bonuses

When someone who was in your Group at the time of purchase returns Products, the Company will recover any Double L1, Double L2, and Building Bonuses you received on those Products.

If you are a Brand Representative, and someone in your Group returns Products in the same month in which they were purchased, your Group Sales Volume will be reduced by the amount of Sales Volume returned. If a Product return from Products purchased in a

prior month reduces your Group Sales Volume below a Bonus threshold that you achieved in that month, the Company will debit the appropriate Group Sales Volume the month after the Product was returned.

EXAMPLE: If you achieved 3,300 Group Sales Volume in January and were paid a 13% Building Bonus as well as Double L1 and L2 Bonuses, but 500 Sales Volume of your January Group Product sales were returned in March, you would have a negative 200 Group Sales Volume balance at the start of April and you would not qualify to earn the 13% Building Bonus and the Double L1 and L2 Bonuses in April unless you produce 3,200 Group Sales Volume in April to make up for the negative 200 balance and achieve the 3,000 Group Sales Volume Bonus tier.

C. Leading Bonus

When someone who was on your Team at the time of purchase returns Products, the Company will recover any Leading Bonus you received on those Products.

RESTART

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

C.1 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 Sales Network.

EXAMPLE: If you lose your Brand Representative status effective March 1, you have until the 4th week of August to complete Brand Representative Qualification to become a Brand Representative effective September 1 in order to reclaim your Sales Network.

C.2 BENEFITS OF RESTART

When you complete Restart within the required time frame, you:

- Become a Brand Representative again (reclaiming your Brand Representative Advancement Date);
- Become eligible to earn Double L1 and L2, Building, and Leading Bonuses;
- Reclaim your Sales Network (as if you had not lost your Brand Representative status); and
- Receive 1,000 Flex Points in your first month and 500 in your second month after completing Restart.

C.3 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 Sales Network (it moves up a Generation to the Brand Representatives above you). However, even if Restart is no longer available, you can begin Brand Representative Qualification again at any time and build a new Sales Network. If you become a new Brand Representative, you would once again be eligible to use Restart to reclaim your new Sales Network.

BLUE DIAMOND AND PRESIDENTIAL DIRECTOR BUSINESS BUILDER POSITIONS

As you build and lead your Team, you have the opportunity to become a Blue Diamond or a Presidential Director. The following chart shows how:

WHAT YOU DO	WHAT YOU EARN	
Achieve 3,000 Group Sales Volume each month and develop Leadership Teams	5% Leading Bonus Paid on your monthly Team Commissionable Sales Value	
LEADERSHIP TEAMS	TITLE	GENERATIONS PAID
6 1 of which must have $\geq 10,000$ LTSV, Plus 1 of which must have $\geq 20,000$ LTSV, Plus 1 of which must have $\geq 30,000$ LTSV	Blue Diamond	5% on your G1–G6 Plus an extra 5% on your Personally Registered G1 Unlock your BBP
6 1 of which must have $\geq 10,000$ LTSV, Plus 1 of which must have $\geq 20,000$ LTSV, Plus 1 of which must have $\geq 30,000$ LTSV, Plus 1 of which must have $\geq 40,000$ LTSV	Presidential Director	5% on your G1–G6 Plus an extra 5% on your Personally Registered G1 Unlock your Presidential Director BBP

The first month you are paid as a Blue Diamond, you will receive a Business Builder Position (BBP) on your G1 and the first month you are paid as a Presidential Director you will receive a Presidential Director Business Builder Position (Presidential Director BBP) on the G1 of your BBP (the G2 of your original Brand Affiliate Account). In any month that you are qualified to be paid as a Blue Diamond, your BBP will occupy a Generation in the Sales Network. In any month that you are qualified to be paid as a Presidential Director, your BBP and Presidential Director BBP will each occupy a Generation (G1 and G2, respectively) in the Sales Network.

A. Automatically Created

The BBP and Presidential Director BBP are automatically created during the Bonus calculation process for the month you meet the eligibility requirements above. You retain any BBP and Presidential Director BBP awarded to you unless you lose your status as a Brand Representative and do not complete Restart.

D.1 RELATIONSHIP BETWEEN A BBP, A PRESIDENTIAL DIRECTOR BBP, AND YOUR ORIGINAL BRAND AFFILIATE ACCOUNT

For purposes of your Brand Affiliate Agreement, your BBP and Presidential Director BBP are treated as part of your Brand Affiliate Account and may not be sold or transferred separately. As such, your BBP and Presidential Director BBP do not qualify for Brand Affiliate L1 and L2 Bonuses, but they do contribute towards Brand Representative Building Bonuses (Group Sales Volume).

A. Leadership Teams

Your BBP and Presidential Director BBP will not be considered Leadership Teams to your Brand Affiliate Account. The G1 Brand Representatives under your BBP and Presidential Director BBP function as Leadership Teams and may be compressed to meet Title requirements as outlined below.

For purposes of determining Leadership Team Sales Volume for you and the next Brand Representatives above you in a month, your BBP and Presidential Director BBP remain on your G1 and G2 respectively (unless you have lost your Brand Representative

status).

B. Group Sales Volume

You, your BBP, and your Presidential Director BBP each have their own Groups. For purposes of Maintaining your Brand Representative status and determining your Brand Representative Building Bonus and Leading Bonus eligibility, Group Sales Volume from your original Brand Affiliate Account, BBP, and Presidential Director BBP will be combined.

C. BBP and Presidential Director BBP Bonuses Based on Your Original Brand Affiliate Account Title and Brand Representative Status

BBP

For a month that your original Brand Affiliate Account is qualified to be paid as a Blue Diamond or Presidential Director, Bonuses on your BBP will be calculated as if it was a Blue Diamond. For any month that your original Brand Affiliate Account does not meet all requirements to qualify to be paid as a Blue Diamond, your BBP will be combined with your original Brand Affiliate Account and any Sales Network of your BBP will move up one Generation in your Sales Network and the Sales Networks of the Brand Representatives above you for that month.

Presidential Director BBP

For a month that your original Brand Affiliate Account meets all requirements to qualify to be paid as a Presidential Director, Bonuses on your Presidential Director BBP will be calculated as if it was a Blue Diamond. For any month that your Brand Affiliate Account does not meet all requirements to qualify to be paid as a Presidential Director, but does qualify to be paid as a Blue Diamond, your Presidential Director BBP will be combined with your BBP and any Sales Network of your Presidential Director BBP will move up one Generation in your Sales Network and in the Sales Networks of the Brand Representatives above you for that month.

For any month that your original Brand Affiliate Account does not qualify to be paid as a Blue Diamond, your BBP and your Presidential Director BBP will be combined with your original Brand Affiliate Account and any Sales Network of your BBP will move up one Generation and your Presidential Director BBP will move up two Generations in your Sales Network and in the Sales Networks of the Brand Representatives above you.

The following illustrates how the Leading Bonus is calculated on your original Brand Affiliate Account, BBP, and Presidential Director BBP. We assume that your original Brand Affiliate Account, BBP, and Presidential Director BBP collectively have at least 3,000 Group Sales Volume and are eligible to earn a 5% Leading Bonus.

- **Blue Diamond.** Your original Brand Affiliate Account and BBP can each earn 5% on their respective G1 to G6. This means that you can effectively earn 10% on the G1-G5 of your BBP. You can effectively earn 15% on the Group Sales Volume of Personally Registered G1 Brand Representatives of your BBP due to the additional 5% G1 Leading Bonus on Personally Registered G1 Brand Representatives.
- **Presidential Director.** Your original Brand Affiliate Account, BBP, and Presidential Director BBP can each earn 5% on their respective G1 to G6. This means that you can effectively earn 10% on the G1 to G5 of your BBP and on the G5 of your Presidential Director BBP, and 15% on the G1 to G4 of your Presidential Director BBP. You can effectively earn 20% on the Group Sales Volume of Personally Registered G1 Brand Representatives of your Presidential Director BBP due to the additional 5% G1 Leading Bonus on Personally Registered G1 Brand Representatives.

D. Movement Between Your Original Brand Affiliate Account, BBP, and Presidential Director BBP

- i. Leadership Teams cannot be moved from your original Brand Affiliate Account to a BBP or Presidential Director BBP except as provided below.
- ii. Automatic Movement by the Company:

a) Leadership Teams on your original Brand Affiliate Account

To qualify to be paid as a Presidential Director for a given commission period you must maintain a minimum of six Leadership Teams, one of which must have 10,000+ Leadership Team Sales Volume, one of which must have 20,000+ Leadership Team Sales Volume, one of which must have 30,000+ Leadership Team Sales Volume, and one of which must have 40,000+ Leadership Team Sales Volume.

- The minimum six Leadership Teams must be directly under your original Brand Affiliate Account.
- Three of the four 10,000+, 20,000+, 30,000+, and 40,000+ Leadership Team Sales Volume Leadership Teams must be directly under your original Brand Affiliate Account. The fourth may be under either your original Brand Affiliate Account or your BBP.

b) Movement to your original Brand Affiliate Account

If you fall below six Leadership Teams on your original Brand Affiliate Account, then the Company will automatically move Leadership Teams from your BBP and Presidential Director BBP to your original Brand Affiliate Account until there are at least six Leadership Teams on your original Brand Affiliate Account. This movement of Leadership Teams from your BBP or Presidential Director BBP to your original Brand Affiliate Account will be effective until the requisite number of Leadership Teams are replaced, as stipulated below. If your original Brand Affiliate Account does not qualify to be paid as a Blue Diamond (i.e., having six Leadership Teams, one of which must have 10,000+ Leadership Team Sales Volume, one of which must have 20,000+ Leadership Team Sales Volume, and one of which must have 30,000+ Leadership Team Sales Volume), then the Leadership Teams that are on your BBP and Presidential Director BBP will be evaluated and the Leadership Team(s) with the least amount of Leadership Team Sales Volume necessary to fill the Leadership Team(s) deficiency on your original Brand Affiliate Account will be moved to your original Brand Affiliate Account for the commission period being evaluated. Additionally, if you are missing one of the four Leadership Teams with 10,000+ Leadership Team Sales Volume, 20,000+ Leadership Team Sales Volume, 30,000+ Leadership Team Sales Volume, and 40,000+ Leadership Team Sales Volume between your original Brand Affiliate Account and your BBP, then any Leadership Teams that are on your Presidential Director BBP will be evaluated and the Leadership Team with the least amount of Leadership Team Sales Volume necessary to fill the Leadership Team deficiency on your original Brand Affiliate Account or your BBP will be moved to your BBP for the commission period being evaluated.

c) Movement Back to your BBP or Presidential Director BBP

If a Leadership Team from your BBP or Presidential Director BBP was automatically moved from your BBP or Presidential Director BBP due to having less than six Leadership Teams on your original Brand Affiliate Account, you can request to move these Leadership Teams back to your BBP or Presidential Director BBP following your replacement of the requisite Leadership Team(s) on your original Brand Affiliate Account. Your request must be made in writing to your Account Manager within six months following the month of the automatic move.

EXAMPLE: If a Leadership Team from your BBP or Presidential Director BBP was automatically moved to your original Brand Affiliate Account at the beginning of February based on your January sales performance, then the six-month period runs from February through July. In August (based on your July sales performance), if you have not (1) replaced the required Leadership Team(s) on your original Brand Affiliate Account, and (2) requested that the Leadership Team(s) be moved back to your BBP or Presidential Director BBP, then the Leadership Team will permanently remain on your original Brand Affiliate Account.

In accordance with Section 4.4, Nu Skin reserves the right to waive these BBP and Presidential BBP requirements for an appropriate period of time.

