

The 2024 Platinum Elite Program ( "Program" ) is intended to promote long-term, sustainable growth through sales to consumers. This program is governed by the following rules ( "Qualification Rules" ). These Qualification Rules apply to all of our markets except for our Mainland China business, which does not participate in Nu Skin' s Global Sales Performance Plan and operates under a different business model.

**2024年白金寰宇領袖計劃**

2024年白金寰宇領袖計劃(「計劃」)旨在通過向消費者銷售來推動長期可持續的成長，此項計劃受以下規則(「資格考核規則」)約束。這些資格考核規則適用於Nu Skin的所有市場，中國大陸市場除外，由於其商業模式有所不同，且不會參與Nu Skin 的全球銷售績效計劃，故以下資格考核規則不適用於中國大陸市場。

**QUALIFICATION RULES**

**資格考核規則**

**Qualification Period:** January 1, 2024–December 31, 2024

**考核期間:** 2024年1月1日至2024年12月31日

<p><b>Title</b> <b>名銜</b></p>	<p><b>Platinum Elite</b> <b>白金寰宇領袖</b></p>	<p><b>1–4 Star Platinum Elite</b> <b>1-4星白金寰宇領袖</b></p>
<p><b>Requirements</b> <b>考核規則</b></p>	<ol style="list-style-type: none"> <li>1. Qualify for the 2025 Team Elite Trip. 符合參與2025寰宇之旅的所有考核要求。</li> <li>2. Achieve at least 2,000,000 Organizational Sales Volume.* 團隊銷售業績*總和不少於2,000,000分。</li> <li>3. Achieve year-over-year Organizational Sales Volume growth.* 團隊銷售業績*相較2023年有增長。</li> <li>4. Develop one First-Time G1 Brand Representative† 培養一位首次達成的第一代品牌代表†</li> </ol>	<ol style="list-style-type: none"> <li>1. Achieve all Platinum Elite Requirements.達成白金寰宇領袖的所有考核要求。</li> <li>2. Achieve one incremental Leadership Team with at least 5,000 Leadership Team Sales Volume (December 2023 vs December 2024, see Incremental Leadership Team Chart on page 4) 與2023年12月的領導力團隊總數相比，2024年12月增加一個領導力團隊(領導力團隊銷售業績不少於5,000分)(要求詳見頁[4]下表所示)。</li> <li>3. Achieve the following year-over-year Organizational Sales Volume growth</li> </ol> <p>Maximum requirement is six Leadership Teams. 最多要求六個領導力團隊。</p>

	<p>5. Be paid as Team Elite January–March 2025.2025年1月-3月達成寰宇領袖。</p>	<p>compared to 2023*: 2024年團隊銷售業績相較2023年有如下增長*:</p> <ul style="list-style-type: none"> <li>• 1-Star: 500,000+</li> <li>• 2-Star: 1,000,000+</li> <li>• 3-Star: 1,500,000+</li> <li>• 4-Star: 2,000,000+</li> <li>• 1星白金寰宇領袖: 業績增長不少於500,000分</li> <li>• 2星白金寰宇領袖: 業績增長不少於1,000,000分</li> <li>• 3星白金寰宇領袖: 業績增長不少於1,500,000分</li> <li>• 4星白金寰宇領袖: 業績增長不少於2,000,000分</li> </ul>
<p><b>Benefits</b> <b>權益</b></p>	<ul style="list-style-type: none"> <li>• <b>Your share of a USD\$2,000,000 Platinum Elite Pool!</b> <b>您在美金2,000,000元的白金寰宇領袖獎金池中的分紅!</b> <ul style="list-style-type: none"> <li>○ Platinum Elite leaders can earn up to <b>four shares</b>—one share for every 100,000 year-over-year Organizational Sales Volume growth* you achieve in 2024. 白金寰宇領袖最多可以獲得<b>四份分紅</b>—2024年團隊銷售業績*相較2023年每增長100,000分可以獲得一份分紅。</li> <li>○ 1–4 Star Platinum Elite leaders can earn <b>unlimited shares</b>—one share for every 100,000 year-over-year Organizational Sales Volume growth*, plus bonus shares for the cumulative Platinum Elite stars you achieve in 2024. 1-4星白金寰宇領袖可以獲得的分紅份額無上限—2024年團隊銷售業績相較2023年<b>每</b>增長100,000分可以獲得一份分紅份額，加上您累計達成的白金寰宇領袖星級數總和的分紅份額。</li> </ul> </li> <li>• One extra day at the 2025 Team Elite Trip with an exclusive welcome activity. 在2025寰宇之旅中獲得額外一天行程，享受專屬歡迎活動。</li> <li>• Recognition at Global, Regional, and Market Events and the Wall of Fame.在全球，區域和當地市場的活動中以及名人牆的表彰。</li> <li>• Platinum Elite pin/insert. 白金寰宇領袖徽章。</li> </ul>	

<p><b>Platinum Powershot Pools</b> 白金寰宇領袖加碼獎金池</p>	<ul style="list-style-type: none"> <li>• Nu Skin will create a Quarterly Powershot Pool each quarter we achieve USD\$440,000,000 core quarterly revenue** in the remaining quarters of 2024. 如新將會在2024年餘下的每個達成了美金440,000,000元季度核心業績**的季度創造一個季度加碼獎金池。 <ul style="list-style-type: none"> <li>○ <b>Q2 Powershot Pool: USD\$2,000,000 第二季度加碼獎金池: 美金2,000,000元</b></li> <li>○ <b>Q3 Powershot Pool: USD\$2,000,000 第三季度加碼獎金池: 美金2,000,000元</b></li> <li>○ <b>Q4 Powershot Pool: USD\$2,000,000 第四季度加碼獎金池: 美金2,000,000元</b></li> <li>○ <b>That is up to USD\$6,000,000 in Powershots, and USD\$8,000,000 for the entire Platinum Elite Program! 加碼獎金池最高可達美金6,000,000元, 整個白金寰宇領袖計劃的獎金總額可達美金8,000,000元!</b></li> </ul> </li> <li>• To receive a share for any of the Quarterly Powershot Pools, you must develop at least one First-Time G1 Brand Representative† in the quarter the Powershot Pool is achieved. 要獲得任一季度的白金寰宇領袖加碼獎金池的分紅份額, 您必須在該達成了加碼獎金池的季度培養至少一位首次達成的第一代品牌代表†。</li> </ul>
--	---

\*For the purposes of these Qualification Rules, Organizational Sales Volume is the sum of the monthly Sales Volume from your Consumer Group, the Consumer Groups of your G1–G6 Brand Representatives, the G6 of your Business Builder Position, and the G6 of your Team Elite Business Builder Position, for each month in 2024. Annual Organizational Sales Volume is calculated by summing the Organizational Sales Volume for the 12 calendar months of 2024. Important: For all Organizational Sales growth requirements, as well as all share determination requirements, you may count a maximum of 1,000,000 Organizational Sales Volume growth from each of your Leadership Teams (you can receive a maximum of 10 shares from each of your Leadership Team).

\*於本資格考核規則, 團隊銷售業績是指您的客戶小組, 您G1-G6品牌代表的客戶小組, 您BBP帳戶G6品牌代表的小組, 以及您寰宇領袖BBP帳戶G6品牌代表的小組在2024年各月份的銷售業績總和。年度團隊銷售業績是根據2024年12個曆月團隊銷售業績的總和計算得到。 **重要提示: 針對所有團隊銷售業績成長的要求, 以及所有確定分紅份額的要求, 您可從您每個領導力團隊計入最多1,000,000分的團隊銷售業績增長 (您可以從您的每個領導力團隊獲得最多10個分紅份額)。**

\*\*Nu Skin core quarterly revenue is defined as revenue from the company’ s Nu Skin segments, as determined under generally accepted accounting principles in the United States of America. It excludes revenue from Rhyz entities. Bonus Pool increases will be assessed on a per-quarter basis only and are not dependent on nor necessarily additive to any other quarterly results. If the USD\$440,000,000 core quarterly revenue is not achieved for one or more of the quarters, but the average revenue across Q2, Q3 and Q4 2024 is at least USD\$440,000,000, the Platinum Powershot Pool amount for the missed quarter(s) will be granted. Quarterly Powershot Pool achievements will be announced after Nu Skin’ s quarterly earnings are released.

\*\*如新季度核心業績的定義是根據美國公認的會計原則確定, 來自公司的如新業務部分的業績, 並不包括Rhyz entities的業績。獎金池的提高將僅依照當季度的業績評估, 不依賴於其他季度的結果, 也不會與其他季度的結果加總。如果在一個或更多季度未能達成美金440,000,000

元的季度核心業績，但是2024年第二，第三和第四季度的平均業績達成至少美金440,000,000元，未能達成目標季度的白金寰宇領袖加碼獎金池金額將會被認可。如新季度財報發佈後會公告季度加碼獎金池是否達成。

\*A First-Time G1 Brand Representative is a Brand Affiliate in your Consumer Group who qualifies as a Brand Representative (and maintains their first full month as a paid Brand Representative with at least 2,000 Consumer Group Sales Volume) for the first time since signing up with the Company and is on your G1. Credit will be given to the quarter of the Brand Representative Promotion Date.

首次達成的第一代品牌代表是指您客戶小組中的一個品牌專員，從他/她加入公司後首次達成品牌代表（並在其首個完整月維持品牌代表名銜且達成至少2,000分客戶小組銷售業績），同時也是您的第一代。季度歸屬將依照品牌代表晉升日來判定。

<b>INCREMENTAL LEADERSHIP TEAM CHART</b> 增加領導力團隊對照表	
On December 31, 2023 2023年12月31日的領導力團隊	On December 31, 2024 2024年12月31日的領導力團隊
(a) Less than four Leadership Teams 少於4個領導力團隊	Four Leadership Teams  1 with $\geq 10,000+$ LTSV 1 with $\geq 20,000 +$ LTSV 1 with $\geq 30,000+$ LTSV 1 with $\geq 40,000+$ LTSV  4個領導力團隊： 1個領導力團隊銷售業績不少於10,000分的領導力團隊 1個領導力團隊銷售業績不少於20,000分的領導力團隊 1個領導力團隊銷售業績不少於30,000分的領導力團隊 1個領導力團隊銷售業績不少於40,000分的領導力團隊
(b) Four Leadership Teams 4個領導力團隊	Five Leadership Teams: Four with the LTSV requirements in (a) above 1 with $\geq 5,000+$ LTSV  5個領導力團隊： 4個領導力團隊銷售業績如以上(a)要求的領導力團隊 1個領導力團隊銷售業績不少於5,000分的領導力團隊
(c) Five or more Leadership Teams	Six Leadership Teams: Four with the LTSV requirements in (a) above

5個或以上領導力團隊	<p>2 with <math>\geq 5,000 + \text{LTSV}</math></p> <p>6個領導力團隊:</p> <p>4個領導力團隊銷售業績如以上(a)要求的領導力團隊</p> <p>2個領導力團隊銷售業績不少於5,000分的領導力團隊</p>
------------	--

## TERMS AND CONDITIONS

### 條款和條件

You acknowledge and agree that your participation in the Platinum Elite Program constitutes your full and unconditional agreement to and acceptance of the Qualification Rules, including these terms and conditions.

您確認及同意，您參加白金寰宇領袖計劃，即表示您無條件地完全同意並接受資格考核規則，包括以下條款和條件。

1. Any Brand Affiliate in good standing is eligible to attempt to qualify under this Platinum Elite Program. Any Brand Affiliate who violates the terms and conditions of their Brand Affiliate Agreement, the Policies and Procedures, the Nu Skin Sales Performance Plan, (collectively, the "Governing Documents" ), or these Qualification Rules may be deemed ineligible. Eligibility for all Platinum Elite benefits is based on meeting all requirements of the Governing Documents, including all monthly customer sales requirements. As a condition to participate in any trip or benefit, you must agree to be bound by the Governing Documents, as in effect.

任何信譽良好的品牌專員均可考核本白金寰宇領袖計劃。任何品牌專員違反任何品牌專員協議書、政策與程序、如新公司銷售績效計劃（統稱「管理文件」）或這些資格考核規則，則他們將不符合參加資格。所有白金寰宇領袖權益的資格是基於達到管理文件的所有要求，包括每月的顧客銷售要求。作為參加任何旅遊或權益的條件，您必須同意被管理文件所約束。

2. Only those Brand Affiliates that achieve the qualification requirements as set forth in these Qualification Rules (the "Participants" ) will be eligible to receive the indicated benefits. The Company reserves the right to audit and assess the validity of a Participant' s Brand Affiliate Account and their related sales volume. Any Participant' s Brand Affiliate Account that was established in violation of the requirements set forth in the Governing Documents will be considered invalid and may result in disciplinary action. It is strictly prohibited for Brand Affiliates to use false identification numbers, false names, or false accounts; to buy additional product to maintain or achieve a title; to use any other form of manipulation that violates applicable legal provisions, the terms and conditions of the Governing Documents, or their spirit and intent; or to encourage others to perform any prohibited action.

僅達成如前所述的資格考核規則中的考核要求的品牌專員（「參與者」）才有資格獲得相關權益。公司保留查核和評估參與者的品牌專員帳戶有效性及其相關銷售業績的權利。任何違反管理文件要求而建立的品牌專員帳號將被視為無效，且可能導致紀律處分。以下品牌專員行為是被嚴格禁止的：使用虛假的身份證號碼、名字或帳號；通過購買過量的產品去維持或達到某一名銜；或使用任何其他違反適用的法律規定、管理文件的條款和條件，或違背其精神和意圖的操縱方式；或鼓勵他人採取任何被禁止的行為。

3. The Company reserves the right to (i) modify or terminate the Platinum Elite Program or (ii) modify the Qualification Rules at any time, at the Company' s sole discretion.

公司保留以下權利：公司可自行決定(i)修改或終止白金寰宇領袖計劃；或(ii)隨時修改資格考核規則。

4. In the event the Company determines that any violation of the Governing Documents or Qualification Rules has occurred, the Company may, at its discretion, deny recognition or benefits (or recoup already provided benefits), take any

actions provided under the Governing Documents and applicable laws, and seek to recover any expenditures or other costs associated with the Platinum Elite benefits, or any other costs incurred by the Company as a result of the violation, including withholding future sales compensation.

如果公司認定有任何違反管理文件或資格考核規則的情形，公司可以自行決定拒絕表揚或給予利益（或收回已經提供的利益），或採取一切管理文件和適用的法律中規定的措施，並追償基於違規所產生的與白金寰宇領袖活動相關的費用或開支，以及公司遭受的其它損失，措施包括扣留未來的銷售獎金。

5. Any Leadership Teams under your Business Builder Position and Team Elite Business Builder Position will count as your Leadership Teams.

您第二事業帳戶及寰宇領袖第二事業帳戶下的任何領導力團隊都將算作您的領導力團隊。

6. The meaning of capitalized terms not defined in these Qualification Rules may be found in your Governing Documents. For the purposes of these Qualification Rules, "Company" refers to Nu Skin International, Inc., and its affiliates.

在本資格考核規則中未有定義的術語(粗體字)，可參考您的管理文件。就本資格考核規則而言，「公司」指Nu Skin International, Inc.及其關聯公司。

7. The Company also reserves the right to modify any of the benefits outlined or substitute other benefits for those identified at any time and in its sole discretion.

公司同時保留在任何時候修改任何已提述的權益或用其他權益代替已確定的權益的權利。

8. You cannot transfer or sell any part of the qualification for participation, and you agree to indemnify, defend, and hold harmless the Company, its agents, officers, directors, and employees from any and all third-party claims, actions, losses, damages, liabilities, judgments, grants, costs and expenses (including attorneys' fees) arising from any breach of the Terms and Conditions, the Governing Documents, or the Qualification Rules.

您不能轉讓或出售參與資格的任何部分，並且您同意賠償、維護及保障公司、其代理商、管理人員、董事和僱員，使他們免受因違反條款和條件，管理文件或本考核規則而由任何及所有第三方提出的索償、訴訟、損失、損害賠償，責任，判決，補助，費用和支出（包括律師費）。

9. In the event that Nu Skin determines, in its sole discretion, that it is not practical to proceed with the Team Elite Trip for any reason (including, without limitation, pandemics, travel restrictions, safety concerns, weather conditions or any other condition or event), Nu Skin may cancel the trip. In such event, Nu Skin shall have no liability to you for such cancellation. Nu Skin shall not be liable, and will not reimburse, any costs or expenses or liabilities incurred by you in connection with the planned trip, including any cancellation fees, travel costs, etc. Nu Skin's only obligation will be to use its best efforts to offer a replacement gift or trip, which shall not exceed the estimated per Participant cost of the original trip, minus any event planning costs, cancellation fees, taxes, and other expenses incurred in connection with the planned original trip or its cancellation.

如果如新單方面考慮到以下因素（包括但不限於流行病、旅遊限制、安全考慮、天氣狀況或其他情況或事件），繼續舉辦寰宇之旅並不可行時，如新可取消行程。這種情況下，如新對取消寰宇之旅無須承擔任何責任，也不會對您因參與寰宇之旅所引起的任何相關費用、支出或責任，包括任何取消費用，旅行費用等作出任何賠償。如新唯一的義務是盡力為您提供替代的禮物或旅行，但不會超過每名參與者本來所參加的旅程的平均估計費用並扣除與原計畫旅程或取消旅程相關的任何活動籌劃費用、取消費用、稅金和其他費用。

10. You can only qualify as a Platinum Elite using Velocity Title Determination. Exceptions may be approved by the company in its sole discretion.

您只能根據獎勵提速計劃名銜要求獲得白金寰宇領袖資格。公司可自行決定批准例外情況。

11. If there is any conflict or inconsistency between the English version and Chinese translation version, the English version shall prevail.

如中英文版本有任何差異, 以英文版為準。