



2023 SE ASIA BRAND AFFILIATE SALES COMPENSATION SUMMARY

Nu Skin Enterprises, Inc. (together with its affiliates, the “Company”) is a global direct selling company that currently operates in almost 50 markets and sells its products through a network of Independent Brand Affiliates. In SE Asia, the Company operates in 7 markets¹.

The purpose of this document is to provide accurate and straightforward information regarding sales compensation paid to Brand Affiliates by the Company. The table below sets forth detailed information concerning sales compensation paid to Brand Affiliates registered in SE ASIA markets in 2023².

Generating sales compensation as a Brand Affiliate requires considerable time, effort, and commitment. This is not a get rich quick program and there are no guarantees of financial success.

2023 Brand Affiliate Sales Compensation in SE ASIA (all amounts in USD)

Title	Monthly Average Sales Compensation, before expenses ³	Average Percentage of Active Brand Affiliates	Average Percent- age of Brand Representative and above level Brand Affiliates
Active Brand Affiliate Earning a payment (Non-Brand Representative)	\$ 24	8.96%	n/a
Qualifying Brand Representative	\$ 112	1.85%	n/a
Brand Representative	\$ 470	2.46%	53.26%
Brand Partner	\$ 739	0.77%	16.71%
Senior Brand Partner	\$ 1,258	0.64%	13.91%
Executive Brand Partner	\$ 1,690	0.26%	5.66%
Brand Director	\$ 3,213	0.30%	6.49%
Senior Brand Director	\$ 6,391	0.10%	2.09%
Executive Brand Director	\$ 20,917	0.09%	1.88%

The average number of active Brand Affiliates⁴ each month in SE ASIA was 112,770. On a monthly basis, an average of approximately 17,402 Brand Affiliates, or 15.4% of the active Brand Affiliates in SE ASIA earned a commission payment.

The SE ASIA Brand Affiliate Compensation Summary may not accurately reflect market specific results within the SE ASIA region¹. For more information on the Sales Compensation Plan, please contact your Local Account Managers. The Sales Compensation Plan is available online [here](#).

¹ Singapore, Malaysia, Brunei, Philippines, Indonesia, Thailand, Vietnam.

² The table only includes Brand Affiliates who qualify to receive commissions. Brand Affiliates who only purchase products for personal use do not qualify to receive commissions and hence, they are not included in the table.

³ Note that these figures do not represent a Brand Affiliate’s profit, as they do not consider expenses incurred by a Brand Affiliate in the promotion of his/her business and they do not include retail markup income. Common expenses may include, but are not limited to, travel, office supplies, license fees, insurance premiums, and legal or accounting fees.

⁴ An “active” Brand Affiliate is defined as any Brand Affiliate who either made a personal purchase, sponsored another account, or received a Sharing Bonus during the most recent three-month period.