

Europe and Africa Success Trip September 2025 Qualification Terms and Conditions

Please carefully read the following Terms and Conditions which govern the qualification for the September 2025 Europe and Africa Success Trip. The actual (participation in and attendance of) the September 2025 Europe and Africa Success Trip will be governed separately by the Participation Terms and Conditions which will be shared with all Success Trip Qualifiers (as defined below) at the latest at the same time as the notification mentioned in section 7.

Acceptance of the Terms and Conditions

1. As you try to qualify for the September 2025 Europe and Africa Success Trip (the “**Success Trip**”), you fully and unconditionally acknowledge and accept these Terms and Conditions.

Organiser

2. The Success Trip, including the qualification process, is organised by NSE Products Europe BV, having its registered seat at Leonardo Da Vincilaan 9 (Building Elsinore), 1930 Zaventem, Belgium (hereinafter “**Nu Skin**”).

Qualification Period

3. The qualification period for the Success Trip runs from 01 January 2025 to 31 July 2025 (the “**Success Trip Qualification Period**”).

Eligibility

4. Qualification to the Success Trip is open to all Brand Affiliates who:
 - a. legally reside and are registered with Nu Skin in: Austria, Belgium, Czech Republic, Denmark, Finland, France, Germany, Hungary, Iceland, Ireland, Italy, Luxembourg, the Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Spain, Sweden, Switzerland, South Africa or the United Kingdom; and
 - b. comply with these Terms and Conditions and with the Brand Affiliate Agreement, the Policies and Procedures, and the Sales Performance Plan
(Each eligible Brand Affiliate referred to as “**Sales leader**” or “**You**” or “**Participant**”).

Qualification Criteria

5. To qualify for the September 2025 Success Trip, You have to meet the conditions set out below (“**Success Trip Qualification Criteria**”).

Your baseline title (“**Baseline**”) for the September 2025 Success Trip is determined:

- By the Title that allowed You to qualify for the Taghazout 2024 Success Trip; or if You did

not qualify for that trip, by the Title that allowed You to qualify for the Mykonos 2023 Success Trip; or if You did not qualify for either of the aforementioned trips, by the Title that allowed You to qualify for the Mauritius 2022 Success Trip; or

- If You did not qualify for any of the above mentioned Success Trips, by the highest “paid as” Title maintained by You for any four (4) calendar months in 2019; or
- If You did not qualify for any of the above mentioned Success Trips and only became a Brand Affiliate after September 2019, your Baseline is “Brand Representative”.

SUCCESS TRIP QUALIFICATION CRITERIA ¹	
TARGET TITLE: RUBY PARTNER TO BLUE DIAMOND DIRECTOR ²	
✓	Be paid in accordance with a Title which is 1 level up from Your Baseline and as a minimum as Ruby Partner (“ Target Title ” ³), for a minimum of four (4) calendar months during the Success Trip Qualification Period including June 2025 (mandatory month)
✓	Have a minimum of 8 (eight) Building Blocks (Jan-Feb 2025)/4000 GSV including 250 DCSV (Mar-Jul 2025) every calendar month in the four (4) qualifying months of the Success Trip Qualification Period, including June 2025 (mandatory month);
✓	Ensure you have the required number of Qualified G1 Brand Representatives (Jan-Feb 2025)/Leadership Teams (Mar-Jul 2025) ⁴ for your Target Title in the four (4) qualifying months of the Success Trip Qualification Period, including June 2025 (mandatory month);
AND	

¹ The Velocity by Nu Skin Sales Performance Plan is replaced by the enhanced Sales Performance Plan as from March 1, 2025. The Success Trip Qualification Criteria will follow the requirements of the then applicable sales performance plan. For more details, please check the email notification sent to all Brand Affiliates in Europe & Africa on January 29, 2025, and visit www.nuskin.com.

Exception: If Your **Target Title** is **Ruby Partner** and:

1. You achieved this Title and started qualifying for the Success Trip prior to March 1, 2025, You can choose to continue and finish Your qualification for the Success Trip from March 2025 onwards either based on the Title requirements of the Velocity by Nu Skin Sales Performance Plan or the enhanced Sales Performance Plan; **or**
2. You start your qualification for the Success Trip from March 2025 onwards, You can choose to qualify for the Success Trip either based on the Title requirements of the Velocity by Nu Skin Sales Performance Plan or the enhanced Sales Performance Plan.

² For being recognized as a Blue Diamond Director, you are required to maintain this Title and be paid as Blue Diamond Director for 2 (two) consecutive calendar months. These 2 (two) calendars months shall be included in the 4 (four) months qualification months.

³ Your Target Title for purposes of the Success Trip Qualification Criteria will not change, even if You achieve a higher Title during the Success Trip Qualification Period

⁴ A Qualified G1 Brand Representative (Jan-Feb 2025)/Leadership Team (Mar-Jul 2025) is (1) a G1 Brand Representative meeting Brand Representative Maintenance requirements (including a Brand Representative using Flex Blocks (Jan-Feb 2025)/Flex Pains (Mar-Jul 2025)) or (2) a demoting G1 Brand Representative (a Brand Representative who has failed to meet Brand Representative Maintenance requirements during the calendar month) who has a Brand Representative in their G1-G6 organization, including a Brand Representative using Flex Blocks (Jan-Feb 2025)/Flex Pains (Mar-Jul 2025).

- ✓ Over the same four (4) calendar months during which You are paid as Your Target Title (or higher Title) during the Success Trip Qualification Period achieve a minimum Organisational Sales Volume (“OSV”)⁵ of:
 - 60,000 for Ruby Partners
 - 150,000 for Emerald Directors
 - 250,000 for Diamond Directors
 - 500,000 for Blue Diamond Directors

TARGET TITLE: TEAM ELITE

If You have qualified as a Team Elite based on the 2025 Team Elite trip qualification rules⁶:

- ✓ have at least 5 Brand Affiliates in your G1-G6 qualified for the Success Trip encumbered⁷; AND
- ✓ Ensure you have at least six (6) **Qualified G1 Brand Representatives (Jan-Feb 2025)/Leadership Teams (Mar-Jul2025)** in any four (4) months of the Success Trip Qualification Period, including June 2025 (mandatory month).

If You did not qualify as a Team Elite based the 2025 Team Elite trip qualification rules:

- ✓ Meet the Team Elite qualification requirements between January and July 2025; AND
- ✓ Ensure you have the required number of **Qualified G1 Brand Representatives (Jan-Feb 2025)/Leadership Teams (Mar-Jul 2025)** for your Target Title during six (6) months within the Success Trip Qualification Period; AND
- ✓ have at least 5 Brand Affiliates in your G1-G6 qualified for the Success Trip encumbered

⁵ Organizational Sales Volume or OSV 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.

⁶ To check the full Qualification Rules of the Team Elite Program please visit My Workspace/Build/Programs/Trips at www.nuskin.com.

⁷ Encumbered means each Success Trip qualified Brand Affiliate may only count toward this requirement for one upline Team Elite account. A Success Trip Qualified Brand Affiliate on your G2 can only count toward your Team Elite Success Trip qualification if said G2 account does not count to a Team Elite account on your G1. If a Team Elite achieves less than 5 encumbered Success Trip qualified Brand Affiliates by the end of the Success Trip qualification period, those Success Trip qualified Brand Affiliates roll up to the next Team Elite in the line for Success Trip qualification purpose.

Announcement of Success Trip Qualifiers

6. All Sales Leaders who have fulfilled the Success Trip Qualification Criteria will be reviewed by the Success Trip Approval and Verification Committee.
7. The Brand Affiliate Accounts who have qualified to participate in the Success Trip (the “**Success Trip Qualifiers**”):
 - a. by 30 June 2025 will be notified by email at the latest by 18 July 2025 and requested to confirm their participation to the Success Trip at the latest by 31 July 2025; and
 - b. by 31 July 2025 will be notified by email at the latest by 7 August 2025 and requested to confirm their participation to the Success Trip at the latest by 14 August 2025.
8. If there are more Success Trip Qualifiers than the number of places available for the Success Trip, priority will be given to those Success Trip Qualifiers who have met the Success Trip Qualification Criteria first.

Restriction on participation in the Success Trip

9. Participation in the Success Trip is not redeemable for money and cannot be transferred.
10. Participation in the Success Trip will be limited to a maximum of two (2) persons per Brand Affiliate Account (limited to Brand Affiliates and Participants named on the Success Trip Qualifier’s Brand Affiliate Account). Where there is only one (1) person in a Brand Affiliate Account, that Brand Affiliate may either invite (i) a guest provided that such guest was not registered as a Brand Affiliate during the entire Success Trip Qualification Period and is not until the Success Trip begins, or (ii) a significant other (i.e., spouse, co-habitant, parent, child or sibling), who may also be a Brand Affiliate of any Title.

Disqualification

11. Nu Skin reserves the right to withhold final approval on all rewards pending verification of compliance to these Terms and Conditions, the Brand Affiliate Agreement, the Policies and Procedures and the Sales Performance Plan. Success Trip Qualifiers must be Brand Representatives in good standing with Nu Skin at all times.
12. Any manipulation of the Sales Performance Plan, as determined in the sole discretion of Nu Skin, will disqualify any Success Trip Qualifier or Participant.
13. In the event that any violation or manipulation becomes known after the Success Trip has taken place, Nu Skin reserves the right to deduct the costs of Success Trip from future Bonus payments owed to the disqualified Brand Affiliate, without prejudice to any other remedies available under the Brand Affiliate Agreement, the Policies and Procedures or the Sales Performance Plan.

Cancellation and replacement of the Success Trip

14. Nu Skin reserves the right to change, postpone, cancel and/or replace the Success Trip at any time and for any reason, including but not limited to a Force Majeure Event (as defined below).

15. Should Nu Skin cancel the Success Trip due to any reason other than a Force Majeure Event, a replacement award or trip will be provided, valued approximately the same as the original Success Trip, minus any event planning costs, cancellation fees, taxes, and other expenses incurred by cancelling the original Success Trip. Should Nu Skin cancel the Success Trip due to any Force Majeure Event, a replacement award or trip may be provided at Nu Skin's sole discretion, valued approximately the same as the original Success Trip, minus any event planning costs, cancellation fees, taxes, and other expenses incurred by cancelling the original Success Trip. In case a replacement award or trip is provided these Terms and Conditions will remain applicable *mutatis mutandis*. All payments made by Nu Skin concerning the present clause would occur to the bank account as registered with Nu Skin for the Brand Affiliate Account.

Liability

16. **Participants and Success Trip Qualifiers participate voluntarily and at their own risk. Participants and Success Trip Qualifiers release and will hold harmless Nu Skin and its affiliates, directors, officers, employees, and agents from any and all liability for any injuries, loss or damage of any kind arising from or in connection with the qualification for or participation in the Success Trip, including but not limited to any claims, damages or losses related to COVID-19.**
17. All tickets, vouchers, coupons, and all arrangements for transport, conveyance, or for accommodations are made by Nu Skin only as an agent for the Success Trip Qualifiers and their guests and upon the express condition that Nu Skin shall not be liable or responsible for any direct, consequential, or incidental damage arising in connection therewith.
18. Without limiting the foregoing, Nu Skin shall not be responsible or liable for any failure to perform, or any damages, losses or expenses due to a change, postponement, cancellation or replacement of the Success Trip, or any delay or changes in schedule or accommodation, caused by the default of any third parties, sickness, pandemics (including but not limited to COVID-19), compliance with any governmental regulations, prohibitions, limitations, health and safety measures affecting the availability, opening hours, program schedule, community gatherings, weather, strikes, acts of terrorism, war, quarantine, criminal activity, or any other cause beyond Nu Skin's control (a "**Force Majeure Event**").

Payments

19. All payments, refunds, and reimbursements to be made by Nu Skin to a Brand Affiliate in connection with the Success Trip and/or the present Terms and Conditions, if any, will be via wire transfer to the bank account registered with Nu Skin for Bonus payments to the concerned Brand Affiliate Account.

Travel Authorizations and Formalities

20. It will be Your sole responsibility to obtain and bear the cost for all required travel authorizations,

passports, visas, health tests, inoculations or vaccinations (including, but not limited to the Covid-19 vaccination), vaccination certificates, as well as to comply with and bear the cost for any other mandatory travel formalities imposed by the authorities of Your resident country, the Success Trip destination country or any transit country effective at the time of Your travelling. Nu Skin will not provide any reimbursement or compensation in case You are prevented from traveling and joining the Success Trip due to failure to comply with the foregoing.

Governing Law and Mandatory Private Arbitration

21. The laws of the State of Utah, USA shall govern these Terms and Conditions.
22. Any disputes with regard to the qualification for the Success Trip and these Terms and Conditions, including but not limited to, an alleged breach of these Terms and Conditions, shall be resolved through the dispute resolution process described in the Nu Skin Policies and Procedures. This express process includes final and binding arbitration requirements set forth in Chapters 6 and 7 of the Policies and Procedures. The arbitration will be heard by a single arbitrator and shall take place in Salt Lake City, Utah, USA. The arbitrator shall be selected by the parties to the dispute, and the arbitration will be conducted in accordance with the Utah Uniform Arbitration Act. The process will be conducted in English, but at the request and expense of the requesting Brand Affiliate, documents and testimonies will be translated into the requesting Brand Affiliate's preferred language. The decision and award of the arbitrator shall be final and binding and may be confirmed in a court of competent jurisdiction. The prevailing party in any such arbitration shall be entitled to recover reasonable attorney's fees and costs incurred in connection therewith.

Miscellaneous

23. To qualify for any Title, you must meet all requirements of the Sales Performance Plan, including retail sales. There are no Bonuses paid for recruiting. All Bonuses are paid only when qualifying products are sold.
24. **You may not buy or encourage others to buy large volumes of products to qualify for rewards under this Success Trip, unless you can establish that you are reselling products in excess of the amount of product that is reasonable for personal consumption.**
25. All capitalised terms used but not defined herein shall have the meanings set forth in the Brand Affiliate Agreement, the Sales Performance Plan and the Policies and Procedures.
26. Nu Skin reserves the right to interpret these Terms and Conditions, including the Incentive Success Trip Qualification Criteria, at its sole discretion and all decisions shall be final.
27. If any provision of these Terms and Conditions is held by any court to be unlawful, void, or unenforceable that shall not affect any of the other provisions herein, the remainder of which shall continue to be binding.
28. Qualification for the Success Trip is subject to all applicable laws and regulations and will be void where prohibited by law.

29. Your attention is drawn specifically to the fact that (part of) the value of the Success Trip is likely to be considered as a benefit in kind ("**BiK**"), i.e., taxable income to the Success Trip Qualifiers. **All taxes are the sole responsibility of the Success Trip Qualifiers who receive them.** Therefore, Nu Skin advises each Success Trip Qualifier to seek advice from his/her tax consultant to determine when and how to declare the BiK to the tax authorities. The value of the Success Trip, including flights and on-ground programme, is estimated at two thousand five hundred US Dollars (USD 2,500) per person. Nu Skin shall not be responsible for the payment of any taxes, fines or penalties incurred by the Success Trip Qualifiers for either participating to the Success Trip and/or failing to properly file their tax returns. Please note that Nu Skin has the legal obligation to report the total BiK per person per year to the tax authorities which can/will use this information as a control instrument. The value of the Success Trip is only given for tax purposes and cannot be used for promotional or marketing purposes by the Success Trip Qualifier and/or his/her guest.

As you try to qualify for the Success Trip, remember that the primary purpose of your business and Nu Skin is to sell high quality products to customers. As part of this process, you may sponsor other Brand Affiliates in the business to build your sales organisation and train them how to retail products. However, the recruitment of other Brand Affiliates is not your primary focus, but rather an integral part of your fundamental obligation to sell products and increase the sales of products to retail customers by your downline organisation.