

SELL 5, GET 1 TO THRIVE INCENTIVE

EUROPE & AFRICA

TERMS AND CONDITIONS

Organiser

1. The Sell 5, Get 1 To Thrive Incentive (the “**Incentive**”) is a temporary incentive organised by Nu Skin International Inc., having its registered offices located at 75 West Center Street, Provo, UT 84601, USA (hereinafter “**Nu Skin**”).

Acceptance of the Terms and Conditions

2. By participating in this Incentive, the participating Brand Affiliate agrees to and accepts the Terms and Conditions.

Eligibility

3. Only Brand Affiliates legally residing and registered with Nu Skin in one of the following Authorised Markets are eligible to participate in this Incentive: Austria, Belgium, Czech Republic, Denmark, Finland, France, Germany, Hungary, Iceland, Italy, Ireland, Luxembourg, The Netherlands, Norway, Poland, Portugal, Romania, Slovakia, South Africa, Spain, Sweden, Switzerland, The United Kingdom (the “**Participating Markets**”).

Validity Period

4. The Incentive will run from Wednesday 1 January 2025, 00:01 CET until Friday 28 February 2025, 23:59 CET subject to available stock in the relevant warehouse serving a Participating Market (the “**Validity Period**”).

Focus Products

5. The focus products of the Incentive are the following kits (each a “**Focus Product**”) subject to availability in the Participating Market:

(i) TRME Weight Management Kits:

SKU	Product Name	Sales Volume (“SV”) ¹
48139802	TRMe Weight Management Kit (ZA)	208
97139797	TRMe Weight Management Kit (BE)	136
97139798	TRMe Weight Management Kit CZ/SK/RO/HU	208
97139799	TRMe Weight Management Kit EN/DK/NO/PL	208
97139800	TRMe Weight Management Kit ES/PT/FI/SE	208
97139801	TRMe Weight Management Kit FR/NL/DE/IT	208

¹ The Sales Volume of the Focus Products is subject to adjustments during promotions, special offers and discounts.

(ii) TRME Weight Management ADR Kits:

SKU	Product Name	SV ²
48139837	TRMe WM Kit ADR (ZA)	187.2
97139838	TRMe WM Kit ADR (FR NL DE IT)	187.2
97139839	TRMe WM Kit ADR (BE)	122.4
97139840	TRMe WM Kit ADR (CZ HU RO SK)	187.2
97139841	TRMe WM Kit ADR (ES PT FI SE)	187.2
97139842	TRMe WM Kit ADR (EN DK NO PL)	187.2

(iii) ageLOC WellSpa iO Essential System Kit (SKU n° 97139757) – standard SV of 285³.

Qualification Criteria

- Under this Incentive, Nu Skin will reward Brand Affiliates who during the Validity Period **sell any five (5) Focus Products** within **one (1) calendar month to five (5) different New Personally Registered Brand Affiliates and Customers** of whom **at least three (3)** are **Personally Registered Customers**. **“New Personally Registered Brand Affiliates and Customers”** are Personally Registered Brand Affiliates and/or Personally Registered Customers who have not been registered with Nu Skin before and who buy a Focus Product within the same calendar month as the month during which they registered with Nu Skin for the first time.
- The New Personally Registered Brand Affiliates and Customers to whom the Focus Products are sold, must officially reside in one of the Participating Markets and purchase the Focus Product via their local Nu Skin website, or any of Nu Skin’s digital tools (including: nuskin.com, My Site, or Product Offer links created in the Nu Skin Vera or Stela app). NLXX is excluded.
- The sales order of the Focus Product purchase must be in a fully commissionable state (**i.e.**, fully paid and processed), and the order date on the sale must fall within the same calendar month as the month during which New Personally Registered Brand Affiliates and Customers registered with Nu Skin for the first time in the defined Validity Period.

The Award

- The Brand Affiliates who meet the qualification criteria as described above (the **“Qualifiers”**) will be rewarded with **one (1) free Focus Product, it being understood that standard shipping costs will apply** (the **“Award”**). Such Award will be the Focus Product with an SV equal to that of the lowest SV Focus Product sold by the Qualifier to qualify under this Incentive available in the Qualifier’s Resident Market.
- Each Brand Affiliate Account will only be entitled to one (1) Award per qualification under this Incentive (**i.e.**, per sale of five (5) Focus Products in one calendar month to five (5) different New Personally Registered Brand Affiliates and Customers of whom at least three (3) are Personally Registered Customers). However, a Brand Affiliate Account can earn multiple Awards under this

² The Sales Volume of the Focus Products is subject to adjustments during promotions, special offers and discounts.

³ The Sales Volume of the Focus Products is subject to adjustments during promotions, special offers and discounts.

Incentive if it meets the qualification criteria described above multiple times during the Validity Period.

11. Qualifiers will receive a promotional code (the “**Code**”) via email within fifteen (15) calendar days following the end of the calendar month during which they met the qualification criteria described above. The Code will allow Qualifiers to place an order for the Award via www.nuskin.com within sixty (60) calendar days as from receipt of the Code. If no Award order is placed within sixty (60) calendar days as from receipt of the Code, the Code will automatically and without further notice expire and the Award will irrevocably be forfeited.
12. **Standard shipping costs will apply to the delivery of the Award and will have to be paid by the Qualifier in order to collect the Award.**
13. The Award can be added to any other product purchase order, including an Automatic Delivery Rewards (ADR) Subscription order, except orders including products redeemed with Product Points.
14. The Award will not generate any Sharing Bonus, SV or Commissionable Sales Value.
15. The Award is not redeemable for money, non-exchangeable and non-transferable.
16. Nu Skin reserves the right to substitute Award of equal or greater value if the Award is unavailable for any reason. No cash equivalent will be made.

Disqualification

17. All participants and Qualifiers must comply with these Terms and Conditions, the Brand Affiliate Agreement, the Policies and Procedures and the Sales Performance Plan. In case of any violation, Nu Skin reserves the right to disqualify any participant or Qualifier from this Incentive and to withhold, cancel or withdraw all forms of recognition. The Qualifiers must be Brand Affiliates in good standing with Nu Skin at all times.
18. Any manipulation of the Sales Performance Plan, as determined in the sole discretion of Nu Skin, will disqualify any Qualifier or participant attempting to benefit from this Incentive.
19. In the event that any violation or manipulation becomes known after the Award has been granted and/or after the Incentive is over, Nu Skin reserves the right to deduct the value of the Award 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.

Liability

20. By participating in this Incentive, participants and Qualifiers release and hold harmless Nu Skin, 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 Incentive or receipt of any Awards.

Governing Law and Mandatory Private Arbitration

21. The laws of the State of Utah, USA shall govern the Incentive and these terms and conditions.
22. Any disputes with regard to the qualification for the Incentive 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. The Incentive is not considered a part of the Bonuses offered under the Sales Performance Plan. However, this Incentive is subject to be controlled by all terms and conditions of the Brand Affiliate Agreement, the Policies and Procedures, the Sales Performance Plan and any materials pertaining to optional programmes, as the case may be. Complete details are available online on Nu Skin's website (www.nuskin.com). All capitalised terms used but not defined herein shall have the same meaning as attributed to them in the Brand Affiliate Agreement, the Sales Performance Plan and/or the Policies and Procedures.
24. Brand Affiliates may not buy or encourage others to buy large volumes of products to qualify for rewards under this Incentive.
25. Qualification for the Incentive is subject to all applicable laws and regulations and will be void where prohibited by law.
26. Nu Skin reserves the right to amend the terms and conditions of the Incentive at any time or end the Incentive prematurely without prior notice.
27. Nu Skin furthermore reserves the right to interpret these terms and conditions, including the qualification criteria, at its sole discretion and all decisions shall be final.
28. The original English version of these terms and conditions has been translated into other languages. In the event of any inconsistency or discrepancy between the English version and any other language version of these terms and conditions, the English version shall prevail.
29. 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.
30. Your attention is drawn to the fact that the value of the Award could be considered as a benefit in kind, i.e., taxable income to the Qualifiers. **All applicable taxes on the Awards are the sole responsibility of the Qualifiers who receive them.** Therefore, Nu Skin advises each Qualifier to seek advice from his/her/its tax consultant to determine when and how to declare the value of the Award to the tax authorities. The value of the Award will depend on the commercial value of the chosen Focus Product. Nu Skin will provide the exact value of the Award upon request. Nu Skin shall not be responsible for the payment of any taxes, fines or penalties incurred by the Qualifiers for either participating to the Incentive and/or failing to properly file their tax returns. The value of the Award is only given for tax purposes and cannot be used for promotional or marketing purposes by the Qualifier.
31. Concerns and enquiries about the Incentive and its conditions can be addressed to the Brand Affiliate's usual customer service, the contact details of which can be found on www.nuskin.com, and will be handled at the sole discretion of Nu Skin.
32. Please refer to the trademarks' glossary page on www.nuskin.com for a list of all registered trademarks.

As you try to qualify for the Award, remember that the primary purpose of your business and Nu Skin is to promote and/or sell high quality products to end 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 promote or 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 end customers by your downline organisation.