

## STAR AFFILIATE CREATORS INCENTIVE TERMS AND CONDITIONS

### Organiser

1. The Star Affiliate Creators 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, Spain, South Africa, Sweden, Switzerland, The United Kingdom (the “**Participating Markets**”).

### Validity Period

4. The Incentive will run from Tuesday 1 April 2025, 00:01 CEST until Monday 30 June 2025, 23:59 CEST (the “**Validity Period**”).

### Qualification Criteria

5. Under this Incentive, Nu Skin will reward:
  - Brand Affiliates who during the Validity Period develop New Personally Registered Star Affiliates (a “**Star Affiliate Creator**”) - for purposes of this Incentive, “**New Personally Registered Star Affiliate**” is a Personally Registered Brand Affiliate who signs-up with Nu Skin for the first time and becomes a Star Affiliate<sup>1</sup> within the first two months from signing up with Nu Skin, starting with and including their signup month; and
  - Star Brand Representatives<sup>2</sup> who during any calendar month within the Validity Period achieve at least 500 Direct Customer Sales Volume (“**DCSV**”) and during the same calendar month develop at least three (3) New Personally Registered Power Shot Star Affiliates (a “**Power Shot Star Affiliate Creator**”) - for purposes of this Incentive, “**New Personally Registered Power Shot Star Affiliate**” is a Personally Registered Brand Affiliate who signs-up with Nu Skin for the first time and becomes a Star Affiliate<sup>3</sup> within their sign-up month.
6. Star Affiliate Creators and Power Shot Star Affiliate Creators are referred to together as “**Qualifiers**”.

### Star Affiliate Creator Award

7. For each New Personally Registered Star Affiliate developed within the Validity Period, Star Affiliate Creators will be rewarded with **one (1) free Product of their choice chosen from the below list of**

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<sup>1</sup> For details and terms and conditions, please check the Star Program Rules available in My Workspace on [www.nuskin.com](http://www.nuskin.com).

<sup>2</sup> For details and terms and conditions, please check the Star Program Rules available in My Workspace on [www.nuskin.com](http://www.nuskin.com).

<sup>3</sup> For details and terms and conditions, please check the Star Program Rules available in My Workspace on [www.nuskin.com](http://www.nuskin.com).

**Products, it being understood that standard shipping costs will apply (the “Star Affiliate Creator Award”):**

**Europe excluding Iceland:**

**97139883 ageLOC Tru Face Set (EU)**, composed of one (1) ageLOC Tru Face Peptide Retinol Complex and one (1) Tru Face Line Corrector;

**97139884 Collagen Set WEU/NEU**, composed of one (1) Beauty Focus Collagen+ and one (1) Nutricentials Pumps Vitamin C + Collagen;

**97139885 Collagen Set EEU/ES/GB**, composed of one (1) Beauty Focus Collagen+ and one (1) Nutricentials Pumps Vitamin C + Collagen; or

**97139886 Nutricentials Set (EU)**, composed of one (1) Pillow Glow Sleeping Mask, one (1) Thirst Fix Hydrating Gel Cream and one (1) Sunright Insta Glow.

**South Africa:**

**97139883 ageLOC Tru Face Set (EU)**, composed of one (1) ageLOC Tru Face Peptide Retinol Complex and one (1) Tru Face Line Corrector.

**Iceland:**

**97139883 ageLOC Tru Face Set (EU)**, composed of one (1) ageLOC Tru Face Peptide Retinol Complex and one (1) Tru Face Line Corrector; or

**97139885 Collagen Set EEU/ES/GB**, composed of one (1) Beauty Focus Collagen+ and one (1) Nutricentials Pumps Vitamin C + Collagen.

8. A Brand Affiliate Account can earn multiple Star Affiliate Creator Awards under this Incentive if it meets the qualification criteria described above multiple times during the Validity Period, but each New Personally Registered Star Affiliate can only be counted once.
9. The final month to earn the Star Affiliate Creator Award is June 2025.
10. Star Affiliate Creators 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 Star Affiliate Creators to place an order for the Award for one (1) of the above listed products via [www.nuskin.com](http://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.
11. **Standard shipping costs will apply to the delivery of the Star Affiliate Creator Award and will have to be paid by the Star Affiliate Creator in order to collect the Award.**
12. The Star Affiliate Creator Award can be added to any other product purchase order, excluding an Automatic Delivery Rewards (ADR) Subscription order and orders including products redeemed with Product Points.
13. Only one (1) Code can be used per product order.
14. The Star Affiliate Creator Award will not generate any Selling Bonus, Sales Volume or Commissionable Sales Value.
15. The Star Affiliate Creator Award is not redeemable for money, non-exchangeable and non-transferable.
16. Nu Skin reserves the right to substitute Star Affiliate Creator Award of equal or greater value if the Star Affiliate Creator Award is unavailable for any reason. No cash equivalent will be made.

### **Power Shot Star Affiliate Creator Bonus**

17. Power Shot Star Affiliate Creators will earn a Star Affiliate Creators Bonus of 150 EUR excluding VAT or the local currency equivalent<sup>4</sup> (a “Power Shot Star Affiliate Creator Bonus”) for every three (3) New Personally Registered Power Shot Star Affiliates developed in a calendar month within the Validity Period during which the Power Shot Star Affiliate Creator also achieves a minimum of 500 DCSV.
18. A Brand Affiliate Account can earn multiple Power Shot Star Affiliate Creator Bonuses under this Incentive if it meets the qualification criteria described above multiple times during the Validity Period.
19. Subject to local market requirements, the Power Shot Star Affiliate Creator Bonus will be paid together with the monthly commission payment for the month during which the Power Shot Star Affiliate Bonus was earned (e.g., a Power Shot Star Affiliate Creator Bonus earned during April will be paid in May).
20. The final month to earn the Power Shot Star Affiliate Creator Bonus is June 2025, paid in July 2025.

### **Disqualification**

21. All participants and Qualifiers must comply with these Terms and Conditions, the Brand Affiliate Agreement, the Policies and Procedures and the Sales Performance Plan. The Qualifiers must be Brand Affiliates in good standing with Nu Skin at all times.
22. In addition to any action or measure permitted under the Policies and Procedures or as a matter of law, in case of any violation or manipulation, Nu Skin reserves the right to disqualify any participant or Qualifier from this Incentive and to withhold, cancel or withdraw all forms of recognition.

### **Liability**

23. 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 rewards or bonuses.

### **Governing Law and Mandatory Private Arbitration**

24. The laws of the State of Utah, USA shall govern the Incentive and these terms and conditions.
25. 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.

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<sup>4</sup> Please check Exhibit A for local currency equivalent.

### Miscellaneous

26. The Incentive does not alter the Sales Performance Plan, and it 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, the Star Program Rules and any other materials pertaining to optional programmes, as the case may be. Complete details are available online on Nu Skin's website ([www.nuskin.com](http://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, the Policies and Procedures and/or the Star Program Rules.
27. Brand Affiliates may not buy or encourage others to buy large volumes of products to qualify for rewards under this Incentive.
28. Qualification for the Incentive is subject to all applicable laws and regulations and will be void where prohibited by law.
29. 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.
30. 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.
31. 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.
32. 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.
33. All applicable taxes are the sole responsibility of the Qualifiers. Your attention is drawn to the fact that the value of the Star Affiliate Creator Award could be considered as a benefit in kind, i.e., taxable income to the Qualifiers. 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 Star Affiliate Creator Award to the tax authorities. The value of the Star Affiliate Creator Award will depend on the commercial value of the chosen product. Nu Skin will provide the exact value of the Star Affiliate Creator 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 Star Affiliate Creator Award is only given for tax purposes and cannot be used for promotional or marketing purposes by the Qualifier.
34. 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](http://www.nuskin.com), and will be handled at the sole discretion of Nu Skin.
35. Please refer to the trademarks' glossary page on [www.nuskin.com](http://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 and/or promote products and increase the sales of products to end customers by your downline organisation.***

**Exhibit A – Power Shot Affiliate Creator Bonus – Local Currency Equivalent**

Market	Currency Amount	Currency Unit
<b>Europe &amp; Africa</b>		
Austria	150	EURO
Belgium	150	EURO
Germany	150	EURO
Spain	150	EURO
Finland	150	EURO
France	150	EURO
Ireland	150	EURO
Italy	150	EURO
Luxembourg	150	EURO
Netherlands	150	EURO
Portugal	150	EURO
Slovakia	150	EURO
Hungary	61,000	FORINT
Switzerland	141	FRANCS
Iceland	21,900	IS KRONA
Czech Republic	3,770	Koruna
Sweden	1,710	KRONA
Denmark	1,120	KRONE
Romania	750	LEI
Norway	1,760	NO KRONE
United Kingdom	125	POUND
South Africa	2,885	RAND
Poland	635	ZLOTY