

GLOBAL LEADERSHIP TEAMS GROWTH INCENTIVE

The Global Leadership Teams Growth Incentive (this “Incentive”) is intended to promote long-term, sustainable growth through sales to consumers by rewarding Brand Representatives for the development of Leadership Teams in their sales organization.

- The Global Leadership Teams Growth Incentive has been extended to run January 1, 2021, through December 31, 2021, as set forth below.
- This Incentive is comprised of two complementary elements (see full details below):
 - Leadership Advancement Bonuses are \$1,000 to \$4,000 rewards for developing Leadership Teams as you advance to new Brand Director (Emerald Director) through new Team Elite recognition titles.
 - Team Elite Milestone Bonuses are \$4,000 rewards for every 10 points you accumulate for helping your team develop Leadership Teams as they advance to new Brand Director (Emerald Director) through new Team Elite recognition titles.

LEADERSHIP ADVANCEMENT BONUS

HOW YOU'LL EARN

- I. The Leadership Advancement Bonus applies to new Brand Directors (Emerald Directors) through new Team Elites who are subject to Velocity Title determination, as detailed in the Velocity by Nu Skin Sales Performance Plan. All qualifying months for a Leadership Advancement Bonus must be achieved through Velocity Title determination, which requires the development of Leadership Teams.
- II. To qualify for each Leadership Advancement Bonus, you must complete the following requirements:
 - a. To qualify for a new Brand Director (Emerald Director) Leadership Advancement Bonus, you must be recognized as a new Brand Director (Emerald Director) by completing one month at that Title or above and be paid a second consecutive month as a Brand Director (Emerald Director) or above.
 - i. For the purposes of this Incentive, the January 2021 Sales Volume period (paid in February 2021) will be the first period evaluated for new Brand Director (Emerald Director) Title achievement. The February 2021 Sales Volume period (paid in March 2021) will be the first period evaluated for the second consecutive month of Title achievement.
 - ii. The final month to begin qualifying for a new Brand Director (Emerald Director) Leadership Advancement Bonus is November 2021. If you complete your first qualification month in November 2021, you will have until the end of December 2021

- to complete your second consecutive month of Title achievement.
- b. To qualify for a new Senior Brand Director (Diamond Director) Leadership Advancement Bonus, you must be recognized as a new Senior Brand Director (Diamond Director) by completing one month at that Title or above and be paid a second consecutive month as a Senior Brand Director (Diamond Director) or above.
 - i. For the purposes of this Incentive, the January 2021 Sales Volume period (paid in February 2021) will be the first period evaluated for new Senior Brand Director (Diamond Director) Title achievement. The February 2021 Sales Volume period (paid in March 2021) will be the first period evaluated for the second consecutive month of Title achievement.
 - ii. The final month to begin qualifying for a new Senior Brand Director (Diamond Director) Leadership Advancement Bonus is November 2021. If you complete your first qualification month in November 2021, you will have until the end of December 2021 to complete your second consecutive month of Title achievement.
 - c. To qualify for a new Executive Brand Director (Blue Diamond Director) Leadership Advancement Bonus, you must be recognized as a new Executive Brand Director (Blue Diamond Director) by completing two months at that Title or above and be paid a third consecutive month as an Executive Brand Director (Blue Diamond Director) or above.
 - i. For the purposes of this Incentive, the December 2020 Sales Volume period (paid in January 2021) will be the first period evaluated for new Executive Brand Director (Blue Diamond Director) Title achievement. The February 2021 Sales Volume period (paid in March 2021) will be the first period evaluated for the third consecutive month of Title achievement.
 - ii. The final month to begin qualifying for a new Executive Brand Director (Blue Diamond Director) Leadership Advancement Bonus is October 2021. If you complete your first qualification month in October 2021, you will have until the end of December 2021 to complete your third consecutive month of Title achievement.
 - d. To qualify for a new Team Elite Leadership Advancement Bonus, you must be recognized as a new Team Elite by completing six Team Elite Qualifying Months by December 2021 (please see the official 2021 Team Elite Program for the 2022 Team Elite Trip by logging into Volumes & Genealogy) and complete a consecutive seventh Team Elite Qualifying Month. Your first six Team Elite Qualifying Months do not need to be consecutive, but your seventh month must immediately follow your sixth.
 - i. For the purposes of this Incentive, the January 2021 Sales Volume period (paid in February 2021) will be the first period evaluated for new Team Elite recognition achievement (i.e., sixth Team Elite Qualifying Month). The February 2021 Sales Volume period (paid in March 2021) will be the first period evaluated for the consecutive seventh Qualifying Month.
 - ii. The final month to begin qualifying for a new Team Elite Leadership Advancement Bonus is June 2021. If you complete your sixth Team Elite Qualifying Month in November 2021, you will have until the end of December 2021 to complete your

consecutive seventh Qualifying Month.

- iii. To qualify for a new Team Elite Leadership Advancement Bonus, you must be subject to Velocity Title determination in all seven Team Elite Qualifying Months.
- III. To qualify for any Leadership Advancement Bonus, you must complete at least six Building Blocks in your last qualifying month of each bonus.
- IV. You are not eligible to qualify for a Leadership Advancement Bonus for any recognition title you have ever achieved prior to January 2021.
- V. If you do not complete the consecutive month when you first achieve a new recognition title, you give up the opportunity to earn the bonus for that title. You can still earn Leadership Advancement Bonuses for subsequent recognition titles.

WHAT YOU'LL EARN

- I. When you complete the requirements for one of the four Leadership Advancement Bonus opportunities above, you will receive a one-time payment in the amount listed in the chart below:

NEW RECOGNITION TITLE	TOTAL REQUIRED QUALIFYING MONTHS	LEADERSHIP ADVANCEMENT BONUS (USD)
Brand Director (Emerald Director)	2 Consecutive Months	\$1,000
Senior Brand Director (Diamond Director)	2 Consecutive Months	\$2,000
Executive Brand Director (Blue Diamond Director)	3 Consecutive Months	\$3,000
Team Elite	6 Qualifying Months +1 Qualifying Month immediately following the 6th Month	\$4,000

- II. You can only qualify for each Leadership Advancement Bonus opportunity once, but you can qualify for subsequent Leadership Advancement Bonus opportunities by completing the applicable requirements during the Incentive period.
- III. Leadership Advancement Bonuses will be paid with your other monthly pay, in the month following the completion of applicable requirements.

2021 TEAM ELITE MILESTONE BONUS

A new 2021 Team Elite Milestone Bonus Program will become effective on January 1, 2021, as set forth below.

HOW YOU'LL EARN

- I. The Team Elite Milestone Bonus applies to all qualifying Team Elites, regardless of whether you are subject to pre-Velocity or Velocity Title determination.

- II. To qualify for a Team Elite Milestone Bonus, you must complete six 2022 Team Elite Trip qualifying months by December 2021 and achieve the following sales volume requirements:
 - a. Complete a minimum 1,200,000 annual Organizational Sales Volume (OSV) for 2021.
 - b. Complete a minimum 5% annual OSV growth for 2021.
- III. Beginning January 2021 and continuing through December 2021, you'll accumulate Team Elite Milestone Points for every new Leadership Advancement Bonus achieved in your G1–G6, your Business Builder Position G6, and your Presidential Director Business Builder Position G6, according to the chart below:

<i>TEAM MEMBER NEW LEADERSHIP ADVANCEMENT BONUS</i>	<i>TEAM ELITE MILESTONE POINTS ISSUED</i>
Brand Director (Emerald Director)	1
Senior Brand Director (Diamond Director)	2
Executive Brand Director (Blue Diamond Director)	3
Team Elite	4

- IV. You can only accumulate Team Elite Milestone Points for months that you are paid as a Brand Partner (Gold Partner) or above.
- V. No Team Elite Milestone Points accumulated in 2020 will be carried forward to 2021.
- VI. Definitions:
 - a. 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 Consumer Groups of your Business Builder Position G6 Brand Representatives, and the Consumer Groups of your Presidential Director Business Builder Position G6 Brand Representatives.
 - b. Annual OSV is the sum of the OSV for the 12 calendar months of 2021.
 - c. Annual OSV growth is a comparison of the summed OSV of the 12 calendar months of 2021 to the summed OSV of the 12 calendar months of 2020.

WHAT YOU'LL EARN

- I. You will receive a \$4,000 USD Team Elite Milestone Bonus for every 10 Team Elite Milestone Points you accumulate.

<i>TEAM ELITE MILESTONE POINTS ACCUMULATED</i>	<i>TEAM ELITE MILESTONE BONUS (USD)</i>
10 Team Elite Milestone Points	\$4,000

- II. You will receive a Team Elite Milestone Bonus for each increment of 10 Team Elite Milestone Points. You will not receive a partial Team Elite Milestone Bonus for any other increments.
- III. All Team Elite Milestone Bonuses will be paid in January 2022.

INCENTIVE TERMS AND CONDITIONS

You acknowledge and agree that your participation in this Incentive constitutes your full and unconditional agreement to and acceptance of all Incentive rules and requirements, including these terms and conditions:

1. Only Nu Skin Brand Affiliates in good standing in participating Velocity markets may participate in this Incentive. If you violate the terms and conditions of your Brand Affiliate Agreement, the Policies and Procedures, Sales Performance Plan, or this Incentive (collectively the “Agreements”), you may be deemed ineligible, and the Company may, at its sole discretion, withhold rewards under this Incentive, take any actions provided under the Agreements, and seek to recover any costs incurred by the Company as a result of any manipulation, including withholding future sales compensation.
2. Eligibility for rewards under this Incentive is based on meeting the requirements of this Incentive and all requirements of the Agreements, including retail sales.
3. The Company reserves the right to audit and assess the validity of your performance under this Incentive. Any account that was established in violation of the requirements set forth in the Sales Performance Plan will be considered invalid and may result in disciplinary action.
4. To earn rewards under this Incentive, Leadership Teams must be developed with a focus on building healthy Consumer Groups and assisting others to build their own healthy Consumer Groups and must result in the growth of active consumers within your Organization.
5. You may not buy or encourage other Brand Affiliates or Brand Representatives to buy Products to qualify for rewards under this Incentive. This Incentive is designed to reward participants for building healthy Consumer Groups and helping other participants build healthy Consumer Groups. The Company reserves the right to refuse to pay any rewards under this Incentive if it determines that the Brand Representative encouraged other participants to purchase inventory to meet qualification requirements rather than assisting them to build a group of consumers.
6. The Company reserves the right to modify or terminate this Incentive at any time, at the Company’s sole discretion. In the event of termination, only awards earned through the date of termination will be paid.
7. This incentive is not applicable to our Brand Affiliates and Brand Representatives in Vietnam. Nu Skin Brand Affiliates and Nu Skin Brand Representatives that are registered in Vietnam are not eligible to earn any rewards under the Global Leadership Teams Growth Incentive program. In addition, Brand Affiliates and Brand Representatives registered outside of Vietnam may not earn any reward or earn Team Elite Milestone Points based on the activity and/or performance of Vietnam-registered Brand Affiliates and Brand Representatives.
8. Mainland China operates under a separate and distinct business model and will not participate in this Incentive.
9. The meaning of capitalized terms not defined in this Incentive may be found in the Agreements. For the purposes of this Incentive, “Company” refers to Nu Skin International, Inc. and its affiliates.