

VELOCITY

SHARE

BUILD

LEAD

YOUR LIFE, YOUR BUSINESS, YOUR WAY

Welcome to Velocity by Nu Skin™—a performance pay plan that offers flexible options to fit your lifestyle, gives fast rewards that keep you and your team motivated, and empowers you to build your future your way.

Want to earn some extra money sharing your favourite products with friends? Maybe you dream of becoming your own boss? No matter your goals, your style, and your Nu Skin journey will be distinct to you. With Velocity, you choose your path—and your pace.

FLEXIBLE

With the flexible ability to Share, Build, and Lead, Velocity helps you live life on your own terms—where you can set your own hours and work towards your specific aspirations.

FAST

Velocity pays you quickly whenever you sell a product. You can earn incentives daily, weekly, and monthly so both you and those you bring into the business get fast rewards.

FUTURE

Velocity puts your future in your hands. There's more than one way to succeed, from sharing products in person to leading teams of sales leaders. It's your life, your business, your way.

And the best part? Getting started is simple and free. Here's how!

SHARE

Love to brag about your favourite products on social media or in person? Then why not sell those products and earn a little extra for yourself? Whatever your methods, you can earn sharing bonuses daily by doing something you already enjoy—sharing products you love.

BUILD

Have friends who love sharing products and connecting with others as much as you do? Build a group of like-minded sharers and work as one to reach your goals! Velocity's weekly building bonuses start at 5% and can reach as high as 40% on the commissionable value of product sales above certain benchmarks. Plus, you can qualify for incredible perks like incentive trips and recognition.

LEAD

Ready to up your game and really take off with Velocity? By mentoring others in developing their own successful businesses, you can enjoy monthly leading bonuses—up to 5% of the commissionable value of every product sale your team makes, depending on your leadership performance.

Ready to build your business your way? Let's explore how Velocity pays YOU.

IMPORTANT NOTE: For additional information, see the complete details of Velocity by Nu Skin.

Bold capitalized terms are further defined in the Glossary. To qualify for payment under Velocity by Nu Skin, you must complete sales to at least 5 Retail Customers or Members each month and comply with our Policies & Procedures and guidelines.

SHARE

It's your life—why not live it the way you want and make money while you're at it? Velocity gives you the opportunity to earn cash doing something you already enjoy—sharing great products with the people around you.

What makes Velocity different from other programs out there? You have total control to set your pace and create the type of business you want. You don't need to be a workaholic to start seeing results—just a healthy helping of passion and drive to promote products.

HOW IT WORKS

Do what you do best, and we'll handle the rest. As a **Brand Affiliate***, you can sell products using our website or apps, over your favourite social networks, or through personal offers. If you decide to purchase products and resell them yourself, you can earn **Retail Profit** on each sale. If you prefer to let us handle the transaction using our system, you'll earn a **Sharing Bonus** on top of any Retail Profit for each product purchased by your **Registered Customers**. Velocity lets you sell how you want, when you want, and earn extra cash!

RETAIL PROFIT

When you buy and resell a product yourself, you keep the difference between your total costs (including the **Member Price**, cost of shipping, etc.) and the price you sell the product for.

SHARING BONUS

Every time your Registered Customers buy something directly from us, we'll pay you a percentage of the sale. Simple, right?

And there are plenty more ways Velocity benefits you:

- **A new business without the price tag.** Start selling with Nu Skin today—no fees or purchases required to begin.
- **Great products we back.** That's why we offer a generous return policy.
- **The support you need to help you succeed.** We handle the backend details, so you can focus on your customers and growing your business.

*For bold capitalized terms, please reference the Glossary for further definition.

WHAT YOU EARN

Retail Profit—Sometimes called markup, this is the difference between your costs, including the **Member Price**, and the price you sell product for.

Sharing Bonus—Enjoy at least **5%** of the Member Price on each purchase by your Registered Customers directly from us. Some products offer higher sharing bonuses, all the way up to **20%** or more!*

EXAMPLE



DAILY PAY

Sharing Bonuses and Retail Profits will be reflected in your Flex Account within one business day*

*Contact your market or referring Brand Affiliate for product specific pricing, Sharing Bonus and other sales compensation information.

BUILD

When you're ready to build your business, Nu Skin has your back. With Velocity, we've created a rewarding system that helps propel you forward and lay the foundation for something special. It's your business on fast speed.

HOW IT WORKS

Velocity keeps your hard work organised using a simple system of blocks to represent **Sales Volume**. These Blocks are then used to help determine your progress and pay. Basically, we provide the support you need to make growing and running your business easier and more efficient—all you should have to focus on is selling products and discovering people to join your sales **Group**.

BLOCKS

Even with spreadsheets and apps, managing a booming business can be rough. To streamline things, we arrange your product sales into bite-size chunks called blocks. There are two types of blocks—**Building Blocks** and **Sharing Blocks**. Each Building Block represents 500 points of **Sales Volume** that comes from your Group. Each Sharing Block represents 500 points of Sales Volume that only come from purchases made by your Registered Customers directly from us. Blocks reset each calendar month, so tracking your monthly sales is easier and more straightforward than ever!

BUILDING BLOCK



SHARING BLOCK



QUALIFICATION

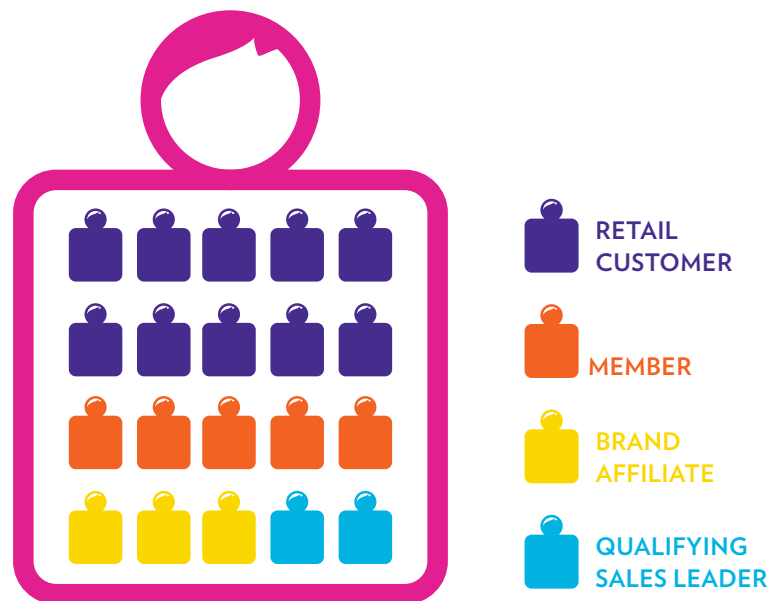
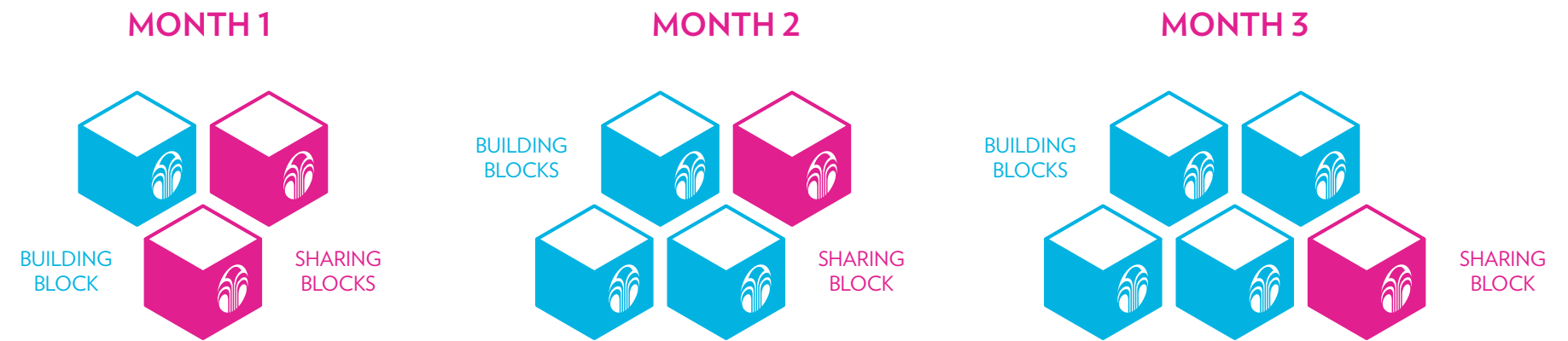
Building your business into something bigger and greater is awesome. We help you keep track of your personal progress in becoming a **Sales Leader** using a simple system we call **Qualification**.

To get things started, you'll need to have developed a strong **Group** and then fill out a Nu Skin **Business Agreement**. Your Group includes you and all your **Retail Customers, Members, Brand Affiliates**, and **Qualifying Sales Leaders**. You know—your crew, your squad, your mates!

Once you're set, we give you a fancy title to go with your new responsibilities—**Qualifying Sales Leader**.

So, what does qualifying mean? Qualification naturally guides you to create the kind of customer base that will help you succeed as a Sales Leader. As you take the first steps towards Qualification, you commit to completing 12 Building Blocks, 4 of which must be Sharing Blocks. You must complete 2 Building Blocks (1 being a Sharing Block) per month to continue in Qualification and you have six months to finish up. This is the most basic way to get through Qualification, but you actually have a bunch of flexibility with this aspect of Velocity too! You can take as little as one week or up to the whole six months. Complete 12 Building Blocks with a minimum of 4 Sharing Blocks and you're done with Qualification, which means you can start earning even more!

EXAMPLE QUALIFICATION



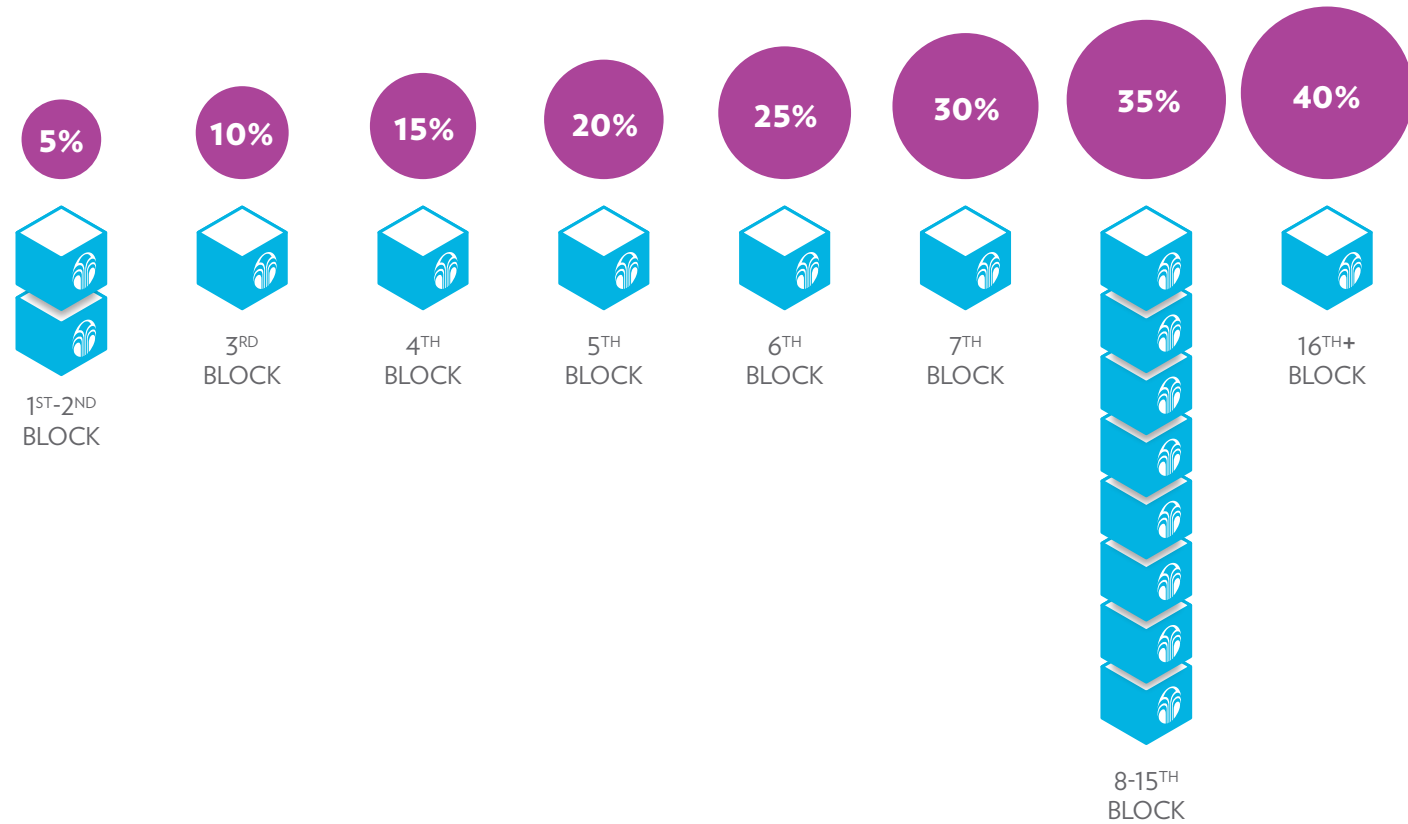
THE NEXT STEP

When you finish Qualification, you become a **Sales Leader** effective on the first day of the next weekly period. As a Sales Leader, you can start earning a weekly **Building Bonus** that starts at 5% and can reach as high as 40% on the commissionable value of product sales above certain benchmarks. To remain a Sales Leader, complete at least 4 Building Blocks monthly.

WHAT YOU EARN

BUILDING BONUS

Earn a scaling bonus that starts at **5%** paid on the **Commissionable Sales Value (CSV)*** of your first Building Block and stretches all the way up to **40%** on your 16th Building Block and beyond. Your pay percentage per block is determined by the number of Building Blocks your Group completes each month and is paid on the CSV of those Building Blocks.



* CSV is the Member Price of a product, less tax, discounts, and Sharing Bonus. The Building Bonus percentage listed is limited to that specific Building Block. For example, an individual who has completed 3 Building Blocks in a month would thus earn 5% on the CSV of the first Building Block, 5% on the CSV of the second Building Block, and 10% on the CSV of the third Building Block they completed.

WEEKLY PAY

Four times a month, we total up your completed Building Blocks and pay you a Building Bonus for any newly completed Building Blocks. We calculate your pay based on sales through the 7th, 14th, 21st, and last day of every calendar month, so you don't have to wait until the end of the month to be paid. Your bonus will be reflected in your Flex Account within one business day and automatically transferred to the financial institution you choose.

We offer you weekly pay to help motivate you each week of the month, so don't wait. By doubling the Building Blocks you bring in each week from 1 to 2 you can quadruple your Building Bonus! How cool is that?

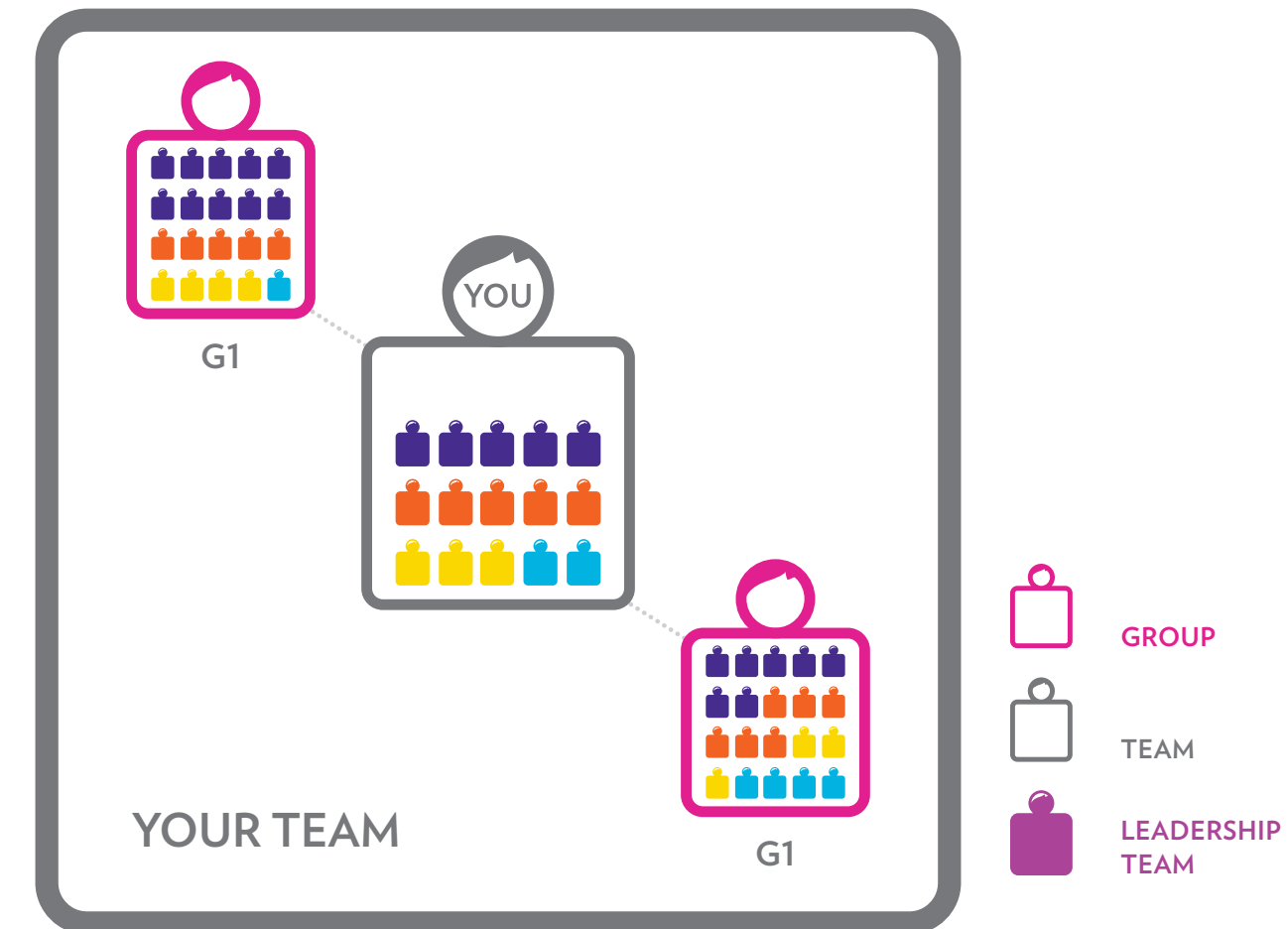
LEAD

You've probably heard ideas like "pay it forward" or "pass it on" throughout your life. At Nu Skin, we live it. Part of our mission is to empower people around the world to better their own and others' futures. With a powerful and fulfilling leadership program, we reward those who truly help others.

HOW IT WORKS

HELP OTHERS GROW

Velocity's LEAD principle is built on one main concept: earn more by helping others succeed. That begins with mentoring others to become Sales Leaders. We'll reward you for helping your **Team** take off with a **Leading Bonus!**

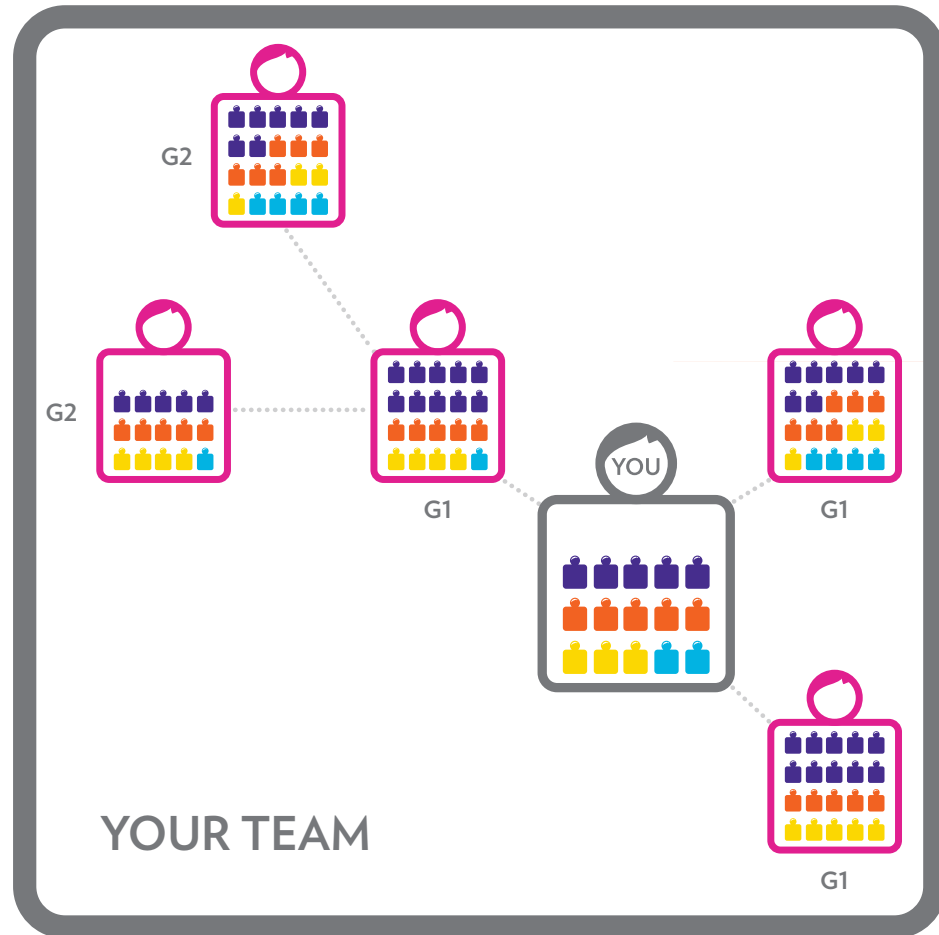


EXPAND YOUR BUSINESS

As your business grows, so too will your Team. People within your Group can also develop into Sales Leaders themselves, with their own strong customer bases. And once someone becomes a Sales Leader, their Group stays in your Team but is no longer part of your Group. Sales Leaders within your Team can be easily organised using the idea of **Generations**. For example, all the Sales Leaders you directly mentor are your 1st Generation (G1). All of their directly mentored Sales Leaders are your 2nd Generation (G2), and so forth.

EARN AS YOU LEAD

LEAD is specifically structured to reward Sales Leaders who are looking to work their business part-time or even full-time. For each Sales Leader you develop, you can earn a Leading Bonus on the commissionable value of their Group's Product sales. Plus, as you develop more **Certified Lines** on your G1, you unlock the potential to earn a Leading Bonus on up to 6 Generations! Certified Lines help you advance in Title, and each Title expands your income potential.

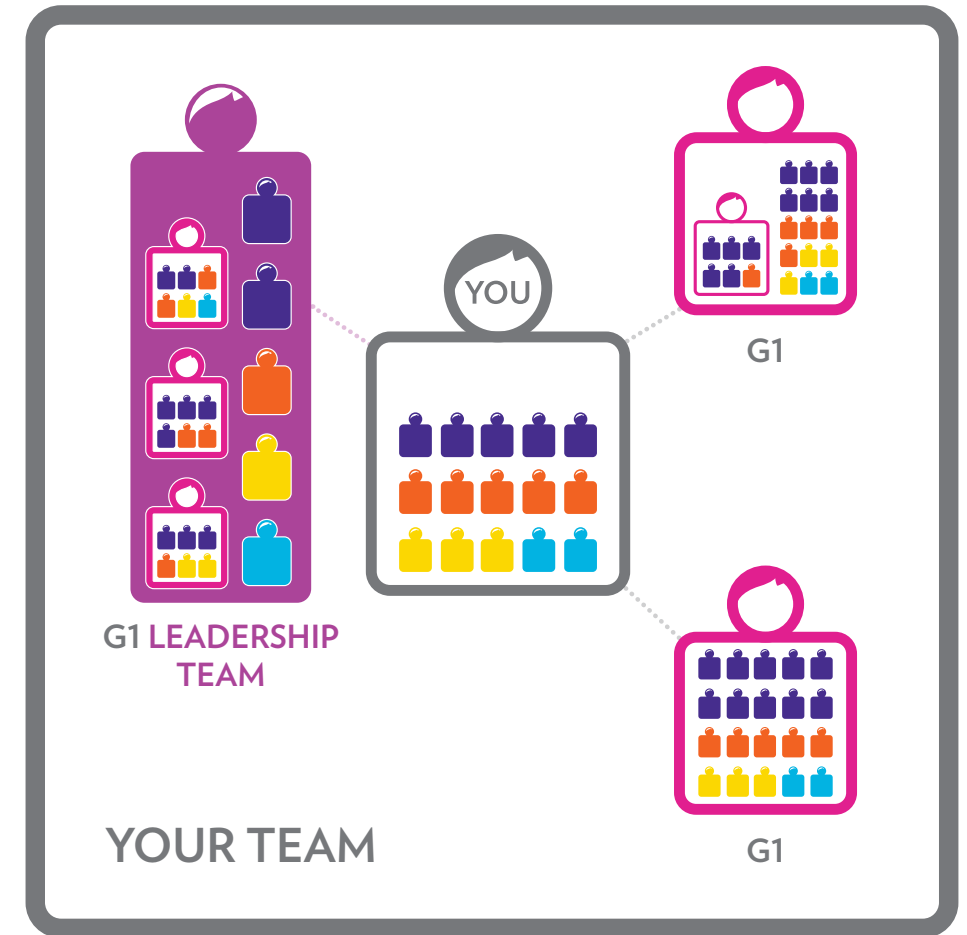


BE A TRUE LEADER

True leaders will be there to help their Sales Leaders thrive too. To achieve our highest Titles, you'll need to create **Leadership Teams**. These are G1 Sales Leaders who have accumulated at least 30,000 **Leadership Team Sales Volume (LTSV)** in a calendar month. This is how you really show off your leadership skills!

BOOST YOUR SALES, BOOST YOUR PAY

It takes hard work and daily commitment to lead a successful Team, and we want to make sure you are compensated for it! When you complete 6 Building Blocks in a month, we'll sweeten the deal and improve the pay of your Leading Bonus. We will calculate your Leading Bonus at quadruple the standard rate on the Commissionable Sales Value of your G1 Sales Leaders' Group sales or at twice the standard rate on the Commissionable Sales Value of your Team sales—whichever is higher—to make sure that you get the biggest reward for your efforts. And, we run these calculations fresh each month.



WHAT YOU EARN

LEADING BONUS

Complete 6 Building Blocks in a month and you'll earn **10%** on the CSV of your G1 Sales Leaders' Groups or **5%** on your Team CSV, as shown in the illustration below. Alternatively, if you complete 4 or 5 Building Blocks in a month, you will earn **2.5%** on your Team CSV, as shown in the illustration below. Only Certified Sales Leaders are eligible to receive a Leading Bonus.

*To be eligible to receive a Leading Bonus on Generations 3-6, you must not be involved in any sales or other activities that promote or benefit another direct sales company.

LEADERSHIP BONUS

6+ 

10% LEADING BONUS ON YOUR G1 CSV ONLY

OR

5% LEADING BONUS ON YOUR TEAM CSV

LEADERSHIP BONUS

4-5 

2.5% LEADING BONUS ON YOUR TEAM CSV

LEADING BONUS AND TITLES

TITLE	QUALIFICATIONS		LEADING BONUS
	CERTIFIED LINES	LEADERSHIP TEAM(S)	PAID GENERATIONS
BRAND REPRESENTATIVE	0	0	0
BRAND PARTNER	1	0	1
SENIOR BRAND PARTNER	2	0	2
EXECUTIVE BRAND PARTNER	4	0	3*
BRAND DIRECTOR	4	1	4*
SENIOR BRAND DIRECTOR	5	2	5*
EXECUTIVE BRAND DIRECTOR	6	3	6*
PRESIDENTIAL DIRECTOR	6	4	6*

MONTHLY PAY

After each calendar month ends, we tally all the sales from each Group in your Team and determine your Leading Bonus. Your Leading Bonus will be reflected in your Flex Account and automatically transferred to the financial institution you select.

YOUR LIFE, YOUR BUSINESS, YOUR WAY

What are you waiting for? Whether you want to make a little extra money, build a part-time business, or even lead a full-time business, we have a flexible path that gives you fast rewards to help you build your future. Join today, grow at your pace, and start earning daily, weekly, or monthly pay through Sharing, Building, and Leading bonuses. Opportunity is knocking!



BRAND AFFILIATE—Any person authorised to sell Nu Skin's Products pursuant to a Sales Agreement (SA). All Product purchases are optional.

BUILDING BLOCK—A measurement of Sales Volume. A Building Block is only considered complete when it has 500 points of Sales Volume. A Building Block with less than 500 points of Sales Volume is referred to as incomplete.

BUILDING BONUS (BB)—All Sales Leaders are eligible to receive the Building Bonus, while Brand Affiliates and Qualifying Sales Leaders are not. The percentage of the Building Bonus is calculated on the CSV of each completed Building Block. The percentage associated with a Building Block is only applicable to that Building Block and does not apply to any previously completed Building Blocks. Incomplete Building Blocks are paid at the end of the month and the percentage is equivalent to the percentage paid on the last complete Building Block (provided you have completed at least 4 Building Blocks during the month).

BUSINESS AGREEMENT (BA)—The Business Agreement is a document or online notice that a Brand Affiliate signs to notify Nu Skin of their intention to become a Qualifying Sales Leader. Once submitted and accepted by Nu Skin, a Brand Affiliate is referred to as a "QSL1" for their first month of Qualification, "QSL2" for their second month, etc. If a Brand Affiliate has been a Qualifying Sales Leader in the past and wishes to enter Qualification again, the Brand Affiliate must submit a new Business Agreement.

BUSINESS BUILDER POSITION (BBP)—The Business Builder Position is offered as an incentive to successful Sales Leaders as motivation to continue building their sales Team. A Business Builder Position is a second position that is awarded to a Sales Leader who has been paid as an Executive Brand Director for one month. The BBP is established on the 1st generation of the Executive Brand Director (parent account). By building a team of Sales Leaders under the BBP, the parent account is eligible to receive 5% Leading Bonus on 6 generations of Sales Leaders and the BBP is eligible to receive 5% Leading Bonus on 6 generations of Sales Leaders. This means that the owner of the BBP and parent account may receive up to 10% on the CSV of overlapping genera-

tions between the parent account and BBP. For full information contact your account manager.

CERTIFIED LINE—A Certified Line is any G1 Sales Leader who is a Certified Sales Leader or who has a Certified Sales Leader in any of their Generations.

CERTIFIED SALES LEADER (CSL)—A Certified Sales Leader is any Sales Leader whose Group has completed at least 4 Building Blocks in a calendar month. The number of Building Blocks in your Group resets with Sales Volume at the start of each calendar month. For example: if you have 4 Building Blocks in one month, you will reset to 0 Building Blocks at the beginning of the next month.

COMMISSIONABLE SALES VALUE (CSV)—Commissionable Sales Value is the commissionable value of Products purchased from Nu Skin. CSV is the basis for calculating sales compensation and is based on the local currency of the market in which the Product is sold. CSV is equal to the Member Price of a Product minus any adjustments (which may include applicable taxes, Sharing Bonus, or discounts).

FLEX ACCOUNT—A Flex Account is a virtual account that reflects and contains all compensation activity, adjustments and payments distributed by the Company. You receive a Flex Account when you become a Brand Affiliate. You can transfer your total available balance from your Flex Account to your designated financial institution account at any time. However, fees may be associated with these transfers, depending on the receiving financial institution. Nu Skin automatically transfers your remaining Flex Account balance free of charge at the start of each Weekly and Monthly Pay period. You are responsible for all fees associated with any transfer you initiate. There is AU\$15 and NZ\$15 net minimum for automated transfers from the Company. Transfers you initiate do not have a minimum balance requirement. Flex Accounts do not accrue interest. You can view your Flex Account through Nu Skin's Brand Affiliate portal.

FLEX BLOCK—A Flex Block is a Building Block substitute that is automatically used to maintain your status as a Sales Leader if you do not achieve at least four Building Blocks in a calendar month. You will not be considered a Certified Sales Leader in any month that you use one or more Flex Blocks. A

maximum of three Flex Blocks can be used in a single calendar month. There is no limit to the number of Flex Blocks that can be accumulated, nor is there an expiration date on earned Flex Blocks. Any accumulated Flex Blocks will be forfeited if you fail to maintain your Sales Leader status. A Flex Block does not have Sales Volume or CSV. See the definition of Certified Sales Leader to learn more about how Flex Blocks affect your bonus eligibility.

GENERATION—A Generation is a simple way to help you organise your Team. Every Sales Leader you directly mentor is part of your 1st Generation (G1). Every Sales Leader your G1 Sales Leaders directly mentor is part of your 2nd Generation (G2) and so forth.

GROUP—Your Group consists of you and all your Retail Customers, Members, Brand Affiliates, and Qualifying Sales Leaders. Your Sales Leaders and their Groups are not included in your Group. All sales in your Group contribute to your Building Blocks and your Group's Commissionable Sales Value (GCSV).

LEADERSHIP TEAM (LT)—A Leadership Team is a G1 Sales Leader that has a minimum of 30,000 Leadership Team Sales Volume (LTSV) in a calendar month.

LEADERSHIP TEAM SALES VOLUME (LTSV)—Leadership Team Sales Volume is the sum of all Sales Volume in a Leadership Team's Group, plus the Sales Volume on the Leadership Team's G1-G5.

MEMBER—A Member is a non-Brand Affiliate who is signed up by a Brand Affiliate and purchases Nu Skin Products at the Member Price. A Member is not authorised to sign up Brand Affiliates or resell Product.

MEMBER PRICE—The purchase price for Products for both Members and Brand Affiliates. The Member Price may occasionally be lowered below normal listings for promotions and incentives, as determined by the local market.

PRESIDENTIAL DIRECTOR BUSINESS BUILDER POSITION (PD BBP)—A Presidential Director Business Builder Position is offered as an incentive to successful Sales Leaders as motivation to continue building their sales Team. A PD BBP is a third position that is awarded to a Sales Leader who has achieved the first month of qualification to be

recognised as a Presidential Director. The PD BBP is established on the 1st Generation of the parent's BBP account. By building a team of Sales Leaders under the BBP, the parent account is eligible to receive 5% Leading Bonus on 6 generations of Sales Leaders, the BBP is eligible to receive 5% Leading Bonus on 6 generations of Sales Leaders, and the PD BBP is also eligible to receive 5% Leading Bonus on 6 generations of Sales Leaders. This means that the parent account may receive up to 15% and the BBP may receive up to 10% on the CSV of overlapping generations between the parent, BBP, and PD BBP accounts. For full information contact your account manager.

PRODUCT—Product(s) includes all products and services sold by Nu Skin and its Brand Affiliates.

QUALIFICATION—Qualification is the process Brand Affiliates undergo to become Sales Leaders. You begin Qualification by submitting a Business Agreement and are reclassified as a Qualifying Sales Leader. After accumulating the requisite number of Building Blocks and Sharing Blocks within six calendar months, you complete Qualification and are reclassified as a Sales Leader. Please see BUILD - Qualification for more detail.

QUALIFYING SALES LEADER (QSL)—A Qualifying Sales Leader is a Brand Affiliate who has submitted their Business Agreement and begun Qualification. Please see BUILD - Qualification for more detail.

REGISTERED CUSTOMER—A Registered Customer is anyone you personally sponsor who purchases Product directly from us. Registered Customers include your personally sponsored Retail Customers, Members, Brand Affiliates, Qualifying Sales Leaders, and Sales Leaders.

RETAIL CUSTOMER—A Retail Customer is anyone who is not a Brand Affiliate or Member who purchases Product either from a Brand Affiliate or directly from Nu Skin.

RETAIL PROFIT—Retail Profit is the difference between your total costs (including the Member Price, cost of shipping, etc.) and the price you sell a Product for.

SALES AGREEMENT (SA)—The Sales Agreement is a contract required to become a Brand Affiliate. After Nu Skin accepts the Sales Agreement, an individual is classified as a

Brand Affiliate and is able to sign up Registered Customers and resell Products.

SALES LEADER (SL)—A Sales Leader is a Brand Affiliate who has completed Qualification. To maintain your Sales Leader status, you must complete at least 4 Building Blocks each calendar month (or substituted Flex Blocks). If you fail to maintain your Sales Leader status you will lose any Sales Leaders that may exist on your Team. You have the option to Restart for a limited time, and if successful, you may regain your Sales Leaders that were on your Team along with any Flex Blocks previously accrued. Please see the Supplemental Information regarding Restart or contact your account manager for further details. See Glossary - Flex Blocks and Glossary - Building Blocks for more details.

SALES VOLUME—Sales Volume refers to a point value system we use to compare the relative value of Products across various currencies and markets. Each Product is assigned a specific amount of points of Sales Volume. Sharing Blocks, Building Blocks, and Leadership Team Sales Volume are all comprised of Sales Volume. Sales Volume is different from Commissionable Sales Value.

SHARING BLOCK (SB)—Sharing Blocks are a subset of Building Blocks and consist of 500 points of Sales Volume from the Registered Customers in your Group (other Sales Leaders are not part of your Group) that purchase Products directly from us. Personal purchases do not count towards Sharing Blocks. Sharing Blocks are only applicable to Qualification and always count as Building Blocks.

TEAM—A Team consists of all people in your Group and all Groups on which you are eligible to be paid a Leading Bonus.

TITLE—Title is determined by the number of your Certified Lines and Leadership Teams and is used to determine the number of Generations on which you can be paid a Leading Bonus. Please see the Lead - Leading Bonus and Titles chart for specific requirements for each Title.

OTHER IMPORTANT INFORMATION

To qualify for payment under Velocity by Nu Skin, you must complete sales to at least 5 different Retail Customers or Members each month and comply with our Policies & Procedures and guidelines.

Velocity by Nu Skin is part of our Global Sales Compensation Plan. Generating meaningful compensation as a Brand Affiliate requires considerable time, effort, and commitment. There are no guarantees of financial success and results vary widely among participants. For a complete summary of sales compensation paid at all levels within Nu Skin's Global Sales Compensation Plan, please contact your local Nu Skin office or visit www.nuskin.com.

This Velocity Sales Compensation Plan, which is part of Nu Skin's Global Sales Compensation Plan, is being launched in Nu Skin's markets over time, beginning with an initial launch in the Pacific Region. As Velocity is launched in each new market, Nu Skin will begin using new terms, including Titles, in that market. The new terms will be used in those markets where Velocity has been launched and the previous terms will continue to be used in those markets where Velocity has not launched.

The following chart provides a comparison of the previous and new terms. Until Velocity is fully implemented in all of Nu Skin's markets, the previous terms and the new terms will be used interchangeably and with equivalent meaning in Nu Skin documents, including in the Distributor Agreement, Policies & Procedures and guidelines.

PREVIOUS TERM	NEW TERM
PREFERRED CUSTOMER	MEMBER
DISTRIBUTOR	BRAND AFFILIATE
QUALIFY EXECUTIVE	QUALIFYING SALES LEADER
EXECUTIVE	BRAND REPRESENTATIVE
GOLD	BRAND PARTNER
LAPIS	SENIOR BRAND PARTNER
RUBY	EXECUTIVE BRAND PARTNER
EMERALD	BRAND DIRECTOR
DIAMOND	SENIOR BRAND DIRECTOR
BLUE DIAMOND	EXECUTIVE BRAND DIRECTOR
TEAM ELITE	PRESIDENTIAL DIRECTOR
DISTRIBUTOR AGREEMENT	SALES AGREEMENT
LETTER OF INTENT	BUSINESS AGREEMENT



 NU SKIN®