

TRI-ANNUAL GROWTH CHALLENGE 2025

Dear Partners,

Greetings from Nefful International.

To inspire continued excellence in the new year, the company will introduce the Tri-Annual Growth Challenge 2025. Partners who meet the challenge criteria will have the chance to participate in professional external training courses, receive recognition through awards, and as well as an invitation to an incentive trip.

Qualifying requirements and incentives as below:

- Qualifying Period:
- i. January – April 2025
 - ii. May – August 2025
 - iii. September – December 2025

Eligibility: Qualifiers must be holding either AM, AM+ or AGM title

Qualifying Criteria and Incentives:

| AGM | Organization Volume (International Total Volume) | Professional External Training Course | Award Recognition Dinner | Incentive Trip |
|--------|---|---------------------------------------|--------------------------|----------------|
| | Achieved 1,050,000 & above in any period | ★ | ★ | |
| | Achieved 4,200,000 & above in total | | | ★ |
| AM/AM+ | Group Volume (International Total Volume) | Professional External Training Course | Award Recognition Dinner | Incentive Trip |
| | Achieved 650,000 & above in any period | ★ | ★ | |
| | Achieved 2,600,000 & above in total | | | ★ |

- Details of the "Professional External Training Course" will be announced in due course.
- The "Award Recognition Dinner" will be held after the completion of the "Tri-Annual Growth Challenge" and will be held together at the end of the third quadmester. Detailed information about the event will be announced separately.
- The travel dates and plans for the incentive trip may be adjusted based on circumstances, with the possibility of alternative rewards. Specific activity details will be announced separately.

Important Notes:

1. Above sales volume calculation is based on international total volume in Taiwan sales volume.
2. According to the Income Tax Act 1967 (ITA 1967), incentive prizes or award are taxable as compensation regardless of whether the prize or award is in the form of cash, merchandise, or travel.
3. The criteria for the awards are expressed in Taiwan sales volume. Refer to the table below for the conversion bases in various countries:

| Country | Conversion rate based on Taiwan sales volume |
|----------------|---|
| USA | 30 |
| Hong Kong | 3.8095 |
| Malaysia | 7.5 |
| Singapore | 21.6607 |

4. Nefful International reserves the right to amend program as well as terms and conditions at any time without prior notice.

31.12.2024