

# TRI-QUARTER GROWTH CHALLENGE 2024

Dear Partners,

Greetings from Nefful International.

To encourage our partners to consistently excel in the upcoming year, the company is launching the Tri-Quarter Growth Challenge 2024. This initiative aims to inspire our partners to strive for remarkable achievements. Those who successfully meet the challenge criteria will have the opportunity to access 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: The three periods included are:

- i. January – April 2024
- ii. May – August 2024
- iii. September – December 2024

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

Qualifying Criteria and Incentives:

	<b>Organization Volume (International Total Volume)</b>	Professional External Training Course and Award Recognition*	Incentive Trip <sup>^</sup>
AGM	Achieved 1,000,000 & above in any period	★	
	Achieved 1,000,000 & above in each of the three periods	★	★
	Achieved 4,000,000 & above in total		★
	<b>Group Volume (International Total Volume)</b>	Professional External Training Course and Award Recognition*	Incentive Trip <sup>^</sup>
AM/AM+	Achieved 600,000 & above in any period	★	
	Achieved 600,000 & above in each of the three periods	★	★
	Achieved 2,200,000 & above in total		★

\* Details of the "Professional External Training Course and Award Recognitions" will be announced in due course. (Nefful USA may be subjected to substitution of other rewards and/or gifts.)

<sup>^</sup>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 later.

Important Notes:

1. Above sales volume calculation is based on international total volume in Taiwan sales volume.
2. 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:

<b>Country</b>	<b>Conversion rate based on Taiwan sales volume</b>
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.

01.11.2024