

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:

	Organization Volume (International Total Volume)	Professional External Training Course and Award Recognition*	Incentive Trip[^]
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		★
	Group Volume (International Total Volume)	Professional External Training Course and Award Recognition*	Incentive Trip[^]
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.)

[^]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:

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.

01.11.2024

2024 年「三季度」業績躍進挑戰

親愛的夥伴，您好：

為鼓勵夥伴們在即將來臨的新年度能持續締造事業佳績，因此公司將推出 2024 年「三季度」業績躍進挑戰競賽辦法，盼藉此鼓勵夥伴衝刺業績，凡達挑戰標準者，即可享外聘課程、授獎表揚及榮耀之旅招待。

競賽辦法與獎勵內容如下：

- (1) 競賽日期：共含以下三個期間
 - i. 2024 年 1 月~2024 年 4 月
 - ii. 2024 年 5 月~2024 年 8 月
 - iii. 2024 年 9 月~2024 年 12 月
- (2) 參賽者資格：區域總經理、高級區域經理、區域經理聘階
- (3) 業績標準及獎勵辦法：

	整組業績標準 (國際加算)	專業外聘課程暨授獎表揚*	榮耀之旅^
AGM	任一期間 100 萬或以上	★	
	三個期間皆達 100 萬或以上	★	★
	全年度達 400 萬或以上		★
	小組業績標準 (國際加算)	專業外聘課程暨授獎表揚*	榮耀之旅^
AM/AM+	任一期間 60 萬或以上	★	
	三個期間皆達 60 萬或以上	★	★
	全年度達 220 萬或以上		★

*「專業外聘課程暨授獎表揚」之詳細活動內容將另行公告。(美國妮芙露可能改以其他獎勵方式替代。)

^「榮耀之旅」之旅遊日期及內容，將視實際情況進行異動或調整，亦可能改以其他獎勵方式替代，詳細活動內容將另行公告。

注意事項

1. 以上業績計採國際加算(以台灣業績為準)。
2. 獲享公司活動獎勵或獎品，包括但不限於旅遊活動、現金或贈品等，皆需按法規申報個人所得。

3. 此表揚獎項所述之業績，皆以台幣業績表示，各國業績之換算基數請參閱下表：

國家	台幣業績之換算基數
美國	30
香港	3.8095
馬來西亞	7.5
新加坡	21.6607

4. 妮芙露國際保有更改活動內容及解釋之權利。

01.11.2024