

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:

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

- Nefful USA may subject to substitution of other rewards and/or gifts for "Professional External Training Course" and "Award Recognition Dinner"

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.

12.31.2024

2025 年「三季度」業績躍進挑戰

親愛的夥伴，您好：

為了鼓勵大家在新的一年持續創造佳績，公司將推出 2025 年「三季度」業績躍進挑戰競賽。達到挑戰標準的夥伴將有機會參加外聘課程、表揚晚宴及榮耀之旅。

競賽辦法與獎勵內容如下：

一、 競賽日期：

- (1) 2025 年 1 月～2025 年 4 月
- (2) 2025 年 5 月～2025 年 8 月
- (3) 2025 年 9 月～2025 年 12 月

二、 參賽資格：區域總經理、高級區域經理、區域經理聘階

三、 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	表揚晚宴	榮耀之旅
AGM	任一期間 105 萬或以上	★	★	
	全年度達 420 萬或以上			★
	小組業績標準（國際加算）	專業外聘課程	表揚晚宴	榮耀之旅
AM/AM+	任一期間 65 萬或以上	★	★	
	全年度達 260 萬或以上			★

- 「專業外聘課程」之詳細活動內容將另行公告。
- 「表揚晚宴」將於「三季度」業績躍進挑戰競賽全部完成後，合併於第三個季度一起舉辦，詳細活動內容則將另行公告。
- 「榮耀之旅」的日期及內容，將視實際情況進行調整或替代，詳細活動內容將另行公告。
- 「專業外聘課程」及「表揚晚宴」之活動內容美國妮芙露可能改以其他獎勵方式替代。

四、 注意事項

- (1) 以上業績計算採用國際加算（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) 表揚獎項所述業績以台幣計算，各國業績換算基數如下表：

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。

12.31.2024