

TRI-ANNUAL GROWTH CHALLENGE 2026

Dear Partners,

Greetings from Nefful International.

To support our partners in sustaining momentum and achieving new milestones in 2026, the company is proud to launch the Tri-Annual Growth Challenge 2026. Partners who meet the challenge criteria during the designated period will have the opportunity to participate in complimentary professional external training courses, receive recognition at a dedicated award recognition dinner, and embark on an exclusive recognition trip, where their efforts and achievements will be truly recognized.

Qualifying requirements and incentives as below:

Qualifying Period:

- January – April 2026
- May – August 2026
- September – December 2026

Qualifying Criteria and Incentives:

Category 1: Area General Managers (AGM), Area Managers Plus (AM+) and Area Managers (AM) who meet the performance criteria outlined in the table below during the designated qualifying period specified in this announcement.

AGM	Organization Volume (SV) (International Total Volume)	Professional External Training Course	Award Recognition Dinner	Recognition Trip
	Achieved 1,050,000 & above in any period	★	★	
	Achieved 4,200,000 & above in total			★
AM/AM+	Group Volume (SV) (International Total Volume)	Professional External Training Course	Award Recognition Dinner	Recognition 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.
- Nefful USA may subject to substitution of other rewards and/or gifts for "Professional External Training Course" and "Award Recognition Dinner"

Category 2: Managers (M) and Consultants (C) who, during the period from 1 January 2026 to the December 2026 sales closing date, fulfil the pin title advancement requirements as set out in the table below.

Pin Title Advancement Criteria	Sales Volume Calculation Period	Sales Volume Requirements	Professional External Training Course	AS063 Stole
Consultant(C) → Area Manager (AM)	Within three consecutive months	750,000	★	★
Manager (M) → Area Manager (AM)	Within a single month	600,000	★	★

- The schedule and topics of the "Professional External Training Course" will be announced separately. Course eligibility will be granted based on the competition period corresponding to the participant's actual advancement date. Selection of specific sessions and make-up arrangements for missed or expired courses will not be available.
- If a partner meets two or more advancement criteria within the same sales volume calculation period, the training course and gift entitlement will be determined based on the highest qualifying criterion only and will not be granted repeatedly or cumulatively.

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 the challenge content and shall have the final right of interpretation.

12.31.2025

2026 年「三季度」業績躍進挑戰

親愛的夥伴，您好：

為陪伴大家在 2026 年持續衝刺成長、再創高峰，公司特別推出「2026 年三季度業績躍進挑戰」競賽。只要在指定期間達成挑戰標準，您就有機會免費取得專業外聘課程席次、受邀出席專屬表揚晚宴，並踏上榮耀之旅，讓自己的努力與成就被看見。競賽辦法與獎勵內容如下：

一、競賽日期：

1. 2026 年 1 月～2026 年 4 月
2. 2026 年 5 月～2026 年 8 月
3. 2026 年 9 月～2026 年 12 月

二、業績標準及獎勵辦法：

辦法一：參賽資格 - 區域總經理、高級區域經理、區域經理聘階，凡於本公告指定之競賽區間，符合下表所示之業績標準者

	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。

辦法二：參賽資格 - 經理、專員，凡於 2026.1.1 至 2026.12 業績結算日前符合下表所示之聘階晉升條件者

聘階晉升條件	業績計算區間	業績標準	專業外聘課程	AS063 亮彩圍巾
專員(C) → 區域經理(AM)	連續三個月內	75 萬	★	★
經理(M) → 區域經理(AM)	單月內	60 萬	★	★

- 專業外聘課程之場次與主題將另行公告，並依實際晉升日期所屬之競賽期間給予對應課程參加資格，恕無法指定場次或補辦逾期課程。
- 若於同一業績計算區間內，同時符合兩項以上晉升標準，課程與贈禮以「最高一項標準」計算，不重複或多次給予。

三、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. 妮芙露國際保有調整活動內容及最終解釋之權利。

2025 年 12 月 31 日