

*Nu Skin Hong Kong and Macau
2022 Brand Affiliate Compliance Summary*



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Nu Skin is committed to operating its business in compliance with applicable laws and regulations, and to protecting consumers and customers alike. We are also committed to ensuring that our Independent Brand Affiliates act in a similar manner. To this end, Nu Skin has established an effective compliance program focusing on the following key activities:

- ❖ **Policies and Procedures** – Develop and maintain policies and guidelines that govern Brand Affiliate activities
- ❖ **Education** – Create educational resources and provide training to Brand Affiliates on how to build a compliant and healthy business
- ❖ **Monitoring compliance** – Proactively monitor and follow up with Brand Affiliates to ensure alignment with policies and guidelines
- ❖ **Remedial measures** – Take appropriate measures against Brand Affiliates who have engaged in inappropriate activities
- ❖ **Evaluation and oversight** – Ensure efficiency and accountability through regular process evaluation, executive management oversight, and transparency.

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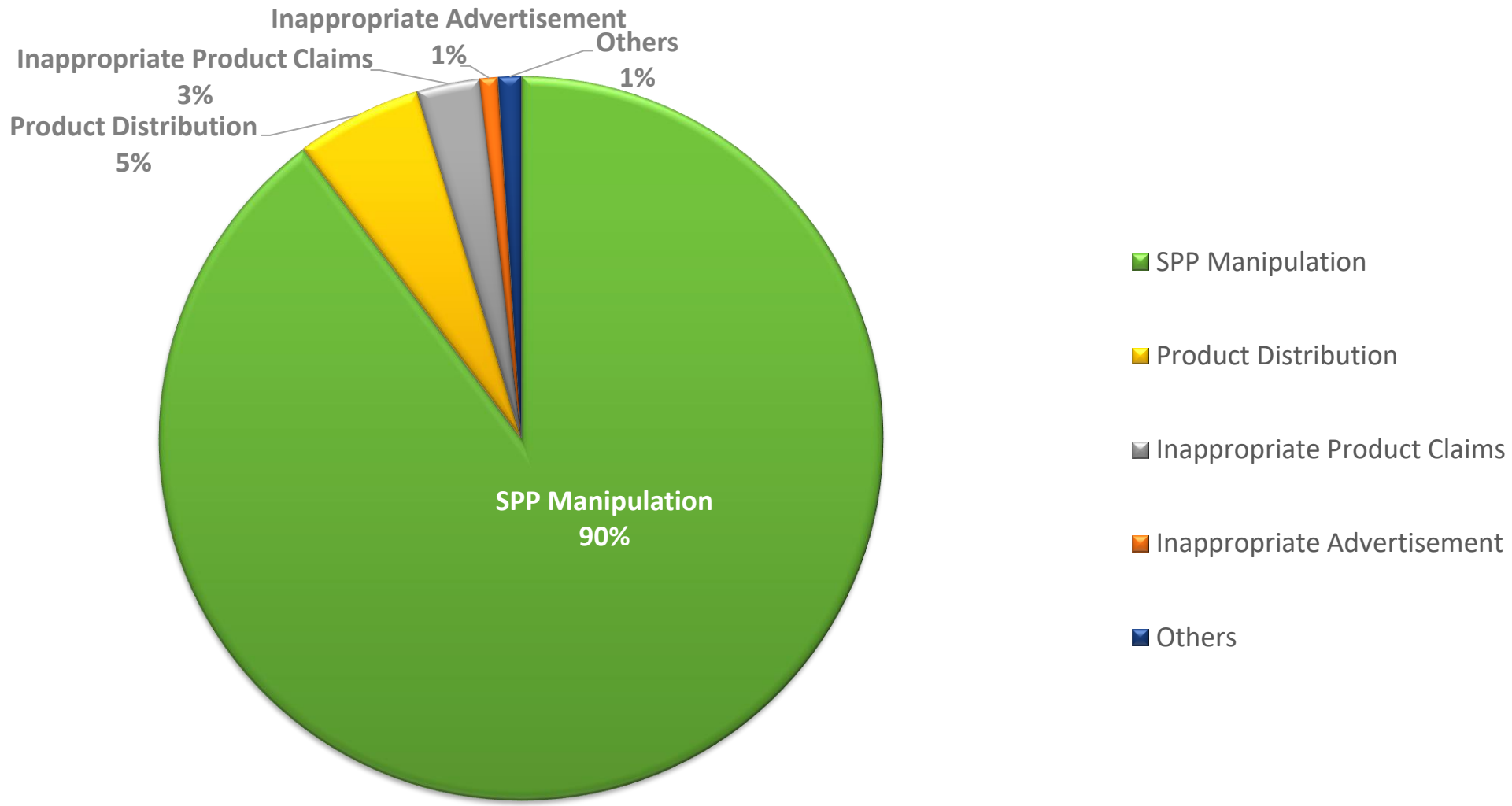
This compliance information is provided by Nu Skin Hong Kong and Macau, on behalf of Nu Skin International Inc. (“Nu Skin”).

The following are remedial measures imposed by the Compliance Review Committee (“CRC”) for violations reported between January and December 2022. The total number of Hong Kong and Macau Brand Affiliates/Members with violations was 497.

Pin Titles		Remedial Measures*	
Member:	194	Education/Warning Call or Letter:	267
Brand Affiliate:	280	Termination:	191
Brand Representative:	13	Withholding:	34
Brand Partner:	3	Probation:	303
Senior Brand Partner:	3	No Action:	3
Exec. Brand Partner:	1	Others:	2
Senior Brand Director:	1		
Exec. Brand Director:	2		

*One Brand Affiliate may incur multiple remedial measures

Total Brand Affiliate Violations by Type in 2022*



*For the purpose of this document, certain violations have been combined in order to provide a comprehensive summary.

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Global compliance has established a social media education and outreach program to educate Brand Affiliates concerning appropriate online activities. As part of this program, members of the Hong Kong and Macau compliance team regularly reach out to Brand Affiliates to educate them regarding problematic opportunity claims, product claims, and other content related to their online activities.

During 2022, the Hong Kong and Macau compliance team educated 2260 Brand Affiliates.

