

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.

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. According to the Inland Revenue Authority of Singapore (IRAS), 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.

31.12.2025