

NHT Global Hong Kong

"Code of Conduct for Members & Policies and Procedures" (CCMPP)

PART 1. INTRODUCTION

- 1.1 From this point forward **NHT Global Hong Kong** will be referred to as "**NHT Global**" while its members will be referred to as "**Members**".
- 1.2 This document, "Code of Conduct for Members & Policies and Procedures" (hereinafter referred to as "CCMPP"), together with the "Member Application and Agreement" and "Compensation Plan" form the complete and binding agreement (collectively referred herein as the "Agreement") between NHT Global and its Members. Failure to comply with the provisions of any of these documents may result in the termination of a Member's membership and his/her liability to pay damages to NHT Global. This CCMPP has been drawn up for the following purposes:
 - 1.2.1 To safeguard market order and ensure the equity and integrality of Members' interests;
 - 1.2.2 To clearly define a Member's obligations in his/her business cooperation with NHT Global;
 - 1.2.3 To clearly define the penalties in case of a Member's breach of this CCMPP;
 - 1.2.4 To assert that it is a Member's duty to abide by this CCMPP and protect NHT Global's healthy and orderly business development as he/she enjoys its equitable and legitimate business opportunities.

PART 2. BUSINESS RULES AND REGULATIONS

NHT Global is an e-Commerce company that sells products directly to its Members. This CCMPP shall apply to all Members registered under NHT Global Hong Kong.

- 2.1 Compliance with government laws and regulations
 - 2.1.1 Persons must be of legal age in their country of abode to be eligible to join NHT Global as Members;
 - 2.1.2 Members must conduct their business lawfully and in strict accordance with the government laws and regulations;
 - 2.1.3 Members shall be responsible for paying personal income tax according to the laws of Hong Kong Special Administrative Region and whatsoever taxes required;
 - 2.1.4 Members shall not perform any act of discourteousness, deception, misguidance, immorality or malignance;
 - 2.1.5 Persons must be of legal status in their country of abode to be eligible to join NHT Global as Members. If the country of abode's regulation prohibits government officials or students etc. to join the NHT Global business, then the law must be abided by and those persons who fall within these two categories are prohibited by the Company from joining as Members.
- 2.2 Compliance with company policies and regulations
 - 2.2.1 There shall be no requirement of product purchase to become a Member;
 - 2.2.2 All Members are independent contractors engaged in their own separate business pursuits. Members are not to be considered purchasers of a franchise, nor does the Agreement between NHT Global and its Members create an employer/employee relationship, agency, partnership,

or joint venture. Members are strictly prohibited from stating or implying, whether orally or in writing that their relationship is any other than as outlined above. Each Member shall hold NHT Global harmless from any claims, damages or liabilities arising out of the Member's business practices. Members have no authority to bind NHT Global to any obligation.

- 2.2.3 Members must adhere to the company's policies and regulations and take responsibility for their business engagements and sales activities;
- 2.2.4 There are no exclusive territories for recruiting purposes, nor shall any Member imply or state that he/she has any exclusive territory rights. There are no geographic limitations on Member sponsoring except in those foreign countries that have not officially been opened by NHT Global.
- 2.2.5 Members shall protect and promote the reputation of NHT Global and its products. They shall not behave in a manner that will jeopardize the reputation of NHT Global, its products or the public interest.
- 2.2.6 Members shall not, in any way, cause disturbance to the Company, its Experience Service Centers, its venues where business is being conducted or its employees are on duty;
- 2.2.7 Members agree to indemnify and hold harmless NHT Global, its shareholders, employees, agents, general/limited partners, and successors in interest from and against any claim, demand, liability, loss, cost or expense, including, but not limited to, attorney's fees arising from or alleged to arise in connection with that Member's NHT Global business, its affiliates, activities as a Member, and any other matters related to a Member's performance under the Agreement.

2.3 Compliance with the operational regulations

Membership Policy:

- 2.3.1 Each individual or legal entity is eligible to own one Membership and must not register with a fictitious or assumed name;
- 2.3.2 Spouses may each own a Membership but their positions must be on the same line of the genealogy. The action of one spouse will bear consequences to the other spouse;
- 2.3.3 Change of sponsor:
 - 2.3.3.1 Once a Membership is registered, change of the sponsor's information is not allowed in principle;
 - 2.3.3.2 A member wishes to change his/her sponsor's information, must first have the consent of that sponsor and apply to the Company in writing within seven (7) days from his/her new Membership;
 - 2.3.3.3 The application is subject to the final approval of NHT Global headquarters in the US;
 - 2.3.3.4 A handling fee of HKD50 shall be payable by the applicant whether or not his/her application is approved.
- 2.3.4 Members shall renew their "Back Office" use yearly by paying a renewal fee of USD100. In case of a member deciding not to renew his/her Membership, the bonus payable to him/her shall be withheld. His/her member position and his/her right to order products shall be cancelled upon he/she fails to renew his/her Membership;

- 2.3.5 The lists of Members and customers are owned by NHT Global. Members are allowed to use them to help build their market but are forbidden to use them for other commercial purposes unless they have obtained prior written approval from NHT Global;
- 2.3.6 Members shall not, during the Agreement with NHT Global or within 90 days from the expiration of it, directly or indirectly incite other Members to join another direct selling company.

The Rules and Procedures for Transfer of Member's business rights

- 2.3.7 Membership can be inherited or bequeathed. Other than such situations, business rights of a member cannot be transferred to others without NHT Global's approval:
- 2.3.7.1 A Member who applies for Membership transfer may only do so within six (6) months from his/her registration; as for Membership succession or inheritance, the request should only be raised within six (6) months from the decease of the Membership holder;
- 2.3.7.2 The Member shall personally present documents to the Company including a copy of his/her ID card and of the transferee, an attestation to his/her relationship with the transferee and an "Agreement for Transfer of Business Rights"* between them, OR:
- 2.3.7.3 He/She may first log in into the Back Office and send NHT Global a request through its "Request for Service" page. He/she must then submit the above-said copies of documents to NHT Global either by hand or by post within fourteen (14) days from the date he/she has sent his/her request. His/her application shall be cancelled should the Company not receive the copies by the deadline;
- 2.3.7.4 Membership can only be transferred to a person or an entity who has never owned a Membership;
- 2.3.7.5 Once the Membership transfer has taken effect, all accumulated BV points of its previous owner will be cancelled. Ex-Members may not re-apply for new Membership within six (6) months from the date he/she has transferred his/her Membership to another person;
- 2.3.7.6 Whether the application is successful or not, the company shall charge a non-refundable handling fee of HKD50.
- Note:** The "Agreement for Transfer of Business Rights" must clearly state that the accumulated BV points of the consigning member will be cancelled and his/her business rights forfeited.

Termination of Membership

- 2.3.8 Voluntary Termination of Membership within 14 days of Registration:
- 2.3.8.1 A Member may voluntarily terminate his/her Membership Agreement with NHT Global within 14 days of his/her registration by sending NHT Global a written notice. As soon as his/her termination takes effect, his/her member rights shall be nullified;
- 2.3.8.2 In the above circumstances, the company will refund the full amount of the Membership registration fee (the "BBP") and process his/her product refund request in accordance with the CCMPP if applicable;
- 2.3.9 Voluntary Termination of Membership after 14 days of Registration:

- 2.3.9.1 A Member may voluntarily terminate his/her Membership agreement with NHT Global after 14 days of his/her registration by sending NHT Global a written notice. As soon as his/her termination takes effect, his/her member rights shall be nullified;
- 2.3.9.2 In the above circumstances, the company shall NOT refund any amount of the Membership registration fee (the "BBP") but may process for a product refund, if applicable, in accordance with his/her CCMPP;
- 2.3.9.3 Once the termination has taken effect, all accumulated BV points and business rights of the Membership will be cancelled. Ex-Members must wait six (6) months from the date of his/her Membership termination to re-apply for new Membership (hereafter Cooling-off Period). In the instance that Ex-Members belonging to the same Consumption Zone attempt to re-apply for new Membership under either Consumption Zone of the same Member, the Cooling-off Period will be their sequence of re-registration multiplied by six (6) months.
- 2.3.9.4 When a person's Membership is being suspended or has been terminated, he/she shall not undertake another person's Membership rights or participate in any activities organized by NHT Global or its Members.
- 2.3.10 Compulsive Suspension or Termination of Members hip
 - 2.3.10.1 NHT Global reserves the right to terminate a member, should the situation warrant it, when the member has violated the local law of the country in which the individual resides or this CCMPP. In most cases, he/she shall not be permitted to re-apply for Membership again;
 - 2.3.10.2 In the event of a Membership being compulsively terminated by NHT Global, to protect the interests of other Members, NHT Global reserves the right not to refund his/her products, judging by the seriousness of the matter;
 - 2.3.10.3 If product-refund requests are found to be made by a Member out of ill-intent, in order to protect the interests of other Members, NHT Global reserves the right not to refund his/her products, judging by the seriousness of the matter;
 - 2.3.10.4 NHT Global reserves the right to reject the above-said persons' re-application for Membership.
- 2.3.11 Compliance with Marketing Ethics

The Marketing Protocols:

- 2.3.11.1 Members are prohibited to lure people to leave their place of residency in the name of offering them jobs, business opportunities or to restrict their personal freedom to coerce them to become Members;
- 2.3.11.2 Members shall not exaggerate their business volume or income to another person. They shall not display their commission information or portray high commissions to prospective members;
- 2.3.11.3 Members should clearly communicate to prospective Members that there is no requirement of product purchase to become a Member. In addition, they should be informed that they will need to re-order for small amounts of goods monthly in order to maintain their right to receive commissions.

- 2.3.11.4 Members should clearly state that their main job as a Member is to sell NHT Global products to the end-users.
- 2.3.11.5 Members shall not imply or mislead others to think that one can make financial gains by sponsoring others to join NHT Global. They shall not impress on them that they have an obligation to sponsor other people.
- 2.3.11.6 Members shall not make untrue or misleading claims such as "no great effort is required for success" or etc;
- 2.3.11.7 Members must supervise and support the new Member(s) they have sponsored and communicate with them monthly to support them by personal contact, phone calls, letters, e-mails and/or participation in conferences and member activities.

2.3.12 The "70% Products for Retail Sales" Rule

- 2.3.12.1 NHT Global's distribution business is built on the principle of retailing its products to the end-users. Meanwhile, it is acceptable that Members may purchase a suitable quantity of products either for personal use or their family's use. Or, they may give them away as samples to build a clientele. To serve these needs, NHT Global offers product packages for personal-use, family-use and retail business each with appropriate amounts of products. Hence, Members may purchase products not just for Membership maintenance or rank promotion.
- 2.3.12.2 NHT Global has adopted the "70% of Products for Retail Sales" Rule. Unless a Member has already consumed 70% of his/her products-on-hand by either personal consumption, family use or has given them away as samples in promotions, he/she is not allowed to order for more products.
- 2.3.12.3 To execute the above-said policy, NHT Global has adopted some substantial rules of the retail industry. NHT Global's representatives shall randomly check on Members to see if they have been following the "70% of Products for Retail Sales" Rule.
- 2.3.12.4 Members must comply with NHT Global's policy that he/she is required to keep records of his/her sales and submit them to the company for verification or assessment if such is required.
- 2.3.12.5 NHT Global representatives shall contact Members to inquire whether they have followed the "70% of Products for Retail Sales" Rule.

2.3.13 Rules and Procedures for Selling Products

- 2.3.13.1 Members who wish to purchase products shall directly place their orders online with NHT Global. The costs of the product shall be paid by the same Member whose name is shown on the Product Order Form;
- 2.3.13.2 Members shall sell products to consumers according to the Published Retail Prices on the NHT Global website. They are not allowed to sell products to customers above or below the indicated prices and are prohibited to charge additional fees;
- 2.3.13.3 Members are prohibited to forcibly sell products to customers against their will;
- 2.3.13.4 Members shall seek consumers' consent before presenting the products to them. They shall be courteous, respectful of every consumer and be considerate. Their advertisement and presentation of the products should base on facts. Members shall

not make misleading claims that the products can prevent, treat, cure or diagnose any diseases;

- 2.3.13.5 Members shall explain NHT Global's product refund policy to the customer before the transaction. They are responsible for providing an instruction to the customers on product use and the products' receipts;
- 2.3.13.6 Members shall provide customers with sincere and attentive service and promptly handle their product complaints. For product return or exchange issues, Members should handle them in accordance with the company policies;
- 2.3.13.7 Members are forbidden to sell or display NHT Global products in public areas;
- 2.3.13.8 Members are not allowed to criticize products of NHT Global's competitors;
- 2.3.13.9 Distributor may not sell NHT Global products via any e-commerce platform outside of NHT Global, including but not limited to live, silent, or any other type of auctions even if offered at the distributor suggested retail price.

In order to maintain NHT Global's brand reputation, image and quality business service, and to preserve the integrity of the sales channel by which NHT Global products are sold, including person-to-person, Distributors are prohibited from selling or advertising NHT Global products on e-commerce sites, auction sites and websites trading in products or services over the Internet. Examples of these prohibited sites include Amazon, JD.com, Taobao.

NHT Global is unable to guarantee the quality, authenticity, freshness or safety of products sold on these sites and therefore these products are not eligible for return/refund from NHT Global.

2.3.14 Rules Relating to Training

- 2.3.14.1 Members shall not organize or participate in any trainings or talks relating to NHT Global's trademark (Chinese or English), its products or its business without NHT Global's prior written approval;
- 2.3.14.2 Members shall not organize or participate in any gatherings associated with NHT Global's trademark (Chinese or English) without its prior written approval;
- 2.3.14.3 Members should consult Member Relations Department at NHT Global Hong Kong should they have doubts on the legality of a training event organized in the name of NHT Global which they have been invited to attend.

2.4 Compliance with Rules on the Use of NHT Global trademark and logos

- 2.4.1 Members shall strictly comply with local legislations on trademark and company logo protection;
- 2.4.2 Members shall not, unless approval has been granted and materials provided by NHT Global, make reference to NHT Global's name, trademark, product details, selling system or its services on their print materials, tapes, videotapes or websites they create to promote their personal business;
- 2.4.3 Members are forbidden to repackage any NHT Global products or tamper their trademarks;
- 2.4.4 Members shall not, unless written approval has been granted by NHT Global, produce any sales aids relating to the trademark of NHT Global (Chinese or English). Notwithstanding, NHT Global

still owns the copyright of the sales aids produced by an individual which are related to the trademark of NHT Global and reserves the right to sue for the infringement of copyright;

- 2.4.5 NHT Global may seek injunctive relief for damages from the violators for the unauthorized use of the NHT Global copyrights, trademarks, and materials, as well as seeking any other remedies, which may be available to NHT Global.

2.5 Information Disclosure, Media and Advertising Policy

- 2.5.1 Members are prohibited from granting radio, television, newspaper, tabloid or magazine interviews or using public appearances, public speaking engagements, or making any type of statement to the public media to publicize NHT Global, its products or their individual NHT Global business without the express and prior written approval of NHT Global;
- 2.5.2 Members shall not, unless written approval has been granted by NHT Global, publish or broadcast advertisements in relation to NHT Global (Chinese or English trademarks) on media, the Internet or telephone directory or to promote NHT Global products by way of distributing leaflets;
- 2.5.3 Members shall not disseminate any unproven information regarding NHT Global's business, its policies, its operation etc or falsely deliver or report any information announced by NHT Global. In addition, Members shall not disclose any confidential information of the Company to the public;
- 2.5.4 Members shall not reproduce any audio-visual materials produced by NHT Global about its business opportunities or products.

2.6 Internet and Website Policy

- 2.6.1 Members shall not use or attempt to register any of NHT Global (Chinese or English trademark) trade names, service marks, product names, company name or any derivative thereof, for any website domain name;
- 2.6.2 Members shall not present the names, logos or any product descriptions related to NHT Global (Chinese or English trademarks) in their privately owned websites;
- 2.6.3 Members shall not post "blind ads" on the Internet to make any claims about the products, the compensation plan or a member's income associated with NHT Global (Chinese or English trademarks);
- 2.6.4 NHT Global adopts a "no-spamming" policy and considers the action of sending out unsolicited e-mails in large bulks as "spamming". NHT Global does not allow its Members to market its business or products by means of sending out massive e-mails.

2.7 Telephone Calls Policy

- 2.7.1 Members are prohibited to make claims that their calls are made from "NHT Global ";
- 2.7.2 Members are forbidden to, in any way, mislead the caller to think that he/she has called the corporate office of NHT Global.

2.8 Corporate Information Update

- 2.8.1 In order to maintain an effective marketing program to respond to the ever-changing economic conditions and new laws that may be enacted by the government, NHT Global shall from time to time, without giving prior notice to Members, amend or augment the terms and conditions stated herein or alter its marketing program. Any amendment made to this CCMPP or NHT

Global's marketing program shall be deemed as a part of the Agreement between NHT Global and its Members;

2.8.2 Any alteration or amendment made to NHT Global's policies, procedures or marketing program shall automatically become a part of the Agreement between NHT Global and its Members as if it was published on its official website;

2.8.3 All NHT Global product and literature prices are subject to change without prior notice;

2.8.4 Members have a responsibility to stay abreast of NHT Global's updates and the Company shall not be liable for any consequence occurring to a Member in the case of his/her failure to do so.

2.9 Product Delivery Policy

2.9.1 Transfer of title to the recipient is effective upon delivery of the products to the carrier (the logistics company) that completes the delivery to the recipient. The recipient may contact the carrier if the product is not delivered or is damaged during transit;

2.9.2 To ensure products are actually delivered to the recipient, the recipient of products must produce his/her identity document or his/her authorization letter (if applicable) to the deliverer of products (the logistics company) at the time he/she receives the products;

2.9.3 The deliverer of products reserves the right not to release the products to the recipient should he/she fail to produce such documents.

2.10 Product Return Policy

2.10.1 Rules relating to "Product Return"

2.10.1.1 Members shall inform their customers about the 14-day product return and product refund policy;

2.10.1.2 Any Member of a senior position affected by returned products to NHT Global will accordingly be subject to adjustments in their commissions, overrides and bonus accounts, personal volume, etc. based upon all commissions and bonuses paid on the returned product;

2.10.1.3 NHT Global may regard a request for product return as an application for "Membership cancellation", whether or not it is explicitly requested.

2.10.1.4 The Shipping & Handling fee amounted 9% of the order price is non-refundable.

2.10.2 Procedures for Product Return

2.10.2.1 After placing an order in a Member's Back Office, he/she may, within 14 days, make a request for product return at NHT Global either in person (bringing his/her ID document) or by sending a notice to NHT Global through the "Contact Support" on his/her Back Office; To protect consumers' rights, in the event of receipt of damaged or deteriorated products, the purchaser can apply for exchange of products within 60 days of the date of the acknowledgement of receipt. The company will exchange the same product(s) after the case is verified. Failure of providing the signed receipt or applications later than 60 days will not be accepted;

- 2.10.2.2 The Company shall then issue a reply to the Member stating whether his/her request has been accepted. If yes, a "Return Merchandise Authorization" number (RMA) will be given in the reply;
- 2.10.2.3 The Member shall, within 14 days from his/her receipt of NHT Global's reply, bring back in person the "reply", the RMA number and the products (must be intact and in exactly the same combination and quantity as described in the Product Order);
- 2.10.2.4 Should the returned products meet the conditions set out in 2.10.2.4.1, NHT Global shall, within 14 working days, refund to the Member's registered credit card account.
 - 2.10.2.4.1 "Conditions" refer to the state that the products returned are current, undamaged, re-usable and sellable;

2.11 Non-Competition, Non-Association and Non-Solicitation Policy

2.11.1 Non-Competition Policy:

- 2.11.1.1 Each Member agrees not to compete with the protectable business interests of NHT Global by selling or promoting other products or opportunities. The Member acknowledges and recognizes these restrictions are necessary for NHT Global to protect its valuable interests and agrees that an injunction and/or other remedy is necessary and appropriate for NHT Global to protect such interests.

2.11.2 Non -Association Policy:

- 2.11.2.1 Members shall not directly or indirectly associate themselves with the Company's manufacturers, suppliers, representatives of suppliers, affiliates of suppliers or product inventors.

2.11.3 Non-Solicitation Policy:

- 2.11.3.1 Members are strictly prohibited to sed uce other Members to join another company of the same kind;
- 2.11.3.2 Members shall not on their own behalf, or on behalf of other persons, partnerships, associations, corporations or other entities, hire or solicit any employees, other Members, customers, product inventors, or suppliers of NHT Global, to alter their employment or business relationship with NHT Global or its affiliates;
- 2.11.3.3 Members shall not develop business relationship with competitors.

2.12 Grace Period of BV Restoration

- 2.12.1 Members can only request for "BV restoration" ONCE during their valid Membership period;
- 2.12.2 Members may make a request for BV restoration by sending the request through the Back Office under the section "Contact Support" or by presenting the original copy of their identity document(s) to the Company in person, within seven (7) days from the expiration of their activation period;
- 2.12.3 Any request made after the "7-day grace period" will not be accepted;
- 2.12.4 Should such a request meet the requirements of our policies, Members shall purchase a 90BV (or above) product package within the grace period to re-activate;
- 2.12.5 Should a Member already have his/her BV points restored once, his/her second request will not be accepted. The cancellation of his accumulated BV points shall remain unchanged.

- 2.12.6 To ensure that his/her Membership will always stay active, a Member may select the "Auto Shipment" option in his/her BackOffice which will be executed at the end of each activation period.

2.13 Declaration

- 2.13.1 Member shall provide authentic personal particulars to NHT Global;
- 2.13.2 The Back Office password issued to a Member is for his/her personal use only. He/She shall, under no circumstances, disclose it to another person;
- 2.13.3 In case of a Member suspecting that his/her Back Office has been accessed by another person, he/she should change his/her password immediately;
- 2.13.4 Our operational support provided to a Member will be based on his/her personal information provided to us through his/her Back Office.

PART 3 SUPERVISION AND PUNISHMENT

3.1 Supervision

- 3.1.1 This CCMPP is enforced to safeguard the businesses of all Members. Any violation of it may cause significant negative impact on all Members' businesses or incur serious criticism from the government or media against the Company, its products or Members.
- 3.1.2 All Members are responsible for protecting the level playing field and are obligated to expose and report other Members' breach of the Company's regulations.

3.2 Disciplinary Actions

- 3.2.1 Members who are found to have breached this CCMPP shall be subject to NHT Global's disciplinary actions, including but not limited to:
- 3.2.2 **Suspension of Member rights:** Based on proven reports or evidences confirming a complaint against a Member's violations of this CCMPP, NHT Global has the right to suspend his/her Membership to launch an investigation of the matter. The suspension may include one or more of the following actions:
 - 3.2.2.1 Suspension of all his/her promotional rewards;
 - 3.2.2.2 Suspension of his/her bonus payment;
 - 3.2.2.3 Suspension of his/her Membership;
- 3.2.3 It is up to the suspended Member to seek to understand what investigative actions are being carried out by NHT Global. He may proactively present evidences to NHT Global to prove his/her innocence;
- 3.2.4 Should the investigation lead to no proof of the Member's violation of this CCMPP, NHT Global will reinstate his/her Membership but reserve the right to pursue further investigations without notice;
- 3.2.5 A Member shall have no right to claim financial compensation from NHT Global when it duly executes its right to suspend his/her Membership in accordance with this CCMPP.
- 3.2.6 **Termination of Member rights:** NHT Global reserves its right, if necessary, to terminate a Membership without giving prior notice to the Member concerned. The termination may include one or more of the following actions:
 - 3.2.6.1 Termination of all his/her promotional rewards;
 - 3.2.6.2 Termination of his/her bonus payment;

3.2.6.3 Termination of his/her Membership;

3.2.7 "Termination" means completely nullify the Membership of a person and all his/her rights to participate in NHT Global's business. It includes the cancellation of his/her rights to receive any income from his/her Membership before or after the termination takes place. Termination of Membership takes effect on the specific date given in the "Membership Termination Notice" issued to the Member.

3.2.8 A Member shall have no right to claim financial compensation from NHT Global when it duly executes its right to terminate his/her Membership according to this CCMPP.

3.2.9 Fines and Penalties

Based on proven reports or evidences confirming a complaint against a Member's violation of this CCMPP, NHT Global has the right to impose a fine on the Member in question while executing other punishments. The fine will be administered according to the following schedule :

3.2.9.1 First time violation: A fine of thirty thousand HKD to fifty thousand HKD (HKD30,000 - HKD50,000) according to the seriousness of violation;

3.2.9.2 Second time violation: A fine of fifty thousand HKD to one hundred thousand HKD (HKD50,000 - HKD100,000) according to the seriousness of violation;

3.2.9.3 Third time violation: A fine of one hundred thousand HKD to two hundred thousand HKD (HKD100,000 - HKD200,000) according to the seriousness of violation;

3.2.10 "Violation" means the infringement of any provisions, terms and conditions stated in this CCMPP;

3.2.11 NHT Global reserves its right to determine the method to collect the fine including deductions from the bonus payable to the Member concerned;

3.2.12 The fine collected shall be deemed as a compensation of the negative impact on NHT Global's reputation, its image or damages caused to its Members.

3.2.13 **Disclosure of Violator information:** NHT Global reserves its rights to announce the name, Member ID, violation details and the punishment it has prescribed to a member for his/her violation of the CCMPP. This can be done either via the Company website or any other channels as it sees fit.

3.3 Appeal Procedures

3.3.1 If a Member wishes to appeal against the Company's decision to suspend his/her Membership, or impose a fine on him/her, or terminate his/her Membership or disclose his/her violation details, he/she shall, within 15 days of his/her receipt of the "Notice of Investigation Result", supply NHT Global with additional evidences in his/her favor for its consideration. However, if he/she does so, the Member must provide NHT Global with an explanation for his/her delay in supplying such evidences. Beyond the 15-day appeal period, his/her request shall not be considered.

- 3.3.2 NHT Global shall notify the Member in writing about the result of his/her appeal. In any case, the result of the appeal does not constitute a responsibility on NHT Global to compensate for the Member's financial loss or damage of his/her reputation.

PART 4 GENERAL PROVISIONS

- 4.1 This CCMPP and the Agreement encompasses all the agreements between NHT Global and its Members and, except when a written endorsement has been given by NHT Global's Management, any other undertakings shall be invalid. In the event of any provision(s) contained in this CCMPP is ruled as illicit, powerless or not enforceable by a local jurisdiction, the remaining parts of it shall stand.
- 4.2 NHT Global has not made any guarantee of income, profit nor has it portrayed any stories of success to its Members. Other than the statements contained herein, there is no other verbal or written undertaking which the Company has engaged itself in. NHT Global does not endorse any potential Members to leave their current employment.
- 4.3 NHT Global reserves its rights to sue or claim financial compensations from a Member if he/she, in the course of conducting his/her business, violated the law, government regulations or this CCMPP and subsequently caused damages to NHT Global.

-- END --