



NU SKIN.

2024 SOCIAL IMPACT
AND SUSTAINABILITY REPORT

Table of Contents

A Message From The CEO

Report Overview

Commitments: People, Planet, Product

Social Impact

Sustainability

Corporate Governance of ESG Issues

Board Governance

Conclusion

Appendix

A Message From The CEO	3
Report Overview	4
Introduction	4
Scope	5
Materiality Disclaimer	5
About Nu Skin	6
Social Impact	6
Our Culture of Learning and Wellness	7
Employee Performance, Development and Wellness	7
Our Healthy Workplace	8
Anti-Discrimination Policy	8
Code of Conduct	8
Healthy Workplace Policy and Hotline	8
Whistleblower Policy	8
Trainings	9
Inclusion and Belonging	10
2024 Employee Resource Group (ERG) Activities	
MOSAIC	11
Pride at Work	11
Women Rising at Nu Skin	11
Global Giving	12
Nourish the Children	13
The Nu Skin Force For Good Foundation	19
Sustainability	23
Product Sustainability, Safety and Quality	23
Product Commitments	25
Product Safety and Quality	25
BS Quality Process	25
Ingredient Standards	25
Ingredient Transparency	26
Animal Testing	26
Sustainable Product Packaging	27
Responsible Marketing	27
EcoBeautyScore Consortium	27

Sustainable Device Criteria	28
Environmental Responsibility	28
Environmental and Social Management System	28
Sustainable Policies	29
Transport and Logistics	30
Utah Sustainable Business Coalition	30
Sourcing and Suppliers	31
Paper Products Sourcing	31
Palm Oil Sourcing	31
Supplier Sustainability	31
Policies and Procedures	32
Conflict Minerals	32
Product Sustainability Awards	33
Nu Skin Awards and Recognition	34
Corporate Governance of ESG Issues	35
Conclusion	38
Appendix	39



I am pleased to present Nu Skin's 2024 Social Impact and Sustainability Report, highlighting our ongoing commitment to helping people look, feel, and live better.

In 2024, we celebrated Nu Skin's 40th anniversary—a significant milestone that reflects our enduring dedication to innovation, integrity, and positive impact. From our beginnings in 1984, we've evolved into a global leader in integrated beauty and wellness, powered by our dynamic affiliate platform and a shared mission to be a force for good.

Our commitment to sustainability took a significant step forward with the introduction of refillable packaging for our ageLOC® Tru Face® products. This initiative is part of our broader goal to ensure all product packaging is recycled, recyclable, reusable, reduced, or renewable by 2030. By embracing innovative solutions, we're reducing environmental impact and setting new standards in the beauty industry.

Collaboration remains key to driving meaningful change. We continued our partnership with industry peers through the EcoBeautyScore Consortium, working to implement a standardized scoring system that provides consumers with clear insights into the environmental impact of beauty products. This collective effort aims to foster greater transparency and informed choices in the marketplace.

Our force for good efforts extend beyond products. Through our Nourish the Children initiative, Nu Skin's family of customers, brand affiliates, and employees reached a remarkable milestone of purchasing and donating more than 850 million meals to children in need. This achievement reflects our shared commitment to addressing global hunger.

We're proud of the strides we've made in social impact and sustainability, yet we recognize that our journey is ongoing. It takes an ability to make tough decisions and adapt to a changing landscape to succeed for 40 years, and we remain.

I invite you to explore the detailed insights in our Social Impact and Sustainability Report, which showcases our achievements and outlines our commitments for the future. Thank you for being an integral part of our mission to be a global force for good.

Ryan Napierski, President and CEO

Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

Introduction

At Nu Skin Enterprises, our purpose has always been to empower individuals to look, feel, and live better. In 2024, we proudly continued this mission by delivering innovative products that enhance beauty and wellness while advancing our commitment to sustainability. As a global leader in personal care and nutritional supplements, we recognize that true well-being extends beyond the individual to the communities we serve and the planet we all share. This 2024 Sustainability Report reflects our journey to harmonize the transformative power of our products with the responsible stewardship of the resources that make them possible.

Our product portfolio of advanced skincare solutions and science-backed dietary supplements directly impacts beauty and wellness by addressing the needs of a diverse, global population. In 2024, we reached more than a million customers across nearly 50 markets, offering solutions that promote skin vitality and enhance overall physical and mental resilience. From the ageLOC line, which harnesses cutting-edge anti-aging technology, to our Nu Skin personal care products and Pharmanex nutritional supplements, our offerings empower consumers to take charge of their well-being and look, feel, and live better. Independent studies and customer feedback confirm that our products provide measurable benefits, reinforcing our role as a trusted partner in personal beauty and wellness.

We recognize that the impact of our products goes beyond their direct use. The materials we source, the packaging we create, and the supply chains we establish all play critical roles in shaping a sustainable future. This report highlights our progress: reducing packaging waste with refillable

designs, increasing the use of recycled materials in our product lines, and supporting individuals in underserved communities through various initiatives. These efforts align with global sustainability frameworks, including the United Nations Sustainable Development Goals, particularly SDG 3 (Good Health and Well-Being) and SDG 12 (Responsible Consumption and Production).

As we reflect on 2024, we celebrate the dual impact of our work: improving the lives of our brand affiliates and customers while working for a healthier planet. This report highlights our achievements, challenges, and ambitions as we strive to create a lasting legacy of wellness for generations to come. We invite you, our stakeholders, to join us in this ongoing journey toward a more sustainable, thriving world.

[Table of Contents](#)[A Message From
The CEO](#)[Report Overview](#)[Commitments:
People, Planet,
Product](#)[Social Impact](#)[Sustainability](#)[Corporate
Governance of
ESG Issues](#)[Board Governance](#)[Conclusion](#)[Appendix](#)

Scope

In this report, "Nu Skin" refers to Nu Skin Enterprises, Inc. (NYSE: NUSI) along with its affiliated companies. Nu Skin develops and distributes premium-quality, innovative beauty and wellness products sold globally under the Nu Skin®, Pharmanex®, and ageLOC® brands, in addition to a select range of other products and services. Rhyz, Inc., a subsidiary of Nu Skin Enterprises, represents a synergistic ecosystem of consumer, technology, and manufacturing companies focused on innovation in the beauty, wellness, and lifestyle sectors.

Unless stated otherwise, all information in this report pertains to Nu Skin's global operations, excluding its Rhyz subsidiaries.

Any reference to Nu Skin's Force for Good Foundation refers specifically to the 501(c)(3) organizational entity within the United States. The phrase "Force for Good" refers to the vision for Nu Skin, shared by co-founder Blake Roney in his 1993 annual convention speech, and not exclusively to the Nu Skin Force for Good Foundation.

Materiality Disclaimer

The inclusion of the information in this report does not indicate that the information is necessarily material to investors or required to be disclosed in reports with the U.S. Securities and Exchange Commission.



Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

Nu Skin at a Glance

Nu Skin is a leading beauty and wellness company powered by a dynamic affiliate opportunity platform. The company helps people look, feel, and live their best with products that combine the best of science, technology, and nature. Backed by more than 40 years of scientific research, Nu Skin develops innovative products, including Nu Skin® personal care, Pharmanex® nutrition, and ageLOC® anti-aging brands, including an award-winning line of beauty device systems. In 2024, Nu Skin operated in nearly 50 markets worldwide in the Americas, Asia, Europe, Africa, and the Pacific. The company's global operations generated \$1.73 billion in revenue in 2024.

In 2024, the nonprofit Nu Skin Force for Good Foundation and its sister foundations donated more than \$3.2 million to improve education, healthcare, disaster relief, and economic development around the world. Since 2002, Nu Skin brand affiliates, customers, and employees have purchased and donated more than 850 million meals to hungry and malnourished children worldwide through its Nourish the Children initiative. At the end of 2024, we had approximately 3,100 full- and part-time employees worldwide including Rhyz subsidiaries. For more information, visit nuskin.com.

Nu Skin Operations



Our Culture of Learning and Wellness

"The Nu Skin Way" is a global framework defining the behavioral expectations of employees around the world. It describes the foundation of everything Nu Skin stands for and the desired behavior to create an uplifting culture.

The Nu Skin Way includes the following principles:

- A force for good
- Customer obsessed
- Innovative
- Lead
- One global team
- Own it
- All in

We assess our Nu Skin Way progress through employee feedback. We conduct a global employee survey every six months and periodically hold employee focus groups. The survey responses, combined with the focus group data, provide valuable information for us to analyze and act upon to enhance the employee experience. Recent improvements include enhancements to employee development, leader development, pay equity, benefits, employee wellness programs, belonging, and other employee initiatives. Employee feedback informs all aspects of our workforce strategy, fostering an environment of growth and inclusion where all employees can contribute and reach their full potential.

Employee Performance, Development and Wellness

Nu Skin's global performance and development program and Best You wellness program exemplify the company's commitment to valuing its employees. These initiatives enable employees to grow professionally and personally in various areas, including technical skills, leadership, diversity and inclusion practices, workplace safety, wellness initiatives, annual health checks, personalized health coaching, fitness classes, financial literacy, and strategies for managing one's environmental impact.



Our Healthy Workplace

Nu Skin is committed to an environment where respectful, open, and honest communication is the expectation—not the exception. Nu Skin cares deeply about employees' work experiences and has a systematic process for improving them.

Managers and employees meet to review the employee survey data and identify areas for improvement. They then collaborate to improve those areas.

Nu Skin provided three training modules in 2024 on creating a safe and respectful work environment free from harassment, bullying, discrimination, racism, sexism, and unprofessional behavior. Our Healthy Workplace Trainings average a 90% completion rate for all Nu Skin employees at our corporate office.

Robust systems are in place to identify, track, and address concerns in effective and professional ways that improve working relationships. Regular meetings between managers and employees are held to clarify priorities, listen to employee input, identify and address work barriers, discuss employee development, and strengthen manager and employee relationships. These regular discussions and annual performance reviews help ensure a culture of open and continuous feedback.

Anti-Discrimination Policy

Nu Skin prohibits discrimination based on an individual's race, color, age, sex, gender, gender identification, religion, ethnic or national origin, ancestry, marital status, veteran status, sexual orientation, physical or mental disability that can be reasonably accommodated, unfavorable discharge from military service or other categories defined by law. If Nu Skin determines that an individual's conduct violates this policy, it will address the conduct effectively.

Code of Conduct

The Nu Skin Code of Conduct sets forth high standards of ethical behavior in financial, interpersonal, and community matters. Quarterly global training is conducted, and employee participation is continually monitored. For more information, visit our Code of Conduct. In 2024, our global employees had a 90% completion rate of the Code of Conduct training.



Healthy Workplace Policy and Training

This policy aims to provide all Nu Skin employees with a work environment free from harassment, discrimination, and unprofessional behavior and to cultivate a culture of mutual respect and high employee engagement. Employees are encouraged to raise concerns to their manager, HR partner, or the legal department. We also make a Healthy Workplace Hotline available for employees to report concerns anonymously, should they desire.

Whistleblower Policy

Clear policies are in place regarding employee procedures for submission of complaints or concerns regarding accounting and auditing matters, violations of legal and regulatory requirements, or Nu Skin's Code of Conduct. Confidential reporting happens through our Nu Skin Ethics Hotline. Nu Skin proactively communicates the whistleblower policy and programs to new employees when they participate in the Code of Conduct training. For publicly available information about our Whistleblower Policy and Procedures, see our Code of Conduct.

Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

Trainings

At Nu Skin, we work to provide a multitude of ways for our employees to continue their progression in learning and careers. In addition to the training previously discussed, we offer the following avenues to employees for growth:



IMPACT Learning Series

In 2024, we continued our IMPACT Learning Series, an opportunity for each employee to increase personal impact and add greater value as we work to achieve our company's vision and mission. All global employees were invited to participate in sessions where members of our management team facilitated discussions on topics that reinforced how to increase each employee's impact through modeling behaviors outlined in the Nu Skin Way. Each session included tools and resources for additional learning opportunities.



Global Nu Leader U

Nu Leader U is a leadership training program available to managers across Nu Skin. The aim of Nu Leader U is to equip leaders with the essential knowledge, skills, and tools needed for success in their roles. The complete course consists of five modules spread over 10 weeks in a cohort format. Participants engage in live sessions to discuss the material and collaborate on best practices. Through 2024, 48% of all global managers and directors had taken part in Nu Leader U, fostering strong leadership throughout Nu Skin.



Leading and Learning

In 2024, we began Leading and Learning, an initiative dedicated to cultivating the critical skills necessary for successful leadership within Nu Skin. A monthly program series invites all levels of leadership for discussion on timely leadership topics. Four sessions were hosted with corporate people leaders as a pilot program, and then one session was introduced to all global people leaders.

Inclusion and Belonging

As part of the Nu Skin Way, we are committed to actively seeking, encouraging, and empowering diverse individuals and perspectives. We aspire to be a global community where every employee, entrepreneur, and consumer knows and feels a sense of belonging. Our cross-functional Inclusion Council guides our efforts to: support underrepresented employee groups; educate and train all employees; drive positive outcomes for employees at every touchpoint in their experience; and integrate inclusion into our business strategy and priorities.

Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix



2024 Employee Resource Group (ERG) Activities:



MOSAIC (Multicultural Organization Supporting an Inclusive Culture)

MOSAIC (Multicultural Organization Supporting an Inclusive Culture) The MOSAIC ERG led two service events in 2024. A team of employees served on site at the South Franklin Community Center to make improvements to the exterior of the facility by updating the paint on yard games and washing windows. In December, they assembled 500 meal kits for local families in need through the MOSAIC ERG's service project with the Boys & Girls Clubs of Utah County.



Pride at Work

The Pride at Work ERG conducted two service events in 2024 that benefitted the Volunteers of America Youth Resource Center. In October as part of our company event celebrating National Coming Out Day, they assembled 2,000 personal care kits. In December as part of the company Holiday Party, they assembled 500 kits in backpacks containing clothing and other essential items for people experiencing homelessness. The Youth Resource Center provides emergency shelter and other services for youth aged 15 to 22, many of whom identify as LGBTQ+ and are experiencing or at imminent risk of homelessness.



Women Rising at Nu Skin

As part of our ongoing commitment to social responsibility and community well-being, the Women Rising with Nu Skin ERG partnered with United Way to assemble "Welcome Baby" kits for new mothers in need. Each kit included essential baby care items and handmade blankets donated by Stitching Hearts Worldwide, along with Nu Skin personal care products to support the health and well-being of new mothers. This initiative underscores our dedication to uplifting the local community and fostering meaningful partnerships with local nonprofit organizations.

Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

Global Giving

A fundamental aspect of Nu Skin's ethics is its mission to be a "Force for Good" throughout the world. Where this cannot be achieved through its business, Nu Skin works through its brand affiliates, employees, and partner foundations to help create an uplifted and empowered world.

QUICK LOOK: 2024 Highlights

Nu Skin's global family consisting of employees, affiliates, the Nu Skin Force for Good Foundation and charity partners outside of the United States donated more than

4.6 million

GLOBALLY

Nu Skin affiliates, customers and employees purchased and donated more than

30 million meals

through the Nourish the Children Initiative, feeding more than

75,000

CHILDREN EVERY DAY

Nu Skin partnered with organizations to impact more than

30 countries

AROUND THE GLOBE

The Nu Skin Force for Good Foundation, headquartered in Provo, Utah, donated more than

1.8 million USD

TO VARIOUS CAUSES AROUND THE WORLD

Nu Skin set a world record title for the "Most People Packing Meal Kits in 24 Hours" with

2,196 volunteers

packing more than

550,000 healthy meals

FOR CHILDREN IN NEED ACROSS THE UNITED STATES

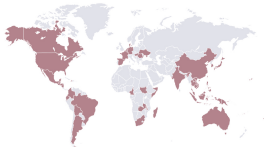


Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

Nourish the Children

In 2002, Nu Skin started its for-profit Nourish the Children initiative, focusing on alleviating food insecurity and malnutrition worldwide. Through this initiative, Nu Skin brand affiliates, employees, and customers can purchase and donate bags of VitaMeal® to be distributed to children in need. For every eight bags purchased, Nu Skin donates one additional bag, and if one individual purchases five bags in a single order, Nu Skin donates one additional bag.

In 2024, Nu Skin achieved the milestone of more than 850 million meals purchased and donated since 2002. In 2024, more than 30 million meals were purchased and donated around the world. Nu Skin is thankful to the brand affiliates, customers, and employees who purchase VitaMeal and make these donations. The company has partnered with various charities across different countries to facilitate meaningful donations worldwide. Since 2002, VitaMeal purchased by Nu Skin employees, customers, and affiliates has been donated in over 65 countries. Meals were distributed primarily in Africa, China, Southeast Asia, and Latin America.



IN 2024, MORE THAN
30 million meals
WERE PURCHASED AND DONATED

NTC Disclaimer

Nu Skin is a for-profit distributor of nutritional and skin care products and is traded on the New York Stock Exchange (NYSE). Nourish the Children is an initiative of Nu Skin and is registered in some states as a commercial co-venture. The initiative enables Nu Skin's brand affiliates and customers to purchase VitaMeal from Nu Skin and donate it to charitable organizations to help solve the complex world problem of feeding malnourished children. The price of VitaMeal includes the cost of manufacturing, general overhead, distribution, and sales. As is the case with other Nu Skin products, brand affiliates are paid commissions and Nu Skin earns a profit margin from each sale of VitaMeal.

Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

Impact of VitaMeal

One of our principal charity partners, Feed the Children, Inc. (FEED), has been instrumental in distributing VitaMeal in Malawi, particularly through an initiative funded by USAID in 2024. This important program emphasized nutrition, agriculture, and health interventions, with VitaMeal playing a crucial role in its success. The availability of VitaMeal at childcare centers has resulted in improved attendance, with caregivers attributing this positive change to the nourishment provided by VitaMeal. FEED's efforts illustrate the tangible impact that our partnership is achieving in the fight against malnutrition.

Each day, in nearly 1,500 community-based childcare centers (CBCCs) throughout Malawi, children receive more than just a meal—they receive nourishment that supports their growth and potential. Through the continued generosity of Nu Skin's employees, affiliates, and customers, over 133,000 children in Malawi under the age of five received nutritious meals consistently in 2024. This is more than a feeding program; it is a powerful investment in health, hope, and the foundation of a brighter future.

The Impact of VitaMeal in Malawi, Africa

- **Improved Child Health:** VitaMeal delivers essential vitamins and minerals that combat malnutrition and help children grow strong, healthy, and ready to thrive.
- **Support for Early Education:** With consistent meals, children can focus on learning and development, laying the groundwork for lifelong success.
- **Strengthened Communities:** VitaMeal distribution equips local caregivers, educators, and community leaders to support and sustain the well-being of the next generation.



Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

Global Community Outreach

In 2024, Nu Skin operated in nearly 50 markets throughout the globe and is grateful to have amazing employees and brand affiliates who get involved in making the world a better place. In total, through Nu Skin and its family of employees, brand affiliates, and customers, more than \$4.6 million was donated to local causes throughout the world. In 2023, Nu Skin's community efforts centered around bettering children's health and wellness.

This section highlights some of 2024's many projects.

Greater China Children's Heart Fund and Southeast Asia Children's Heart Fund



The Greater China and Southeast Asia Children's Heart Funds support a cause that is important to the Nu Skin community. These funds work to help children who are born with congenital heart disease. The Greater China and Southeast Asia Children's Heart Funds work to address the barriers families face in receiving needed care.

In Greater China, donations from brand affiliates and employees totaled more than \$500,000. In addition, volunteers visited hospitals to do activities with the children, and a gratitude banquet was held with the families of patients to celebrate their recovery. In 2024, these funds provided 384 life-saving heart surgeries.

The Southeast Asia Children's Heart Fund donated nearly \$900,000 in 2024 to provide 1,045 heart surgeries for underprivileged children born with congenital heart disease. Nu Skin employees and brand affiliates visited children in hospitals, where they delivered vitamins, school supplies, activity bags and other necessities to those undergoing these critical procedures.

Since 1999, more than 32,000 surgeries have been performed through the Greater China and Southeast Asia Children's Heart Funds.

Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

Employee Contributions

All Nu Skin corporate employees can participate in the Force for Good Employee program. Through bi-weekly payroll donations, this program encourages employees to empower children and families in their local and global communities. It provides employees with opportunities to find meaning and connect with Nu Skin's community partners on a personal and impactful level.

In 2024, the Force for Good Employee program partnered with three local charities: United Way of Utah County, Loveland Living Planet Aquarium, and Thanksgiving Point. The Nu Skin Force for Good Foundation donated a total of \$200,000 to these organizations through this program.

SHE Tech Explorer Day

Another impactful, employee-driven initiative this year was our support of the Women Tech Council's SheTech Explorer Day. More than 3,000 high school girls explored careers in STEM at this inspiring event. Several Nu Skin employees volunteered as mentors, guiding students as they developed and pitched creative solutions to real-world problems.

United Way of Utah County

Through its partnership with United Way of Utah County, Nu Skin supports the South Franklin Community Center, which serves children and families facing a variety of social and economic

challenges—many of whom are newly immigrated to the United States. With the help of Nu Skin employee donations, the Foundation proudly sponsors the Center's Summer Learning Program, which in 2024 provided academic enrichment and safe, structured activities to more than 100 children during the school break.

Beyond the summer program, employee donations make possible 13 additional year-round initiatives that support creativity, personal development, and community connection. These include choir, STEM education, martial arts, art therapy, and a variety of cultural events, carnivals, and celebrations—all designed to foster confidence, integration, and joy in the lives of the children and their families.

Loveland Living Planet Aquarium

Utah is the second driest state in the U.S., and its unique ecosystems face increasing challenges. Through support from Nu Skin employee donations, the Loveland Living Planet Aquarium brings critical environmental education directly to classrooms across the state—reaching elementary school students in Utah to inspire them to become excited about science and to assist them in becoming lifelong learners.

Aquarium educators visit schools with live animals to deliver hands-on, inquiry-based lessons that explore how plants and animals adapt to Utah's diverse habitats. These engaging sessions help students build observation

skills and understand real-world conservation strategies—empowering the next generation to care for and protect the natural world around them.

In addition to supporting education, Nu Skin employees and the Nu Skin Force for Good Foundation proudly partnered with the aquarium to help establish a habitat for the Komodo dragon. Together, we made it possible to bring this extraordinary animal to Utah, where it now thrives as part of the aquarium's conservation and education efforts.

Nu Skin also hosted two memorable community events at the aquarium for the South Franklin Community Center and Madison House, welcoming guests for an evening of exploration and connection. This partnership continues to make a meaningful difference in the lives of Utah families.



Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

Thanksgiving Point

In partnership with Thanksgiving Point, Nu Skin employee donations help make science, art, and cultural enrichment more accessible to families and children in need. Through support of the "Every Kid Counts" program, Nu Skin helps provide summer camp experiences and field trip scholarships for students from low-income schools—ensuring that every child can learn, explore, and grow beyond the classroom.

Employee contributions also support "Museums for All," an initiative that opens the doors of Thanksgiving Point's museums, gardens, and learning spaces to individuals and families receiving WIC or SNAP benefits, offering admission at little or no cost. In 2024 alone, more than 42,000 visitors participated in the program, gaining access to inspiring, hands-on experiences that might otherwise have been out of reach.



Products with a Purpose

Throughout 2024, Nu Skin donated more than 600,000 units of products to various organizations. Some of the product donations are the result of customer campaigns where the company donates products to a particular cause to match a customer purchase. Some examples of the product donations are hygiene products given to people impacted by hurricanes and other disasters, personal care products for women's shelters, and multivitamins for children.



Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

Force for Good Day

Each year, Nu Skin celebrates Force for Good Day across its markets worldwide—an annual tradition where employees, brand affiliates, and partners unite to serve their local communities. Rooted in Nu Skin's mission to be a force for good, these events address a variety of needs through volunteerism, donations, and sustainability efforts. The following highlights showcase some of the projects that made a meaningful impact around the world during this year's Force for Good Days.

United States

In celebration of its 40th anniversary, Nu Skin made history at its LIVE West sales conference by setting a new world record title for the "Most People Packing Meal Kits in 24 Hours." Held at the Salt Palace Convention Center in Salt Lake City, the event brought together 2,196 volunteers—including Nu Skin affiliates, employees, and partners—to pack more than 550,000 healthy meals for children in need across the United States. This milestone service project, held from July 25–26, 2024, was completed in partnership with Conroy of Hope, Utah Food Bank, and other community organizations such as MTN OPS, the Utah Jazz, Hunger Fight, Swire Coca-Cola, and Asbury Automotive Group.

Korea

More than 40 dedicated volunteers came together to serve their community by packing 400 lunch kits for local children and their families. In partnership with World Vision Korea, these kits were distributed to support families in need of essential meals.

Mainland China

Nu Skin Mainland China hosted a three-part celebration in honor of Force for Good Day and World Environment Day. More than 100 participants took part in a "plogging" event—picking up litter in city parks while jogging. The team also donated books, stationery, and sporting goods, benefiting approximately 15,400 school children.

Taiwan

Nu Skin Taiwan held a donation drive that collected 331 pieces of clothing and 41 pairs of shoes. Volunteers sorted, packaged, and delivered the items to Step30 International Ministries, which distributed them to children in East Africa in need of proper clothing and footwear.

Japan

Nu Skin Japan made a powerful impact by collecting 7,809 food items—equivalent to approximately 4,800 pounds—to support single-parent households through Second Harvest Japan. Additionally, the team assembled 1,500 school supply kits for children in areas affected by the Tōhoku earthquake and tsunami, helping support education and recovery efforts.

The Nu Skin Pacific team came together to assemble 240 care bags filled with Nu Skin products for parents and guardians of children undergoing cancer treatment. In partnership with the Kids with Cancer Foundation, these thoughtful packages were distributed to hospitals across Australia, offering comfort and support to families during an incredibly challenging time.

Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix



Force for Good Foundation

The Nu Skin Force for Good Foundation was established in 1998 to enable Nu Skin employees, brand affiliates, and friends to concentrate on improving children's lives worldwide.

The Nu Skin Force for Good Foundation focuses on bettering children's health and wellness throughout the world. In total, the Nu Skin Force for Good Foundation at Global Headquarters donated more than \$1.8 million USD in 2024. Contributions from several sister foundations to support our force for good efforts in Asia are included in the total giving number and are highlighted in the Global Community Outreach section above.

This section will showcase some of the long-term partners of the Nu Skin Force for Good Foundation and the projects funded in 2024. For more details, please visit the Nu Skin Force for Good Foundation website.

Seacology

The Nu Skin Force for Good Foundation partners with Seacology to provide innovative solutions for economic challenges and environmental preservation. The funds for Seacology come directly from Nu Skin's profits — for every product purchased from Nu Skin's Epoch® line, Nu Skin donates 25 cents to the Foundation, and a portion of those funds is subsequently transferred to Seacology.

Seacology partners with local islanders to protect marine habitats. In return for safeguarding these habitats, Seacology constructs schools, community centers, water systems, and health clinics to improve the lives of children in the villages.

Seacology reports that for over 25 years, it has helped protect 1.5 million acres of island habitat. With support from the Nu Skin Force for Good Foundation funding this year, eight projects were carried out worldwide including:

Cotijuba Island, Brazil:

Replanting and protection of 7.5 acres of degraded riparian forest in exchange for the refurbishment of a community hall and agroecology support.

Manoka, Cameroon:

25-year protection of 2,471 acres of mangroves in exchange for clean water access, solar electrification for 30 households, and soap-making training.

Cikidang Village, Indonesia:

Protection of 288 acres of tropical forest for 15 years in exchange for a new kindergarten, monitoring post and equipment, coffee-growing support, and native tree seedlings.

Sitio Lapat, Philippines:

20-year conservation of a 1,236-acre watershed in exchange for a micro-hydroelectricity system serving households, a health center, and a school.

Voice of the Sacred Ocean, Cook Islands:

Youth ambassador program launched to advocate for conservation of Marae Moana, the world's largest marine park.

Gamta and Magei Villages, Indonesia:

Ongoing protection of a 300,000-acre no-take marine area in exchange for a kindergarten for two remote island villages.

Ambalaomby Commune, Madagascar:

15-year protection of 19,185 acres—including 7,230 acres of primary forest—in exchange for a secondary school and training in sustainable coffee cultivation.

Ajetake Village, Marshall Islands:

Creation of a new 1,280-acre no-take marine protected area for 15 years in exchange for a cultural center to preserve and teach Marshallese traditions.



Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

School of Agriculture for Family Independence (SAFI)

Since 2007, Nu Skin has partnered with the School of Agriculture for Family Independence (SAFI) to help enrich the lives of farmers living in rural Malawi. SAFI is committed to empowering families with knowledge, skills, and resources that improve their living standards. SAFI focuses on training farmers throughout Malawi to become more self-sufficient and improve their crop yields, addressing food insecurity throughout the region. This is accomplished through two different programs:

1. An on-campus program that began in 2007 where families stay at the school and participate in a two-year curriculum on agriculture practices. Program evaluation efforts revealed that program graduates become more self-reliant following the curriculum.

2. In 2013, SAFI expanded its outreach to identify and train lead farmers in communities throughout Malawi. This extension program offers accelerated training on agricultural best practices. Lead farmers trained by SAFI then help to train their neighbors on the curriculum. The extension program helps SAFI impact more households and communities more quickly.

In 2024, 21 families were trained in the on-campus program, and 411 lead farmers were trained through the extension program, who in turn reached out and trained 15,933 households in Malawi. Since the beginning of the

programs at SAFI, 26,654 families have been trained on the SAFI curriculum.

SAFI prioritizes the holistic training of its students, with training on subjects ranging from agribusiness to gender equity. SAFI prioritizes gender equity in its training and recruitment. In 2024, 52% of on-campus farmers and lead farmers trained were women.



Wells of Hope

Since 2016, the Nu Skin Force for Good Foundation has aimed to tackle water scarcity issues in villages across Malawi. Through its Wells of Hope program, and with the support of the Nu Skin Force for Good Foundation, SAFI has drilled 169 water wells to date, with 8 drilled in 2024. Wells of Hope estimates that these wells benefit more than 17,000 households.

Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

Disaster Relief

Although the Nu Skin Force for Good Foundation does not prioritize disaster relief, its efforts to alleviate suffering worldwide include such relief. The Foundation dedicates a portion of its funds each year to assist those affected by disasters globally. In 2024, the Nu Skin Force for Good Foundation contributed to the following responses:

- Through the Buy One, Gift One campaign for Epoch products in November 2024, the Nu Skin Force for Good Foundation donated more than 250,000 hygiene products to Convoy of Hope. These products were distributed to assist victims of Hurricanes Helene and Milton.
- In December 2024, the Force for Good Foundation donated \$10 for each full-size Epoch product sold to the American Red Cross to support those affected by the California wildfires. Funds raised through this campaign, along with a brief fundraiser by the Force for Good Foundation, totaled \$28,000.



Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

Sustainability

Product Sustainability, Safety and Quality

MYND360™, a Line of Clinically Proven Supplements and Topicals for Mental Wellbeing Support

In 2024, Nu Skin launched MYND360, a new line of clinically proven formulas that support core needs for cognitive well-being. This line is the culmination of five years of research and clinical studies, featuring six products specifically designed to help users sleep better, stay focused, manage stress, and even support a strong memory.

"Sleep, stress, memory and mental cognition all have a significant impact on our overall health and wellbeing," said Steve Hatchett, executive vice president and chief product officer at Nu Skin. "Our global research shows that 93% of consumers have one or more concerns related to sleep, focus or memory. It's also clear that consumers want products that are scientifically proven and shown to be safe and effective through clinical research. We feel this holistic approach will support consumer's desires to live happier, healthier lives."

The MYND360 line supports mental well-being in areas that matter most, including sleep, calm, focus, and memory.

- **MYND360 Feel Calm:** An advanced nutritional formula that supports your mood to help you remain calm. Magnolia bark and lemon balm extract work with clinically studied L-Theanine for healthy cortisol levels and reduced stress.
- **MYND360 Mind Full:** Multitasking soft gels protect against mental fatigue and support memory and recall. A clinically proven blend of



astaxanthin, grape extract and vitamin E helps support healthy memory.

- **MYND360 Night Time:** A clinically supported and carefully formulated sleep supplement with magnesium, melatonin, and natural saffron stigma extract designed to help you fall asleep faster, stay asleep longer and support better quality sleep throughout.
- **MYND360 Sharp Focus:** A supplement to support healthy brain function, including mental clarity, concentration, and improved reaction time. Choline,

bacopa, B6 and B12 support natural brain function after just one use. A microencapsulated form of caffeine ensures a gradual release to avoid jitters.

- **MYND360 Relaxing Body Cream:** A rich moisturizing cream formulated with topical nutrients like calcium and magnesium absorbs quickly to avoid feeling greasy, and the light, relaxing fragrance helps support a positive mood and enhanced feelings of wellbeing and relaxation.

- **MYND360 Energizing Hand and Body Wash:** This earth-friendly cleanser, with a green apple ginseng fragrance, natural coconut and biodegradable cleansing agents, gently removes dirt, oil, and impurities without stripping away skin's hydration.

As consumer safety is a top concern when creating supplements, Nu Skin uses its exclusive 6S Quality Process to maintain stringent quality, efficacy, and safety controls through each state of development and manufacturing. The process includes a set of highly integrated activities, multiple layers of scientific testing, and extraordinary attention to detail to ensure that each product meets the highest standards and complies with all relevant government requirements.

Clinical Studies

Nu Skin scientists commissioned three clinical studies on the key ingredient blends in Night Time, Feel Calm, and Mind Full. Scientists studied the unique blend of ingredients in Mind Full (formulated without melatonin) designed to improve sleep in a double-blind, placebo-controlled study with 40 healthy adults with self-reported sleep disturbances. The 28-day study found that 88% of participants taking the Mind Full blend reported feeling less drowsy when waking up and 98% noted improvement in their sleep quality.

In a double-blind, placebo-controlled study with 60 healthy adults with moderate stress, scientists at Princeton Consumer Research observed the impact of Feel Calm's unique ingredient blend (L-theanine, lemon balm, and magnolia bark extract) on stress. This 30-day study found that 98% of participants taking the Feel Calm blend reported improvements in feelings of occasional anxiousness and 93% reported improvements in feelings of melancholy.

For memory, scientists studied Night Time's blend of ingredients (astaxanthin, grape extract, and vitamin E) for their effect on memory in a double-blind, placebo-controlled study with 100 healthy adults with self-reported memory-attention problems. The 12-week study found statistical improvement in cognitive performance and episodic memory vs. placebo. In addition, participants taking the memory blend of ingredients had a statistically significant increase in brain-derived neurotrophic factor (BDNF), a compound produced by the brain related to memory and learning. They also reported a statistically significant decrease in a biomarker of oxidative stress.

Table of Contents

A Message From The CEO

Report Overview

Commitments: People, Planet, Product

Social Impact

Sustainability

Corporate Governance of ESG Issues

Board Governance

Conclusion

Appendix

Sustainability

In alignment with Nu Skin's 2030 commitment to make all packaging recycled, recyclable, reduced, reusable, or renewable, the MYND360 line features innovative pouches that avoid waste and promote sustainability. These innovative pouches use 81% less plastic and 81% lower carbon emissions from shipping and manufacturing than traditional packaging. The MYND360 pouches avoided 2.2 tons of plastic packaging in the first 7 months of sales when compared to a traditional supplement bottle.

Product Commitments

We are happy to report the following progress regarding the environmental impact of our product portfolio.

2019 – Complete
Created an environmental impact scoring system to assess our products.

2020 – Complete (click to view report)
Assessed, scored, and improved the environmental impact score of our Top 20 products, as identified in 2019, when we announced the commitments.

2023 – Complete
Assessed, scored, and made plans to improve the environmental impact score of 100% of our products.

2024 – Complete
Source 100% Roundtable on Sustainable Palm Oil (RSPO) at a mass balance level.
• Modified: 75% of personal care

product palm-derived ingredients were sourced as RSPO Mass Balance. The RSPO book and claim model was used for the remaining personal care palm-derived ingredients.

2030 – In Progress – Ahead of schedule
Change all our packaging to be recycled, recyclable, reusable, reduced, or renewable.

Product Safety & Quality

Nu Skin takes great care to ensure that products are safe, ethical and of the highest quality: this is central to Nu Skin's values. We do this by looking at the lifecycle of each product. We know that good product quality is reflected by a product's ethical and responsible production, as well as a product's impact on a broad group of stakeholders.

6S Quality Process

To ensure the highest safety and quality of our products, we have developed standards for our development and manufacturing processes. We maintain quality, efficacy, and safety controls at every stage to ensure unsurpassed results that align with our ambitious standards and comply with relevant government regulations. The cornerstone of our products' consistent quality is our 6S Quality Process. This process encompasses a series of rigorous, highly integrated activities and involves multiple layers of scientific testing and meticulous attention to detail. It necessitates continuous collaboration and a collective commitment to quality.

Ingredient Standards

Nu Skin focuses on finding the best ingredients possible for its products. Since 1984, it has produced the highest-quality personal care products using a winning combination of innovative ingredients and technology.

To meet our internal safety standards and ensure our products maintain the highest quality and efficacy, we keep ourselves informed about industry information, government regulations, and consumer concerns regarding chemicals.

In addition to adhering to regulatory requirements for products across all our markets, we maintain a list of restricted ingredients that serves as a guide for both future and existing formulations. Our Nutricentials® line features clean ingredients from our worry-free list and exemplifies our commitment to ensuring consumer confidence in the safety and efficacy of our products.

We adhere to FDA guidelines for the development and testing of over-the-counter (OTC) products. When applicable, we meet Halal certification requirements for many of our products.

Nu Skin's quality standards require that our products are produced in facilities that follow strict quality procedures to ensure product safety. The Nu Skin Analytical Lab is ISO 17025 certified for testing. We maintain ISO 9001, 14001, 45001, and 22000 certifications for some of our facilities. Additionally, we partner with manufacturers who adhere to

government-mandated Good Manufacturing Practice Standards.

Science plays a vital role in Nu Skin's commitment to formulating products by combining natural and synthetic ingredients. While nature supplies many safe and effective components, science offers complementary ingredients such as peptides, sodium PCA (a humectant), tocopherol (vitamin E), alpha hydroxy acids, polyhydroxy acids, and Avobenzone (a sunscreen that protects against UV rays). Without these, Nu Skin products wouldn't deliver their proven, full range of cosmetic benefits and protection. Other ingredients, such as preservatives, are essential for providing important safety and antimicrobial properties that help maintain product quality, safety, and efficacy.

Ingredient Transparency

We continually seek ways to provide the best and most effective products to our consumers, upholding our founding principle of "All of the good, none of the bad."

In 2021, we published the first version of our Ingredient Dictionary. This ongoing project aims to enhance consumer awareness of various Nu Skin product ingredients, both natural and synthetic. This evolving dictionary enables consumers to search for their product ingredients by name and includes information about how ingredients function within a formula.

For further information about specific products, consumers can access details provided by our product experts through our publicly posted product information pages

(PIPs). We also offer consumers information on our sustainability website about a select list of key ingredients and our philosophy related to each. These documents deliver accurate descriptions of product benefits, comprehensive ingredient information, and usage instructions.

We take responsible marketing seriously and aim to ensure that all marketing claims are relevant and substantiated. Nu Skin's expert Scientific Advisory Board, made up of leading scientists and researchers, plays a crucial role in utilizing cutting-edge technologies and incorporating effective levels of key ingredients.

Animal Testing

Nu Skin advocates for and subscribes to the ethical and humane treatment of animals, as well as the protection of human health and safety. Nu Skin does not test its cosmetic products on animals, nor do we ask others to do so on our behalf, except when required by regulatory mandates. We assess our products through clinical tests on panels of human volunteers to ensure their efficacy and safety. Nu Skin's nutritional and herbal products are intended for internal use, which may lead some regulatory agencies to require animal research to support human safety and product efficacy. When it becomes necessary to conduct animal studies, we strive to do so ethically and humanely, adhering to the relevant and approved treatment protocols.



Sustainable Product Packaging

In 2024, as part of our sustainability efforts for product packaging, Nu Skin launched a refillable version of ageLOC Tru Face Essence Ultra and has now developed refillable systems for four additional ageLOC Tru Face serums and creams.



Across our entire portfolio of products, our ongoing environmental initiatives have avoided the use of 1.4 tons of paper and 8.5 tons of plastic while utilizing more than 24 tons of recycled plastic and 3.6 tons of biobased renewable plastic.

Product Sustainability Claims

Product claims, whether regarding effectiveness, ingredient sourcing, or recycled content in packaging, originate at the corporate level. These claims are substantiated and approved by subject matter experts, compliance teams, and legal experts. Corporate claims are then reviewed by teams in each market to ensure compliance with local rules and regulations and are translated into the language of each market.

Information about sustainability is communicated to brand affiliates and consumers through product information pages, product display pages, and packaging. The process of incorporating sustainability storytelling icons in the impact section of product display pages is in progress. These icons represent sustainability narratives related to sustainable packaging, ingredient transparency, device sustainability, and social impact. Each icon is accompanied by an explanatory statement. The Nu Skin Three Tree logo on product packaging highlights product-specific sustainability statements. With accurate claims and guided by storytelling icons and other resources, Nu Skin brand affiliates are empowered with the information they seek to find and share.



Responsible Marketing

We are a member of the Direct Selling Association (DSA) and a supporter of the Direct Selling Education Foundation (DSEF). The missions of the DSA and DSEF are to promote the highest standards of business ethics among DSA member companies. The DSA's self-regulatory processes ensure that DSA member companies and their independent salespeople adhere to the Code of Ethics through the Office of the Code Administrator. The Code Administrator is an independent third party with expert knowledge of the Code of Ethics and the direct selling channel, and their office provides a mechanism for any complaints or inquiries regarding potential violations of the Code's provisions. The Code Administrator collaborates with DSA member companies to address non-compliance with the Code of Ethics and has the authority to investigate concerns, make decisions, and enforce remedies.

EcoBeauty Score

In 2022, Nu Skin joined the EcoBeautyScore Consortium, which aims to develop an environmental impact assessment and scoring system for cosmetic products. In 2024, the Consortium formalized its structure as a non-profit and became the EcoBeautyScore Association. The Association now consists of stakeholders from the cosmetics industry and is seen as a groundbreaking initiative that enables consumers to make more informed and sustainable choices.

The Association is making strides on the system to account for the comprehensive environmental footprint of the product through lifecycle analysis. The EcoBeautyScore will enhance Nu Skin's efforts to effectively communicate product sustainability to consumers.

Sustainable Device Criteria

Nu Skin developed and launched its Sustainable Device Criteria in 2023. As part of our ongoing efforts to continually improve our award-winning devices, we established achievement criteria in four categories to drive environmental and social improvement. The four categories are: Energy and Power Efficiency, Robust or Repairable Design, Sustainable Materials and Manufacturing, and Sustainable Packaging.

These criteria serve as a guide to improve the sustainability impact of devices throughout their entire lifecycle—design, manufacture, use, and disposal. While not every device is expected to meet all the criteria, achievement in each category results in devices that our brand affiliates can take pride in using and sharing.

Environmental Responsibility

We continually seek ways to prioritize the responsible use of our planet's resources in our supply chains, products, and global facilities. While we have made significant progress toward our goals, we recognize that there is much more to accomplish. Our hope is that by tracking the data provided in the following section, we can continue to meet and exceed our commitments, inspire innovation within Nu Skin, and lay the foundation for future policies, programs, and practices that will enhance our existing environmental efforts.



Environmental and Social Management System

Throughout 2024, Nu Skin continued implementing and operating an Environmental and Social Management System (ESMS) modeled after ISO 14001 requirements. The purpose of Nu Skin's ESMS is to provide a framework for protecting the environment and its inhabitants while being adaptable and responsive to the evolving nature of social, economic, environmental, and other issues. The ESMS follows the "Plan, Do, Check, Act" model outlined in ISO 14001 guidelines. Successful implementation of the program aims to:

- Improve the impact on the environmental and social outcomes related to Nu Skin's operations by preventing or mitigating negative impacts.
- Mitigate potentially adverse effects of environmental and social conditions on the organization.
- Improve the organization's environmental and social performance, particularly regarding the products and their lifecycle.
- Achieve financial and/or operational benefits through environmentally and socially responsible alternatives.
- Improve the identification, mitigation, and ability to leverage social and environmental risks and opportunities while aligning with business priorities.

Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

WE ARE PROUD TO REPORT THAT IN 2024,
HEADQUARTERS RECYCLED OVER**104.27 tons**

OF MATERIAL

Sustainable Policies

Environmental Policy

In 2022, Nu Skin published its Environmental Policy, codifying practices and perspectives into organizational policy. The policy outlines the framework used to establish Nu Skin's environmental commitments concerning its operations, activities, and overall environmental performance.

Deforestation Policy

In 2022, Nu Skin published its Deforestation Policy, which outlines the company's commitment to identifying and mitigating deforestation.

Energy Savings

We have completed lighting retrofits at the Nu Skin Distribution Center and corporate headquarters, converting more of our lighting to LED and installing smart sensors that turn off the lights when they are not in use. Nu Skin headquarters achieved LEED Gold certification as new construction when it was built in 2008. Since then, six global locations have attained LEED Gold status for new construction or commercial interiors. These features and certifications enhance energy efficiency, supporting Nu Skin's energy-saving efforts.

Nu Skin is dedicated to minimizing waste and enhancing waste management to further its overarching goal of addressing significant environmental and economic effects. The responsible stewardship of resources and waste worldwide, through strategic partnerships, effective waste management, and innovative methods, is a continuous endeavor.

We are proud to report that in 2024, our global headquarters recycled 67% of its waste, equivalent to 104.27 tons of material.

Corporate Offices & Main Distribution Center Waste and Recycling (in dump tons)

	2020	2021	2022	2023	2024
Waste	66.53	97.69	69.17	67.72	51.5
Recycling	139.47	179.28	137.25	125.35	104.27

Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

Many of our global experience centers have replaced all single-use paper bags with reusable shopping bags. Nu Skin also collaborates with a company in Utah that emphasizes sustainability and develops solutions to improve the recycling market, facilitating single-stream recycling (paper, plastics, etc.) and making it easier for our employees to recycle. Additionally, we have partnered with Les Olsen IT to recycle all toner waste and cartridges.

Transport and Logistics

We prioritize logistics partners who are committed to sustainability and invest in initiatives and programs that enhance their social and environmental responsibility. This year, we favored ocean and land freight over air freight. In 2024, Nu Skin transported 95% of export volume (by weight) through surface methods, including ocean freighters and trucks. Aligned with initiatives established in previous years, we prefer using clean trucking options when not shipping by ocean freighter.

SmartWay

The EPA's SmartWay program helps participating transportation partners track and make progress toward sustainability goals, including improved load capacity, route optimization, eco-efficient driving training, and demand and supply planning. Nu Skin has monitored SmartWay participation since 2019.

As of the end of 2024, 40% of Nu Skin's international transportation partners

were enrolled in the EPA's SmartWay program. Nu Skin continues to monitor SmartWay program participation with both domestic and international transportation partners. The company aims to further increase the number of transportation partners participating in the EPA's SmartWay program in the future and is committed to better tracking and promoting sustainability initiatives alongside our logistics partners. Nu Skin has integrated SmartWay and sustainability initiatives into our carrier selection process to encourage participation in the EPA's sustainability and SmartWay programs among partners.

CARB Compliant

In 2024, more than 53% of Nu Skin's exported U.S. truck shipments (measured by total loads) utilized equipment that complies with the stringent California Air Resources Board (CARB) Diesel Engine Requirements, which require heavy trucks and buses to use engines from 2010 or newer by 2023.

ISO 14001

Nu Skin documents its engagement with certified logistics partners, and we are actively working to track and pursue partnerships with those that have obtained or are seeking ISO 14001 certification.



Utah Sustainable Business Coalition

Nu Skin is a founding member of the Utah Sustainable Business Coalition (USBC). This coalition is a growing organization comprised of business partners, community partners, and sustainability practitioners committed to promoting sustainable business practices and cultivating a community of skilled sustainability professionals in Utah. The coalition continues to host regular events and networking opportunities for over 500 members.

Nu Skin uses its unique position to advance the organization's objectives: to lead, impact, network, and collaborate on issues that affect not only our business but also our communities and the world we live in.

Sourcing and Suppliers

Paper Products Sourcing

We are committed to reducing deforestation by sourcing fiber-based packaging from certified sustainable or 100% recycled sources. This will help us achieve our 2030 goal of transitioning all our packaging to be recycled, recyclable, reusable, reduced, or renewable. Consumers can find sustainable sourcing information on specific products. Additionally, Nu Skin is working to ensure that our paper-based packaging is third-party certified to leading international forest standards, which are established to support environmentally appropriate, socially beneficial, and economically viable management of the world's forests.

Palm Oil Sourcing

Palm oil is an important ingredient in Nu Skin personal care products. When produced according to the Roundtable on Sustainable Palm Oil (RSPO) standards, it supports halting deforestation, treating communities and workers fairly, and protects wildlife and the environment. By sourcing sustainably based on RSPO standards, Nu Skin can utilize this essential ingredient while striving to preserve forests, people, and wildlife.

By utilizing a combination of the RSPO mass balance and the book and claim models, we continued our commitment to sourcing 100% of the palm and palm-derived ingredients for our personal care products in 2024.



We sourced approximately 75% by volume of our palm oil-derived ingredients from mass balance sources. The remaining 25%, totaling 88 tons, was procured using the book-and-claim method. This method provides incentives directly to producers whose palm oil and palm oil derivatives cannot enter a fully certified supply chain.

In 2024, Nu Skin continued its partnership with Social Accountability International (SAI) to address social issues in palm-producing communities by supporting the MY Voice project, which aims to establish a Child Labor Remediation Hub. SAI will intensify its efforts to raise awareness about preventing and remedying child labor, enhance the capacity of relevant community-based civil society organizations to provide supportive services, and offer critical assistance to children and their families affected by this issue. This represents progress in creating a more sustainable and responsible palm oil industry that prioritizes the welfare of its workers and respects the rights of children. For more information, visit <https://myvoiceproject.org/>.

Supplier Sustainability

In 2024, Nu Skin's supplier sustainability efforts concentrated on engaging raw material suppliers. This initiative aimed to identify environmental and social risks associated with the ingredients in Nu Skin formulas and to allow suppliers to showcase their exemplary efforts in mitigating risks and enhancing impacts. We assessed supplier responses and are currently collaborating with those who received low scores to enhance their sustainability initiatives.

Policies and Procedures

Conflict Minerals

Our Conflict Minerals Statement is shared annually with suppliers in our direct supply chain who provide the ingredients for our products. It explains that Nu Skin does not directly source minerals from smelters or mines. We require our suppliers to obtain minerals from socially responsible sources and provide all necessary declarations to support Nu Skin's compliance with the U.S. Conflict Minerals Rule. We expect our suppliers to extend this requirement through their supply chains and to regularly survey their suppliers and perform due diligence as necessary to verify compliance with this policy.

Policies and Procedures

Nu Skin is committed to following all relevant labor laws wherever it operates. The company firmly opposes human trafficking and slavery, expecting the same commitment from its business partners and suppliers. Furthermore, Nu Skin requires that suppliers enter into a Supply and Manufacturing Agreement, which obligates them to ensure that they and their subcontractors comply with all state, national, or international regulations concerning ethical and responsible standards of behavior, including without limitation those dealing with human rights, environmental protection, and sustainable development.

This agreement includes a requirement to comply with the United States Foreign Corrupt Practices Act. It may also include provisions that require compliance with any other applicable anti-corruption or anti-bribery laws in various local jurisdictions before the final onboarding of each supplier. In our internal onboarding process for new suppliers, we include questions that probe for potential or apparent conflicts of interest and, depending on the circumstances, seek external input regarding debarment, sanctions, and reputational issues, as well as inquiries about suppliers' commitment to ethics and compliance. Additionally, we use third-party due diligence software to conduct reputation screenings, focusing on adverse media internationally related to anti-corruption, international sanctions watchlists and blacklists, and the presence of any politically exposed persons in the potential relationship for suppliers with whom we have material contracts or who are located in higher corruption risk areas. For such suppliers, we incorporate provisions in the Supply and Manufacturing Agreement allowing us to inspect and audit their records to ensure compliance with the Foreign Corrupt Practices Act and other relevant anti-corruption laws of applicable jurisdictions.

Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

Product Sustainability Awards

Following are some of the product sustainability awards received by Nu Skin in 2024:



**2024 Global Green Beauty Awards
BEST NATURAL EYE/BROW PRODUCT**
Nu Colour® Lash + Brow Serum
Bronze Winner Best Natural Eye/Brow Product



**Business Intelligence Group
MOST SUSTAINABLE PRODUCT OF THE YEAR**
Nutricentials Pumps Vitamin C + Collagen
Most Sustainable Product of the Year
2024 Business Intelligence Group
Sustainability Award



**2024 Global Beauty and Wellness
MOST SUSTAINABLE HAND LOTION**
Epoch® Hand Lotion
Most Sustainable Hand Lotion



**2024 Global Green Beauty Awards
BEST NATURAL BODY CREAM
BEST SHEA BUTTER PRODUCT**
Epoch® Baobab Body Butter
Gold Winner for Best Natural Body Cream
Silver Winner for Best Shea Butter Product



**2024 Global Green Beauty Awards
BEST NATURAL SPF50 PRODUCT**
Sunright Mineral Sunscreen
Silver Winner Best Natural SPF50 Product



**2024 Global Green Beauty Awards
MOST SUSTAINABLE PACKAGING**
Nutricentials Pumps Vitamin C + Collagen
Gold Winner for Most Sustainable Packaging

Nu Skin Awards and Recognition

Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix



Nu Skin CSR

A LEADER IN COMMUNITY
SERVICE & CORPORATE
SOCIAL RESPONSIBILITY

2024 Communitas Awards

A Leader in Community Service &
Corporate Social Responsibility

Striving for Sustainability

Nu Skin Southeast Asia and Pacific

Little Hearts, Big Futures: Championing
Children's Heart Health Through
Southeast Asia Children's Heart Fund

Nu Skin CSR

GREEN BUSINESS LEADERSHIP
2024 Utah Green Business Awards

For companies that have a heart

THE INTERNATIONAL
CSR EXCELLENCE AWARDS

Nu Skin CSR

USA NATIONAL GOLD WINNER
CORPORATE CITIZENSHIP

2024 International CSR Excellence Awards



Nu Skin

GLOBAL IMPACT AND
COMMUNITY ENGAGEMENT
2024 Global Recognition Awards

Corporate Governance of ESG Issues

Risk Management

Under the guidance of executive management, the Nu Skin Sustainability team collaborates across departments to identify, assess, monitor, and reduce environmental and social impacts and risks. In 2024, Nu Skin continued its commitment to address environmental and social risks within the organization by implementing and continuously improving our Environmental and Social Management System. This management system provides Nu Skin with a framework designed to safeguard the environment and its inhabitants while remaining flexible and responsive to the evolving nature of social, economic, environmental, and other issues. This initiative involves a collaboration between the sustainability team and subject matter experts from various departments across the organization.

This framework supports Nu Skin's current initiatives to identify and mitigate risks within our operations, including ingredient and packaging portfolios. Examples of these efforts include Nu Skin's product packaging improvements and palm oil commitments.

Nu Skin manages social and environmental sustainability risks along with other business risks within its enterprise risk management program. As a publicly traded company, Nu Skin's financial reports highlight significant material risks each year on SEC Form 10-K.



Board Governance

The Nominating and Corporate Governance Committee of the Board of Directors oversees our sustainability initiatives, including environmental and social matters.

The company's CSR and sustainability leadership is responsible for keeping the Nu Skin Executive Committee informed of Nu Skin's social impact and sustainability programs, initiatives, and results through regular communication, annual reports, and presentations. The Executive Committee is key to the support for successful implementation and prioritization of Nu Skin's sustainability and social impact strategy.

The Nominating and Corporate Governance Committee is also made aware of these activities and the themes discussed in this report and is responsible for overseeing Nu Skin's plans and practices related to sustainability.

Carbon Footprint

Nu Skin is committed to reducing its impact on the environment. As part of the transition to a low-carbon economy, we are measuring and reporting the carbon emissions generated by our global operations. In addition to reporting emissions, Nu Skin incorporates climate change risks into our enterprise risk management process.

Methodology

The Nu Skin 2024 carbon inventory adhered to the guidance of the Greenhouse Gas Protocol Corporate Standard when measuring and tracking the Scope 1 and 2 emissions of all Nu Skin operations, including financially controlled subsidiaries with ongoing future operations. Emissions are reported in carbon dioxide equivalent (CO₂ e).

Scope 1 emissions are direct emissions from operations, which include natural gas, vehicle fuel, and fugitive refrigerants. The total location-based emissions for 2024 are 3,880.89 metric tons CO₂e.

Scope 2 emissions refer to indirect emissions that result from the consumption of electricity or steam generated by other entities. These emissions are calculated by multiplying energy consumption by carbon emission factors, using either a location-based or market-based methodology in accordance with the Greenhouse Gas Protocol. Location-based emissions, which use emission factors based on the location of energy consumption, totaled 11,472.91 metric tons of CO₂e.

Manufacturing Water

As part of Nu Skin's commitment to sustainable manufacturing practices, we emphasize optimizing water usage throughout our production processes. Recognizing water as a valuable and limited resource, as well as a crucial ingredient in our products, we have implemented strategies to reduce consumption, improve efficiency, and lessen our environmental impact. This demonstrates our commitment to harmonizing operational excellence with responsible stewardship, ensuring that every drop matters as we strive for a more sustainable future for our communities and the planet. harmonizing operational excellence with responsible stewardship, ensuring that every drop matters as we strive for a more sustainable future for our communities and the planet.

Data Privacy

Nu Skin is deeply committed to the relationship and trust we have with consumers, and we take our data protection and privacy responsibilities seriously. Nu Skin relies heavily on information systems to operate its business, including processing the personal data of our customers, brand affiliates, and employees. As such, we are committed to conducting business ethically and meeting the laws and regulations governing our global operations. Our Board of Directors and management have developed a corporate governance framework to provide direction and oversight, meet regulatory requirements, and fulfill our responsibilities to stockholders.

Consistent with our core value of being a force for good, Nu Skin is committed to protecting the personal data of our consumers, brand affiliates and employees through our privacy and information security practices. Our information security and privacy programs are governed at the highest levels of the organization, including oversight from the board-level Audit Committee. Our global Privacy Notice informs consumers about our data

processing practices, and our information privacy and security policies include topics such as data handling and classification, acceptable use of information technology, third-party risk management, training and awareness, regulatory compliance, and incident response.

Our privacy and information security programs partner closely to address risk from current and potential cyber-driven threats and to protect our data and systems. To promote privacy awareness and compliance, employees receive periodic training in responsible data handling, information security requirements, and best practices. Training and awareness activities throughout 2024 included interactive training from experts, workshops on specific privacy laws and regulations, demos on data protection techniques, newsletters, and more.

Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

Conclusion

As Nu Skin continues to pursue excellence in environmental and social impacts, we recognize that our enduring success relies on conscious, daily choices to integrate sustainable practices at every level of our business. We will persist in strengthening our commitments and refining our targets and programs to protect our planet and support our people. We foster a culture of responsibility to ensure a better future for Nu Skin employees, suppliers, brand affiliates, and the wider global communities in which we operate.

Table of Contents

A Message From
The CEO

Report Overview

Commitments:
People, Planet,
Product

Social Impact

Sustainability

Corporate
Governance of
ESG Issues

Board Governance

Conclusion

Appendix

SDG Index

SDG #2	<p>Zero Hunger End hunger, achieve food security and improved nutrition and promote sustainable agriculture</p> <p>Nourish The Children Foundation</p>
SDG #3	<p>Good Health and Well-being Ensure healthy lives and promote well-being for all at all ages</p> <p>Wells of Hope Hazardous chemicals and e-waste/soil pollution and contamination</p>
SDG #5	<p>Gender Equality Achieve gender equality and empower all women and girls</p> <p>CEI and CEI Data</p>
SDG #8	<p>Decent Work and Economic Growth Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all</p> <p>Reducing Our Footprint</p>
SDG #10	<p>Reduced Inequalities Reduce inequality within and among countries</p> <p>CEI and CEI Data</p>
SDG #12	<p>Responsible Consumption and Production Ensure sustainable consumption and production patterns</p> <p>Environmental Responsibility: Recycling</p>
SDG #13	<p>Climate Action Take urgent action to combat climate change and its impacts</p> <p>Carbon data to be released in later appendix.</p>

