



NUSKIN®

2022 SOCIAL IMPACT  
& SUSTAINABILITY REPORT

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# A MESSAGE FROM THE CEO

I'm encouraged by the positive impact we are having through our community giving and outreach efforts, as well as our sustainability initiatives.

Throughout 2022, our environmentally focused activities demonstrated our ongoing commitment to advancing sustainable practices as a leading integrated beauty and wellness company. Resulting from our 2022 activities, Nu Skin saved over 23 tons paper, and 82 tons of plastic globally. When it comes to our sustainability efforts, we continue to be laser focused on our commitments regarding People, Planet, and Product.

This past year, Nu Skin published its first ever carbon footprint as an appendix to the 2021 Social Impact and Sustainability Report. This was an important step towards increased transparency and accountability, especially given the rapidly changing regulatory landscape.

In 2022 Nu Skin announced our membership in the EcoBeautyScore Consortium, with the hopes of putting our customers first – and recognizing the need for an easy-to-understand, industry-wide standard for environmental impact assessment and scoring. A science-based approach will examine the full life cycle of products from ingredient sourcing, transport, use, and end-of-life. It will empower informed decision making for consumers and highlight where we can improve our products.

By 2030, we plan to have all our product packaging be recycled, recyclable, reusable, reduced, or renewable. For example, in 2022 we launched our innovative, single material Nutricentials® pumps, which are made from 19% recycled material and have been designed without a metal spring for easier recycling.

Nu Skin remains committed to being a force for good in the world as we go forward with our strategic transformation plan, Nu Vision 2025, our roadmap to becoming the world's leading integrated beauty and wellness company powered by our dynamic affiliate opportunity platform.

Our force for good initiatives focus on building a better world for children through programs that provide critical interventions, such as: life-saving heart surgeries, access to clean water and nutrition, cleft lip and palate repair, and more.

In early 2023, Nu Skin reached a remarkable milestone with our Nourish the Children initiative. We announced that since the VitaMeal® initiative began in 2002, more than 800 million meals have been purchased and donated by employees and affiliates of Nu Skin to feed hungry children around the world. Throughout the remainder of this year, we are looking forward to deepening efforts to reduce our Nu Skin carbon footprint. We are also excited to continue to be a member of the EcoBeautyScore Consortium as it works to standardize beauty product scoring improvements globally.

I am honored to share the following social impact and sustainability report as we reflect on Nu Skin's many social and environmental accomplishments of 2022 and continue demonstrating leadership through transparency and positive impact as we move towards Nu Vision 2025.



Ryan Napierski  
President and CEO

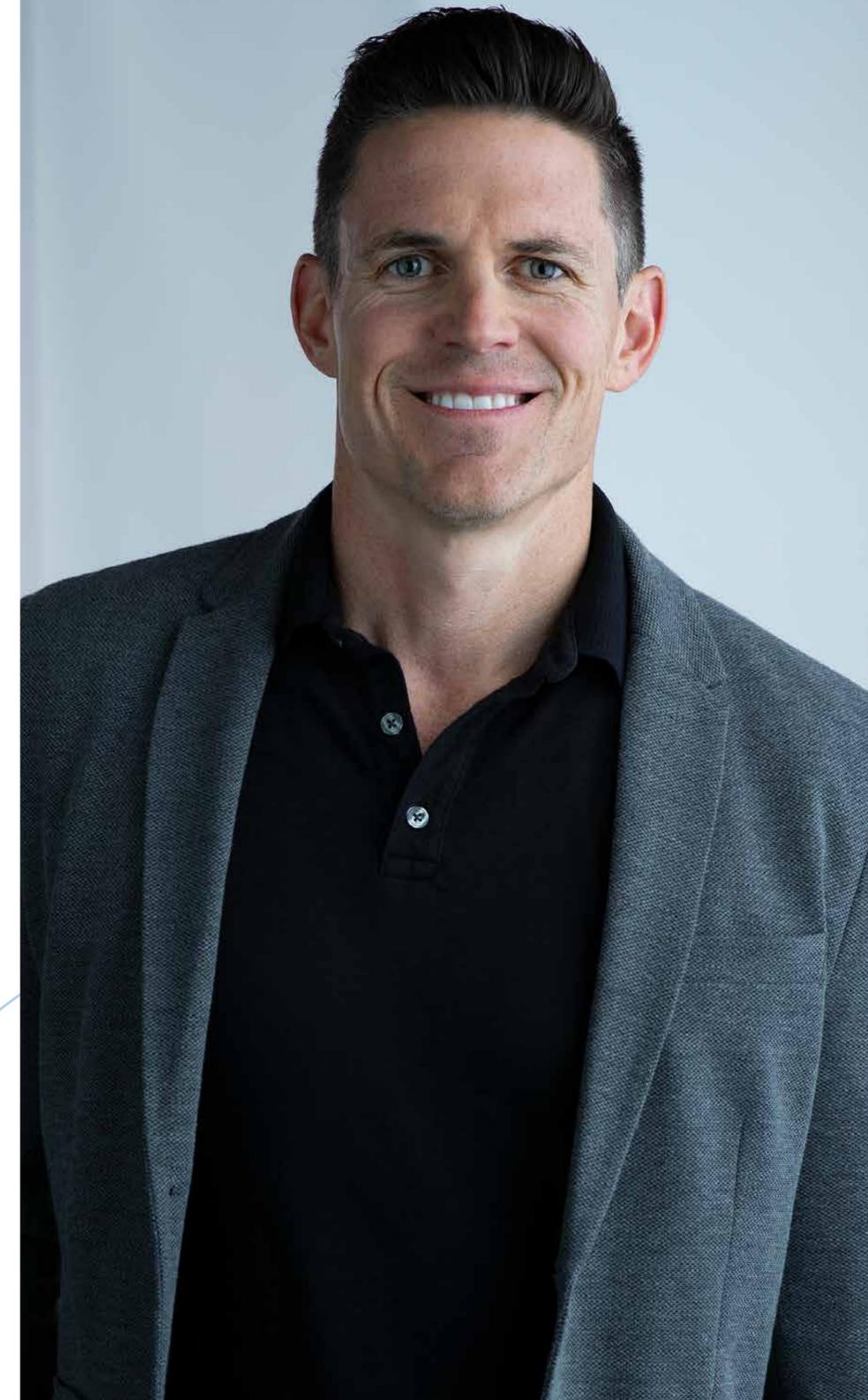


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# A MESSAGE FROM THE SVP OF PUBLIC AFFAIRS

Throughout 2022, we were proud to be active members of the various global communities where we conduct our business. We partnered with organizations in 40+ markets around the globe. Employees, brand affiliates, and charity partners made a difference globally, engaging with projects on every continent except for Antarctica!

Through its employees, affiliates, and charity partners, Nu Skin donated more than \$6.6 million USD to causes worldwide, including projects ranging from conservation efforts to supporting budding entrepreneurs.

Being a force for good is at the heart of everything we do. This passion started in 1996 when we launched our Epoch® line, which donates 25¢ from every sale to the Nu Skin Force for Good Foundation. Last year that effort continued to grow as we added more products that provide purpose with every purchase.

During December 2021, Nu Skin committed a 50¢ donation for every sale of an ageLOC® LumiSpa®, which allowed the Nu Skin Force for Good Foundation to donate more than \$90,000 in the first quarter of 2022 to MCE Social Capital, an impact investment firm that focuses on women and the environment. Nu Skin America's region also announced a new partnership with Mobile Surgery International (MSI), which commits a 10¢ donation to the organization for each purchase of AP 24® Whitening Toothpaste in the Americas.

Continuing to build on Nu Skin's existing DEI efforts, we are implementing strategies toward the creation of a more inclusive and engaging workplace. In 2022, Nu Skin conducted a pay equity analysis and has since implemented adjustments appropriate to the analysis findings. Nu Skin is committed to integrating equity assessment into regular annual pay practices and to maintaining an 80% favorable ranking on global employee engagement going forward.

Nu Skin continues to invest in transparency by sharing the outcomes, progress, and developments resulting from our sustainability and social impact initiatives. We also maintain and update our Ingredient Dictionary to better inform and educate consumers.



Ruth Todd  
SVP of Public Affairs



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# REPORT OVERVIEW

## Introduction

Nu Skin is on a mission to be a force for good and make a difference in the world. The 2022 Social Impact and Sustainability report provides updates regarding our environmental and social impact initiatives carried out during 2022.

## Scope

“Nu Skin,” in this report, refers to Nu Skin Enterprises, Inc. (NYSE: NUS) together with its affiliated companies. Nu Skin develops and distributes premium-quality, innovative beauty and wellness products that are sold worldwide under the Nu Skin®, Pharmanex® and ageLOC® brands as well as a small number of other products and services. In addition to the core Nu Skin business, new areas of growth and opportunity are explored through the strategic investment arm known as Rhyz Inc®. Rhyz investments include beauty and wellness product manufacturing companies and other investments. Unless otherwise noted, all information represented within this report refers to Nu Skin’s global operations, excluding Rhyz subsidiaries.

Nu Skin Global Corporate Headquarters refers specifically to the operations, and employees based in Provo, Utah.

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 convention speech, and not exclusively to the Nu Skin Force for Good Foundation.

## MATERIALITY DISCLAIMER

Inclusion of the information in this report is not an indication that the information is necessarily material to investors or required to be disclosed in reports with the U.S. Securities and Exchange Commission.

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# COMMITMENTS: PEOPLE, PLANET, PRODUCT

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	Ambition	Target	KPI	Date Targeted (EOY)	Status
People	Empower the communities that make Nu Skin possible	Create an inclusive and engaging workplace culture	Expand leadership development opportunities to increase leadership diversity	2023	In progress, on track
			Maintain an ongoing 80% favorable on global employee engagement, from 2023 onwards	Ongoing	In progress, on track
		Community Outreach	Donate 1 million products to partner organizations	2025	In progress, on track
Planet	Embrace sustainable practices today to enhance a resource-rich tomorrow	Waste diversion at corporate headquarters	Tons of Waste, Recycling	Ongoing	Monitoring, ongoing
Product	Invest in more sustainable packaging and ingredient sourcing for the benefit of people and planet	Created an environmental impact scoring system to assess our products		2019	Completed
		Assessed, scored, and improved the environmental impact score of our Top 20 products, as identified in 2019, when we announced the commitments		2020	Completed
		Assess, score, and make plans to improve the environmental impact score of 100% of our products	Paper Saved (tons)	2023	In progress, on track
			Plastic Saved (tons)		
			% of products assessed, scored, or having plans to improve		
		Achieve 100% Roundtable Sourced Palm Oil (RSPO) at a mass balance level	% of Palm Oil Products RSPO Mass Balance Sourced	2023	In progress, at risk of not being completed by the deadline
		Change all our packaging to be recycled, recyclable, reusable, reduced, or renewable	% of product portfolio qualifying as 5r	2030	In progress, on track

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## Sustainable Development Goals x Nu Skin

All United Nations Member States adopted the 17 Sustainable Development Goals (SDGs) in 2015 to advance health and well-being for people and the planet. As a global company, Nu Skin is committed to keeping our global communities clean, safe, and protected for the future. While both Nu Skin and the Nu Skin Force for Good Foundation positively impact many of the Sustainable Development Goals, our work most strongly affects the goals listed below. For more details, see the [SDG Index](#).

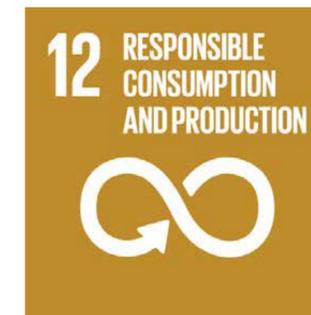
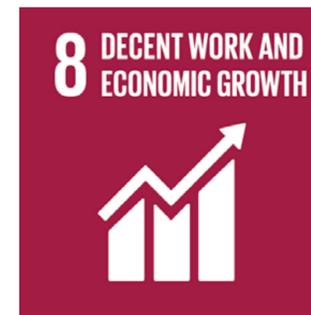


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## Nu Skin At A Glance

Nu Skin is a leading beauty and wellness company powered by a dynamic affiliate opportunity platform. The company helps people live, look, and feel their best with products that combine the best of science, technology, and nature. Backed by more than 35 years of scientific research, Nu Skin develops innovative products, including the Nu Skin® personal care, Pharmanex® nutrition, and ageLOC® anti-aging brands, including an award-winning line of beauty device systems. In 2022, Nu Skin operated in nearly 50 markets worldwide in the Americas, Asia, Europe, Africa, and the Pacific. The company's global operations generated over \$2.2 billion in revenue in 2022.

Also, in 2022, the nonprofit Nu Skin Force for Good Foundation and its sister organizations donated more than \$3.5 million USD to improve education, healthcare, disaster relief, and economic development around the world. Since 2002, Nu Skin brand affiliates, customers, and employees have donated more than 800 million meals to hungry and malnourished children worldwide through its Nourish the Children initiative. At the end of 2022, we had approximately 3,800 employees worldwide. For more information, visit [nuskin.com](https://nuskin.com).

### NTC Disclaimer

Nu Skin is a for-profit distributor of nutritional and skin care products and is traded on the New York Stock Exchange (NUS). 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.

OPERATED IN

50

MARKETS WORLDWIDE

DONATED MORE THAN

800 MILLION

MEALS WORLDWIDE



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## Graphical Representation of Organization & Operations



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## 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 forms the foundation of our workforce strategy and objectives. The Nu Skin Way includes the following principles:

- A force for good
- Accountable and empowered
- Bold innovators
- Customer obsessed
- Direct and decisive
- Exceptional
- Fast speed
- One global team

We measure our Nu Skin Way progress through employee feedback. Every six months, we conduct a global employee survey while periodically conducting employee focus groups.<sup>1</sup> Our employee surveys averaged approximately 83% response rate during 2022. This feedback, combined with the focus group data, generates valuable information for us to analyze and act upon to improve the employee experience, including improvements to employee development, manager development, Diversity, Equity, and Inclusion (DEI), pay, benefits, employee wellness, career progression, and other employee initiatives. Employee feedback guides all aspects of our workforce strategy to create an environment of growth and inclusion where all employees can contribute and become their best.

<sup>1</sup>See [DEI Data Index](#)

Additionally in 2022, Nu Skin set a new “People” ambition (as part of the people, planet and product ambitions):

Empower the  
communities that  
make Nu Skin  
possible



As part of this ambition, Nu Skin is working toward the following goals and initiatives to help create a more inclusive and engaging workplace culture. Two primary initiatives include:

1. Maintain 80+% favorable rating on global employee engagement
2. Expand leadership development opportunities to increase leadership diversity.

Lastly, in 2022, Nu Skin conducted a pay equity analysis to identify needed adjustments. Since the analysis, Nu Skin has implemented appropriate adjustments. Nu Skin is committed to integrating equity assessment into annual pay practices going forward.

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## Employee Performance, Development & Wellness

Nu Skin's global performance and development program and Best You Wellness program are just two of the ways Nu Skin values its employees. These programs allow employees to develop professionally and personally in many areas including employee safety, technical skills, wellness practices, leadership, diversity and inclusion practices, annual health checks, personalized health coaching, fitness classes, financial literacy, and planning and improving one's environmental impact.

Additionally, all Nu Skin and affiliated company employees have access to LinkedIn Learning to further their education. The online educational platform helps employees discover and develop business, technology, and creative skills related to their fields and interests. LinkedIn Learning is just another way Nu Skin empowers employees to better themselves personally and professionally.



## 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 the experience employees have at work and has a systematic process for improving the employee experience. Managers and employees meet to discuss the employee survey data mentioned above and identify areas for improvement. They then work together to improve in those areas.

Nu Skin provides manager and employee training on creating a safe and respectful work environment free from harassment, bullying, discrimination, racism, sexism, and unprofessional behavior.

Robust systems are in place to identify, track, and address concerns in effective and professional ways that improve working relationships. Additionally, regular manager and employee one-on-one meetings 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 an open and continuous feedback culture.

Nu Skin offers a flexible work model to many employees worldwide, which has the secondary impact of reducing the average number of hours employees commute to work, benefiting both our employees and the planet.

### 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.

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To promote a culture of responsibility and ethics,  
we have the following in place:

#### CODE OF CONDUCT

All Nu Skin employees receive training on the Code of Conduct, which sets forth high standards of ethical behavior in financial, interpersonal, and community matters. Biennial global training is conducted, and employee participation is continually monitored. For more information, visit our Code of Conduct.<sup>2</sup> In 2022, our Corporate Headquarters had a more than 88% completion rate of the Code of Conduct training.

#### HEALTHY WORKPLACE POLICY & 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. All new corporate employees receive training in their responsibility in this important area. We also make a Healthy Workplace Hotline available for employees to report concerns anonymously, should they desire. See: [EthicsPoint – Nu Skin Enterprises](#).

#### 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. See [EthicsPoint – Nu Skin Enterprises](#). Nu Skin proactively communicates the whistleblower policy and programs to new corporate 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.

<sup>2</sup> [Nu Skin Code of Conduct](#)



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## Diversity, Equity, and Inclusion (DEI)

As a 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 they belong. Our cross-functional Inclusion Council guides our efforts to: provide support to under-represented employee groups, provide training and education on Diversity, Equity, and Inclusion (DEI) topics to all employees, drive DEI outcomes for employees at every touch point in the employee experience, and integrate DEI thinking into business strategy and priorities. Future activities will include supplier diversity initiatives and integrating DEI into marketing and product development.



We continue to develop our efforts to increase Nu Skin's transparency and accountability surrounding DEI activities. To monitor, audit, and track trends in the performance of our DEI activities, we utilize key metrics, some of which have been included in the DEI Data Appendix. We acknowledge that there is significant room for improvement concerning these metrics. We demonstrate our commitment to the ongoing work of improving our DEI activities and outcomes by making this information publicly available to employees, investors, and consumers.



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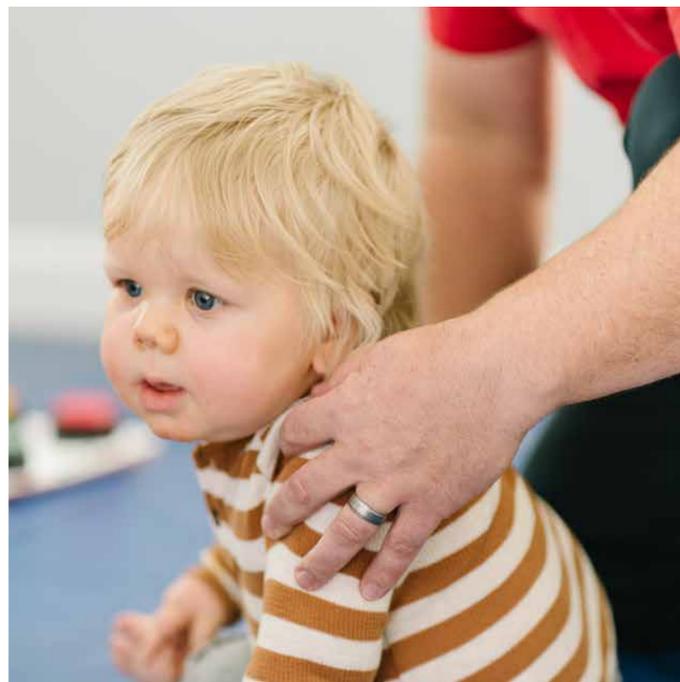
## Sample 2022 Employee Resource Groups' (ERGs) Activities:

### MOSAIC (MULTI-CULTURAL ORGANIZATION SUPPORTING AN INCLUSIVE CULTURE)

Supported the Franklin Community Center Beautification project held in April. Employees in attendance volunteered and contributed to projects such as bench-building and garden maintenance to beautify the outdoor public space for community members of the South Franklin neighborhood in Provo, Utah.

In June, a group of Nu Skin-organized volunteers assisted the Franklin Community Center's health-focused event. Volunteers helped set up approximately 30 booths, served food, and hosted kid-friendly games while informing the community about valuable health resources available to them.

During United Way's Day of Caring, approximately 30 Nu Skin employees facilitated classroom activities and read books to children at Franklin Elementary School, and then assisted in donating those books to the classroom.



### PRIDE AT WORK

Sponsored the Utah Pride Festival with nearly 100 employees and family members marching in the parade.

Hosted Raynbow Collective's second annual art show at our global headquarters featuring the work of LGBTQ+ students and alumni.

Celebrated National Coming Out Day with a company-wide Listen & Learn event focusing on the experiences of queer young adults in our community.

Hosted as a participating sponsor, the first-ever Diversity to Inclusion Career Fair providing opportunities for queer Brigham Young University and Utah Valley University students to network and become acquainted with LGBTQ+ supportive companies.

Sponsored the Pride Not Prejudice Conference for Utah educators to build more inclusive classrooms in our community.



### WOMEN RISING

In September, Women Rising facilitated an event for approximately 100+ women employees of Nu Skin to connect over food, games, and brainstorming discussions on allyship and the role of the ERG at Nu Skin.

Women Rising with Nu Skin supported SheTech Explorer Day, hosting a booth and organizing three educational workshops for SheTech attendees to learn about Product Development.

On International Women's Day 2022 - Women Rising organized the assembly of approximately 200 activity kits for 3rd and 4th grade program participants at the Franklin Elementary School and then worked with the children to complete the kits during the same month.



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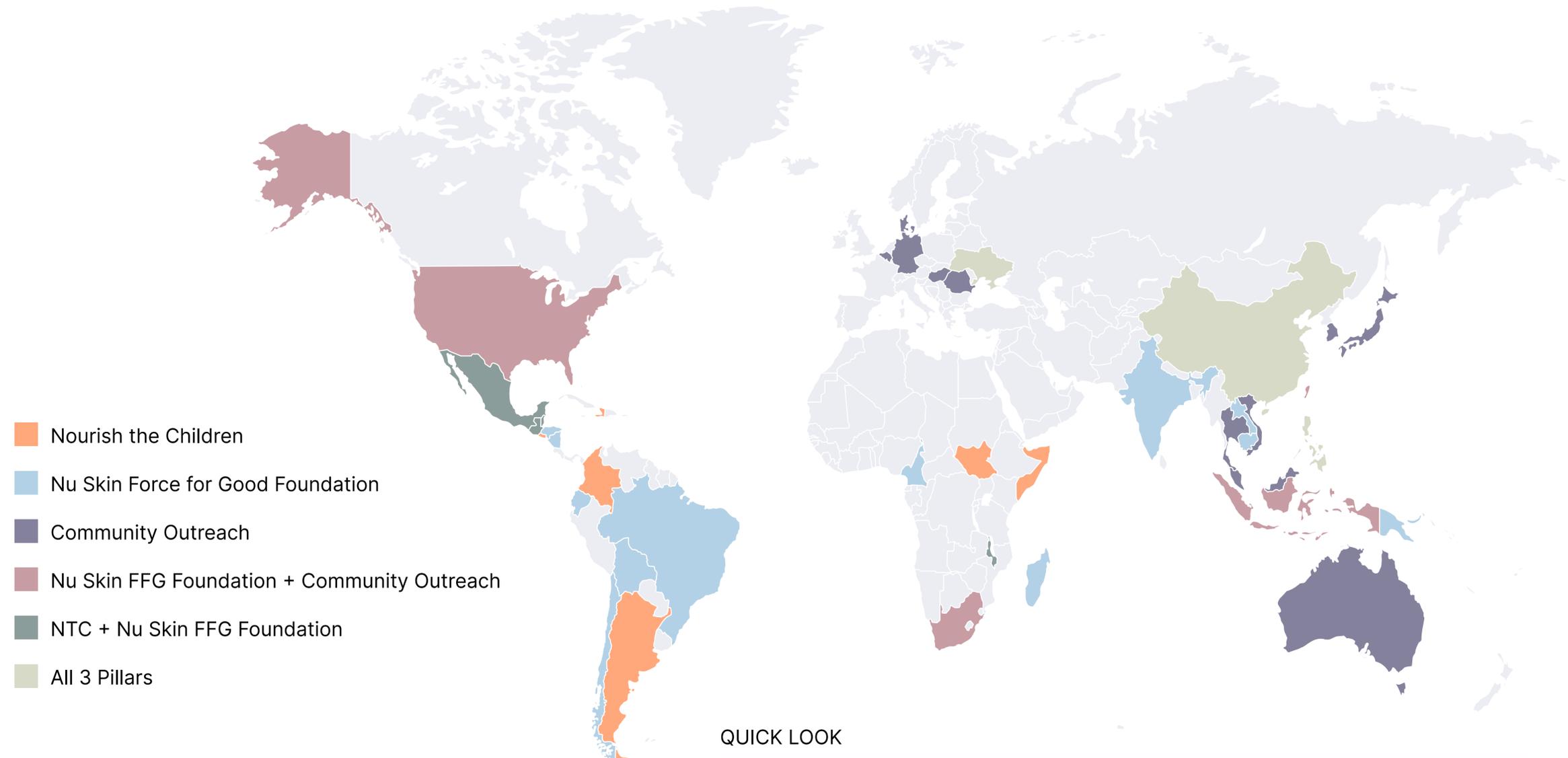
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## Global Giving

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



### QUICK LOOK

In 2022, Nu Skin, its employees, affiliates, and charity partners:

- Donated more than 6.7 million USD globally
- Donated more than 43 million meals through the Nourish the Children initiative
- Partnered in more than 40 markets around the globe

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## 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 a bag of VitaMeal to be distributed to a child in need. For every eight bags purchased, Nu Skin donates one additional bag, and if one individual purchases five bags in one order, Nu Skin donates one additional bag.

In 2022 Nu Skin reached the milestone of more than 800,000,000 purchased and donated meals since 2002. Nu Skin is grateful to the brand affiliates, customers, and employees who purchase VitaMeal and make these donations. Nu Skin has partnered with a variety of charities in different countries and facilitates meaningful donations in countries around the world. Since 2002, VitaMeal purchased by Nu Skin employees, customers, and affiliates, has been donated in more than 65 countries.

### NTC DISCLAIMER

Nu Skin is a for-profit distributor of nutritional and skin care products and is traded on the New York Stock Exchange (NUS). 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.

## THE FOLLOWING COUNTRIES RECEIVED MEALS IN 2022:

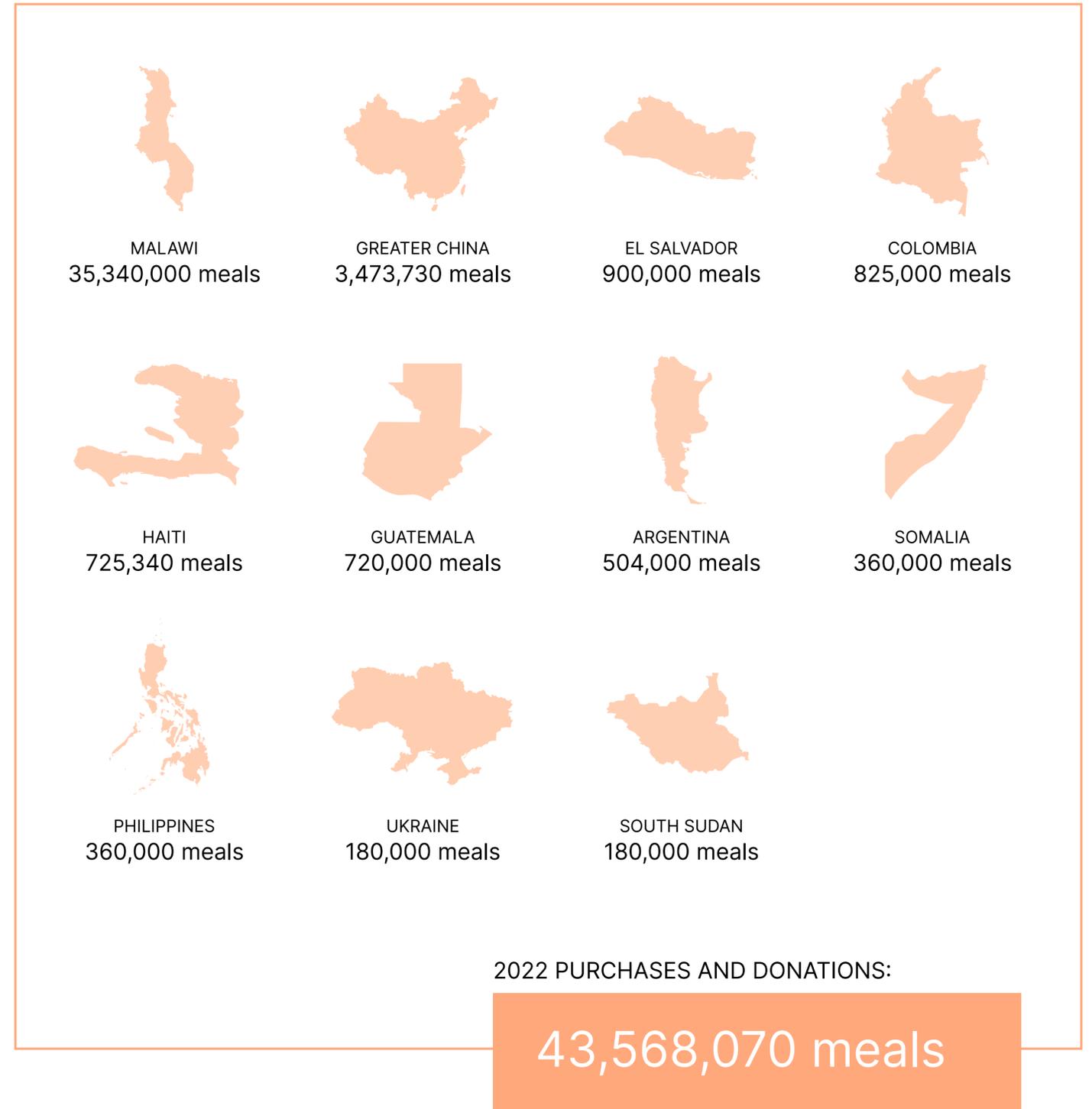


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## VitaMeal's Impact

One of our main charity partners who distributes VitaMeal is Feed the Children, Inc. (FEED), through their USAID/Malawi funded project, Tiwalere II. VitaMeal was included in the Tiwalere II project, which implemented various nutrition, agriculture, and health interventions in Malawi. FEED reports that stunting rates in the targeted groups of children were reduced by 17% during the Tiwalere II project. Additionally, FEED states that VitaMeal distribution contributed to reducing macro and micro-nutrient deficiencies throughout the targeted groups.

NTC STORY



### MEET JUANA:

Meet Juana, a two-year-old girl living in Chuscha, Argentina, with her mother, father, and grandparents. Juana's parents have struggled to find steady work and struggle to cover the costs of food expenses. Thanks to one of our charity partners, the Cultura Para Todos Foundation, Juana and her family received bags of VitaMeal, so they can prepare healthy meals and improve their diet.

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## Global Community Outreach

In 2022, 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 \$3 million USD was donated to local causes throughout the world. In 2022, Nu Skin's community efforts centered around bettering children's health and wellness.

This section highlights some of 2022's many projects:



### GREATER CHINA CHILDREN'S HEART FUND + 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.

Since 1999, over 29,000 surgeries have been performed through the Greater China and Southeast Asia children's heart funds, with more than 1,300 of those surgeries taking place in 2022.



### MCE SOCIAL CAPITAL

In 2022, the Nu Skin Force for Good Foundation donated more than \$90,000 to MCE Social Capital, a nonprofit whose mission is to unlock capital to empower families living in poverty to build a better future. This grant was made possible through Nu Skin and its customers.

With assistance from the grant from the Nu Skin Force for Good Foundation, MCE supported five groups throughout Latin America, supporting projects in scope from Brazil nut exporters to microfinance institutions in Mexico.

Nu Skin's MCE support is ongoing. In December of 2021, Nu Skin committed a 50¢ donation for every sale of an ageLOC® LumiSpa, the company's popular cleansing and treatment device.

According to MCE, "MCE exists to invest flexible and appropriate debt capital in enterprises committed to generating sustainable livelihoods—with a focus on women and the environment— so that these enterprises can scale and better serve their customers, their employees, and their communities, generating sustainable and inclusive economic growth."

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#### MOBILE SURGERY INTERNATIONAL

Nu Skin Americas' region entered a partnership with Mobile Surgery International (MSI), headquartered in Salt Lake City, Utah with a Mobile Surgical Hospital operating in Oaxaca, Mexico. Donations to the Nu Skin Force for Good Foundation from the Americas are directed to MSI's cleft care programs throughout Mexico. MSI provides comprehensive cleft care, which includes health evaluations, diagnosis, surgery, dental care, orthodontic care, speech therapy, psychological counseling, ear, nose and throat consultation, nutritional support, breastfeeding education, transportation, housing, and ongoing follow up and support – to fully reintegrate the patient back into their family and society.

In 2022, Nu Skin and the Nu Skin Force for Good Foundation donated more than \$300,000 to MSI. Through these grants, MSI has purchased state-of-the-art equipment for comprehensive diagnostic and therapeutic treatment of speech disorders. Funds have also strengthened the care model of MSI. In total, MSI completed more than 800 procedures in 2022 and reached 6,500 patients and their families.

Additionally, Nu Skin commits to long-term support of MSI by automatically giving a 10¢ donation to Mobile Surgery International for each purchase of its AP 24® Whitening Toothpaste in the Americas.



#### UNITED WAY OF UTAH COUNTY & THANKSGIVING POINT

All Nu Skin corporate employees are given the chance to be a part of the Force for Good Employee program. Through bi-weekly payroll donations, the Force for Good Employee program encourages employees to empower children and families in their local and global communities. The program gives employees the chance to find meaning and connect with Nu Skin's community partners on a personal and impactful level.

In 2022, the Force for Good Employee program partnered with the United Way of Utah County and Thanksgiving Point, two local charities. The Nu Skin Force for Good Foundation donated more than \$100,000 to both organizations through this program.

Through their partnership with United Way, Nu Skin helped support summer math and reading classes at the South Franklin Community Center. As one parent said, "My children made great progress in reading, [and] made good friends... as a family, we had the opportunity to have more time to enjoy all the activities together."

Through their partnership with Thanksgiving Point, Nu Skin helped support the "Every Kid Counts" program, which includes summer camps and field trip scholarships for low-income schools. Additionally, Nu Skin supported the "Museums for All" initiative at Thanksgiving Point, which allows visitors with WIC or SNAP benefits to visit venues for free or at a discounted rate. Over 65,000 visitors used this program, uplifted by the cultural opportunities.

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#### OTHER PROJECT HIGHLIGHTS FROM 2022:

Nu Skin donated \$500,000 to Utah Valley University Foundation to sponsor portions of one building.

Nu Skin donated \$30,000 to the United Way of Utah County and partnered with the Days Family Market to pack over 1,000 meals for families in need in Utah.

Nu Skin donated more than 120,000 units of product to Convoy of Hope to support those affected by the ongoing crisis in Ukraine and those affected by Hurricane Ian.

#### Force for Good Day

Once a year, Nu Skin encourages all its employees to dedicate an entire day to being a 'Force for Good.' Teams worldwide are encouraged to take the day to make a difference in their communities through company-organized service opportunities. Employees throughout the world participated in uplifting their communities.

IN 2022:

- More than 25,000 people worldwide were positively affected by this service.
- More than 2,400 people volunteered in their global communities, including Nu Skin employees, brand affiliates, and their families and friends.



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Force for Good Day activities took place around the globe. For example:



### AMERICAS

Employees, and their family and friends, from Nu Skin Corporate and Nu Skin Americas partnered with ten local organizations to offer a variety of volunteer opportunities. These opportunities ranged from binding books to send to libraries across Africa, to painting fences to help revitalize the campuses of our charity partners. In total, over 8,500 items were donated through this work.



### SOUTH AFRICA

Employees in South Africa partnered with Angel Network to put together 125 winter packs, which helped keep orphaned and vulnerable children warm during the winter, with gloves, scarves, beanies, and blankets.



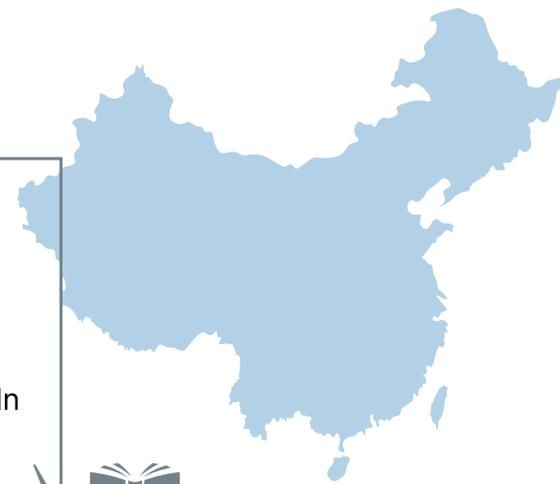
### JAPAN

Employees and brand affiliates in Japan held a food drive to benefit the “Food for Kids” project through Second Harvest Japan (2HJ), and other local food banks. “Food for Kids” is an initiative through 2HJ to provide food packages to 300 single parent households every two months.



### PHILIPPINES

Volunteers from Nu Skin Philippines worked to popularize environmental protection and plastic reduction. To celebrate conservation, 51 volunteers planted 10 pine trees.



### MAINLAND CHINA

Employees and brand affiliates in Mainland China participated in online reading activities with students across seven Nu Schools. They also participated in creative painting activities with children in seven cities. In total, 127 volunteers from Mainland China were able to read or paint with over 360 children.

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## Earth Day: Employee Volunteering

For Earth Day 2022, Nu Skin provided the opportunity for employees to contribute to the beautification of their communities and the earth. Nu Skin partnered with the local non-profit partners below to facilitate volunteer service for over 80 employees.



### SOUTH FRANKLIN COMMUNITY CENTER

The South Franklin Community Center provides extracurricular activities, classes, and donations for low-income families in the neighborhood. Volunteers helped beautify the center's art garden and front entrance to create a more welcoming environment for community events.



### THANKSGIVING POINT

Thanksgiving Point is a nonprofit garden, museum, and discovery complex founded as a gathering place and gift to the community. Nu Skin volunteers assisted the horticulture team in upgrading the frontage road, the first thing guests see when visiting Thanksgiving Point, through weed removal and mulching.



### PROVO BICYCLE COLLECTIVE

The Provo Bicycle Collective works to refurbish donated bicycles and give them to those in need in the community. Volunteers supported the organization through performing basic repairs on children's bicycles, salvaging bike parts for later re-use, and otherwise supporting the organization's operational needs.



### NOW I CAN FOUNDATION

Now I Can provides intensive therapy and traditional physical therapy for children who have cerebral palsy, spina bifida, traumatic brain injuries, or other developmental delays. Volunteers assisted with gardening efforts to beautify the new campus, providing a spot for patients and families to enjoy during their time spent away from home.



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## The Nu Skin Force for Good Foundation

The Nu Skin Force for Good Foundation was founded in 1998 as a way for Nu Skin employees, brand affiliates, and friends to focus on improving children’s lives throughout the world.

In 2022, the Nu Skin Force for Good Foundation focused 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 \$3 million USD in 2022.

The Nu Skin Force for Good Foundation has three sister foundations worldwide, which give members of the Nu Skin family in other parts of the world an opportunity to be a force for good. These foundations are the Shanghai Nu Skin Charity Foundation, the Nu Skin Force for Good Foundation Hong Kong Chapter, and the Nu Skin Force for Good Foundation Taiwan Chapter. In conjunction with the three sister foundations, a total of more than 3.5 million US dollars were donated in 2022.

In 2023, the Nu Skin Force for Good Foundation hopes to continue furthering children’s health and wellness throughout the world, as well as seeking smarter and more impactful partnerships to have a deeper impact on children’s lives globally.

This section will highlight some of the long-term partners of the Nu Skin Force for Good Foundation and the projects that were funded in 2022. For more information, please visit the Nu Skin Force for Good Foundation [website](#).



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## Seacology

The Nu Skin Force for Good Foundation partners with Seacology to bring unique solutions to economic issues and environmental conservation. The funds for Seacology come directly from Nu Skin's profits—for every product bought from Nu Skin's Epoch Line, Nu Skin donates 25¢ to the Nu Skin Force for Good Foundation, and a portion of those funds are then passed on to Seacology.

Seacology helps preserve marine habitats through partnerships with local islanders. In exchange for habitat protection, Seacology builds schools, community centers, water systems, and health clinics to improve the lives of children in the villages.

Seacology reports that for more than 25 years, they have helped protect 1.4 million acres of marine habitat. With the help of Nu Skin Force for Good Foundation funding this year, nine projects took place across the globe, in locations such as Honduras, India, Brazil, Cameroon, Chile, Guatemala, Madagascar, and Papua New Guinea.



### AMPONDRAHAZO AND AMBOLOBOZOKELY, MADAGASCAR:

Many species in this region are in danger of extinction, including one of the world's rarest lemurs. This project includes mangrove replanting; patrols to deter poachers, mangrove cutting, and destructive fishing practices; and monitoring of sea turtle nests. A Seacology grant will fund the repair of two dilapidated primary schools and a small ranger station.

### MT BOSAVI, PAPUA, NEW GUINEA:

Seacology will rebuild a community center in exchange for the continued protection of 213,625-acre Sulamesi Wildlife Area.

### AGATTI ISLAND, INDIA:

Seacology will provide environmental education for 10 years and a community environmental outreach center in exchange for a new, protected 500-acre marine area.

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## 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

SAFI focuses on training farmers throughout Malawi to become more self-sufficient and improve their crop yields, addressing food insecurity throughout the region. Families participate in a 2-year curriculum on best practices in agriculture. Program evaluation efforts have revealed that program graduates become more self-reliant as a result of the curriculum. Since the partnership began in 2007, 597 families have been trained in farming best practices.

In 2013, SAFI expanded their outreach to identify and train lead farmers in communities throughout Malawi. This extension program offers accelerated training on agricultural best practices, and trains individuals versus families. Through SAFI's extension program, 9,985 farmers have been trained in best practices and work to spread their knowledge in their communities, including 120 new farmers in 2022.

Lead farmers trained by SAFI help to train their neighbors on the curriculum. SAFI reports that in 2022, the targeted lead farmers went on to train an additional 50 households in their communities.

SAFI prioritizes the holistic training of their students, with training on subjects ranging from agribusiness to gender equity. SAFI prioritizes gender equity in their training and recruitment. In 2022, 48% of lead farmers trained were women.

In addition to training lead farmers, in 2022 SAFI focused on additional agricultural activities, such as training households on cultivating backyard gardens, training households in good agronomic practices, or helping households adopt energy efficient wood cooking stoves.

120

NEW FARMERS TRAINED IN 2022

Activity	Adopters
Backyard gardening	5,108
Compost Manure	2,943
Energy Efficient Wood Cooking Stoves	964

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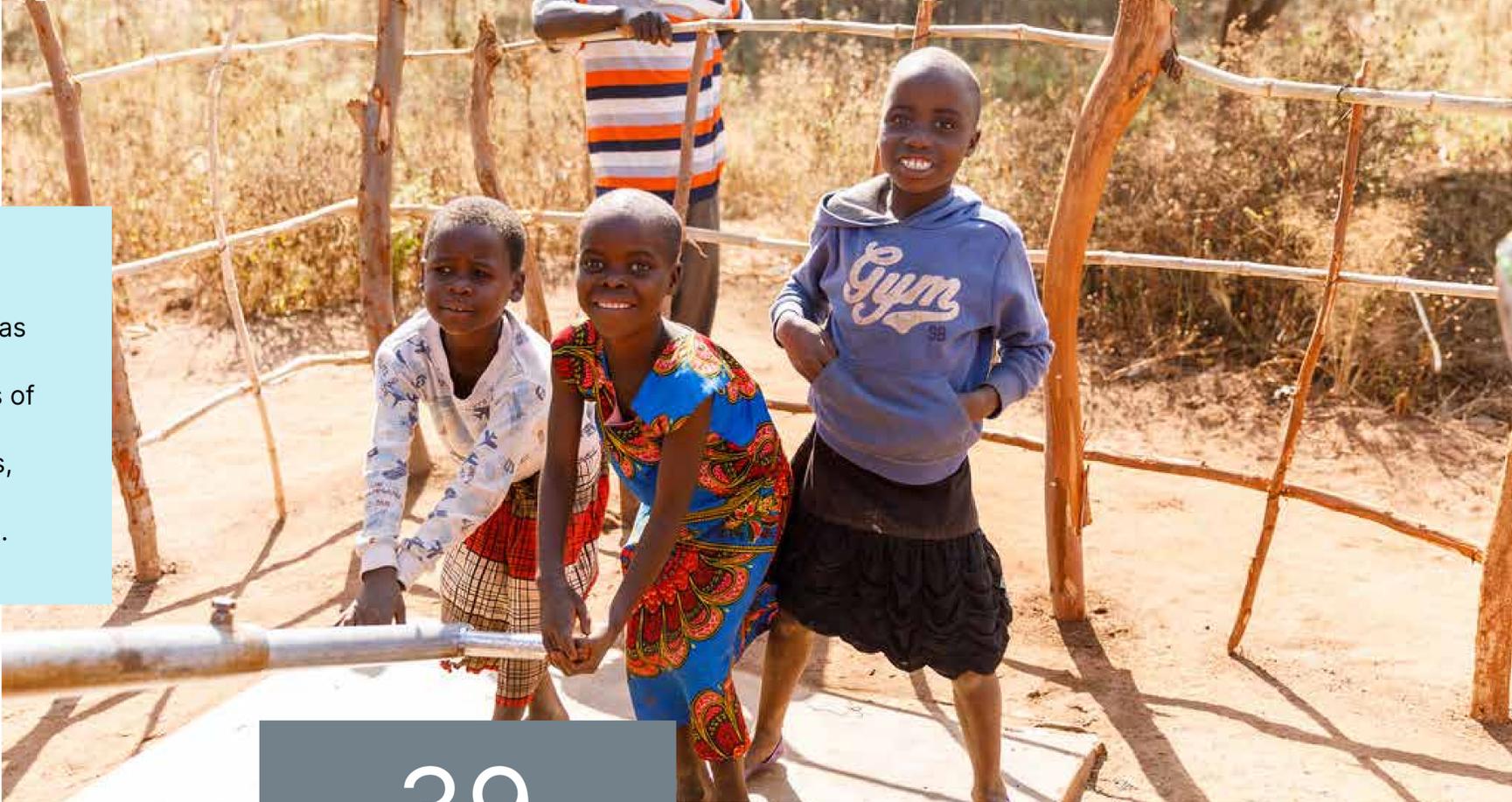
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**WELLS OF HOPE**

Since 2016, the Nu Skin Force for Good Foundation has worked to address water scarcity issues in villages throughout Malawi. To date, SAFI, through their Wells of Hope program and with the support of the Nu Skin Force for Good Foundation has drilled 161 water wells, 39 of which were drilled in 2022. Wells of Hope estimates these wells impact over 17,000 households.



**39**  
WATER WELLS DRILLED IN 2022

### EBMRF

In 1996, Nu Skin unveiled its first products in support of a cause. One of those products is Nu Skin’s Epoch® Glacial Marine Mud. For every Glacial Marine Mud sold, 25¢ is donated through the Nu Skin Force for Good Foundation to Epidermolysis Bullosa Medical Research Foundation (EBMRF). Epidermolysis Bullosa is a genetically transmitted skin disorder that causes the development of blisters or open sores that can cover vast portions of the body.

EBMRF has a strong and successful relationship with Stanford University’s Department of Dermatology. Thanks to Nu Skin’s funds, through the Nu Skin Force for Good Foundation, EBMRF has supported several cutting edge and promising clinical trials. The following are highlights from 2020–2022:

**Phase 3 Clinical Trial Results:** EBMRF was able to fund phase 3 clinical trials through Krystal Biotech and B-VEC. This is expected to be the first EBMRF funded project that will receive FDA approval, likely in 2023.

**Dr Anthony Oro:** Work by Dr Anthony Oro has helped provide funding for the IPS Cell Consortium, as well as GMP Manufacturing of Autologous Esophageal epithelial cells for the prevention of esophageal strictures.

**Dr Jean Tang:** In partnership with Abeona, and CastleCreek Biosciences, the pivotal phase 3 VIITAL study, which uses autologous, engineered cell epidermal sheets therapy applied surgically to target large, chronic non healing wounds, is expecting FDA approval in 2023.

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## Disaster Relief

Although the Nu Skin Force for Good Foundation does not focus on disaster relief, its efforts to alleviate suffering throughout the world includes such relief. Thus, the Foundation allocates a portion of its funds each year to help those who have been impacted by disasters worldwide. During 2022, the Nu Skin Force for Good Foundation responded to the following disasters by:

- Making donations to provide relief after the eruption of the Semeru Volcano in Indonesia
- Donating to organizations in support of refugees fleeing the crisis in Ukraine
- Donating to the Red Cross to provide relief to those affected by the tornadoes in the Midwest of the United States

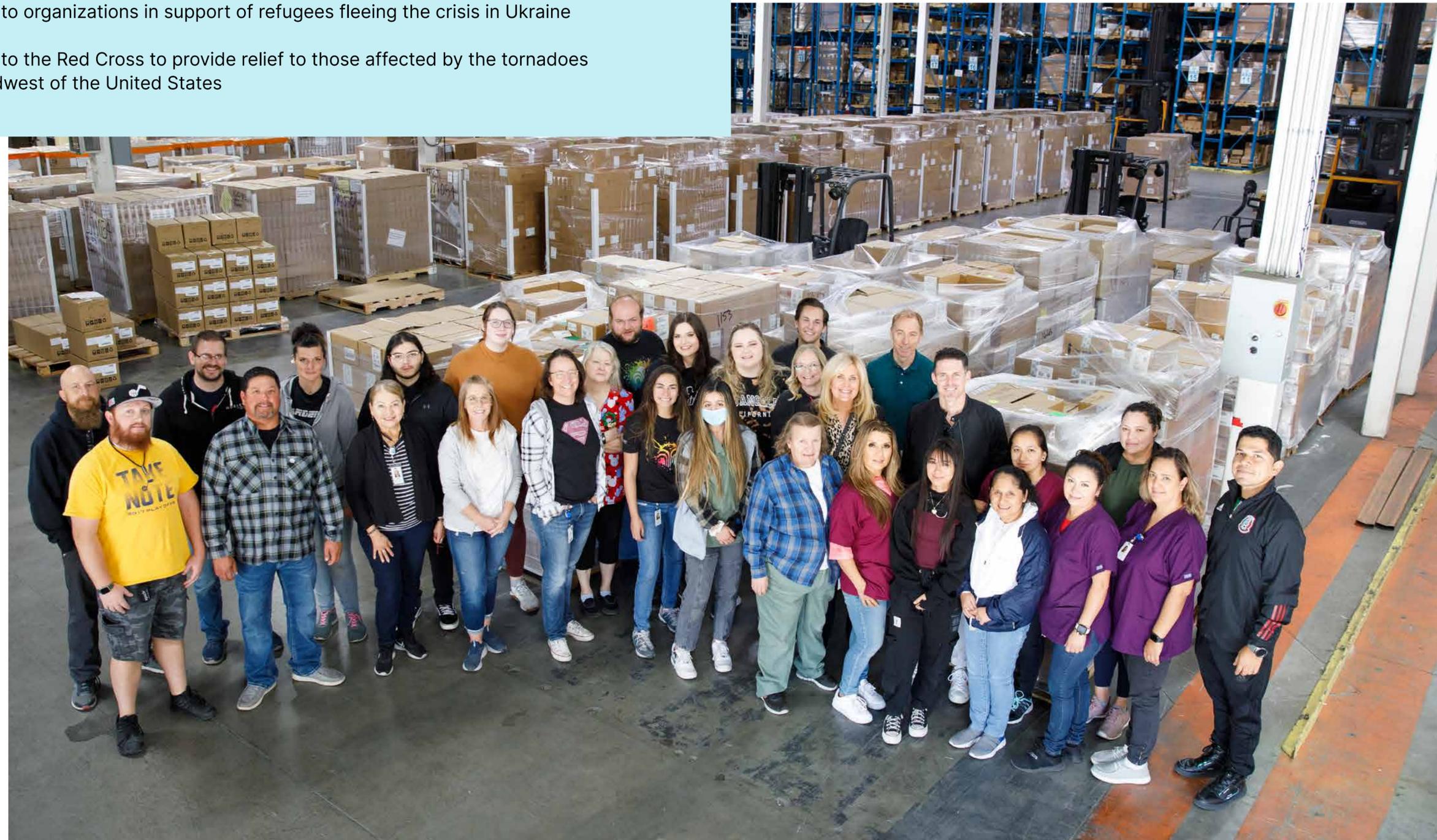


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## Product Sustainability, Safety, and Quality

### PRODUCT COMMITMENTS

In 2019 we announced our commitments regarding the environmental impact of our product portfolio. We are happy to report the following progress:

#### 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 – In Progress

- Assess, score, and make plans to improve the environmental impact score of 100% of our products.
- Achieve 100% Roundtable Sourced Palm Oil (RSPO) at a mass balance level.

As of January 2023, approximately 76% of our RSPO certification-eligible palm oil ingredients were certified RSPO.

#### 2030 – In Progress

- 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 life cycle of the product. We know that good product quality is reflected by a product's ethical and responsible production and a product's impact on a broad group of stakeholders.

#### 6S (SUCCESS) QUALITY PROCESS

To ensure our products' highest safety and quality, we have developed standards for our development and manufacturing processes. We maintain quality, efficacy, and safety controls through each stage to ensure unsurpassed results that meet our ambitious standards and comply with relevant government requirements. The key to the consistent quality of our products is our 6S Quality Process. This process involves a set of rigorous, highly integrated activities and includes multiple layers of scientific testing and attention to detail. It requires consistent collaboration and a unified commitment to quality<sup>4</sup>.

#### CHEMICAL SAFETY

Nu Skin focuses on finding the best ingredients possible for its products. Since 1984, Nu Skin 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 are of the highest quality and efficacy, we stay updated on industry information,

government regulations, and consumer concerns regarding chemicals.

In addition to following regulatory requirements for all products across all our markets, we maintain a list of restricted ingredients, which serves as a guide for future and existing formulations. Our Nutricentials® line features clean ingredients from our worry-free list and is a great example of our efforts to ensure consumers feel confident in our products' safety and efficacy<sup>5</sup>.

We follow FDA guidelines for developing and testing over-the-counter (OTC) products. Where applicable, we fulfill Halal certification requirements on many of our products.

Nu Skin works to phase out chemicals of concern from our formulas, and we are members of the Personal Care Products Council (PCPC), which requires that all products meet the PCPC's Microbiological Challenge Test's high standards.

Nu Skin's quality standards require that our products are manufactured in facilities that adhere to 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 certification for some of our facilities. Further, we contract with manufacturers who comply with government mandated Good Manufacturing Practice Standards.

Science is a crucial element in Nu Skin's commitment to formulating our products. Through

<sup>4</sup>To learn more about our 6S Quality Process, [visit our website](#).

<sup>5</sup>See a detailed list, [here](#).

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combine both natural and synthetic ingredients. While nature provides many safe and effective ingredients, science provides complementary ingredients such as peptides, sodium PCA (humectant), tocopherol (vitamin E), alpha hydroxy and polyhydroxy acids, and Avobenzone (sunscreen for UV rays). Nu Skin products could not provide their proven, full range of cosmetic benefits and protection without them. Other ingredients, like preservatives, provide important safety and antimicrobial properties to maintain product quality, safety, and efficacy.

INGREDIENT TRANSPARENCY

We are constantly looking for ways to deliver the best, most effective products to our consumers to deliver on our founding principle, "All of the good, none of the bad."

In 2021 we published the first version of our Ingredient Dictionary<sup>6</sup>. This ongoing project seeks to improve consumer awareness of various Nu Skin® product ingredients, both natural and synthetic alike. This evolving dictionary allows consumers to search for their product ingredients by name and contains information about how ingredients function in a formula.

For further information regarding specific products, consumers may access information provided by our product experts through our publicly posted product information pages (PIPs). We also provide consumers with information on

<sup>6</sup> [Nu Skin's Ingredient Dictionary](#)

our sustainability website<sup>7</sup> regarding a select list of ingredients of interest and our philosophy regarding each. These documents provide accurate descriptions of product benefits, as well as detailed ingredient information, and usage instructions.

We also take responsible marketing seriously and ensure that all marketing claims are relevant and substantiated. Nu Skin's expert Advisory Board, composed of leading scientists and researchers, plays a significant role in Nu Skin's utilization of cutting-edge technologies and the incorporation of effective levels of key ingredients.

ANIMAL TESTING

Nu Skin advocates and subscribes to both the ethical and humane treatment of animals and human health and safety protection. Nu Skin does not test its cosmetic products on animals, nor do we request others to test on our behalf, except when mandated by law and regulatory agencies. We evaluate our products in clinical tests on human volunteer panels to ensure our products' efficacy and safety. Nu Skin nutritional and herbal products are consumed internally, and as a result, some government regulatory agencies may require animal research to support human safety and product efficacy. When it is necessary to conduct animal studies, we make every effort to do so in an ethical and humane manner and adhere to applicable and approved treatment protocols<sup>8</sup>.

<sup>7</sup> [Nu Skin's Sustainability Website – Ingredients of Interest](#)

<sup>8</sup> [Nu Skin Statement on Animal Testing](#)

SUSTAINABLE PRODUCT PACKAGING

In 2019 Nu Skin developed an internal scoring system that allows us to better understand the environmental impact of our packaging. As we work to complete our 2030 commitment that all packaging be recycled, recyclable, reduced, reusable or renewable, this system helps us to make informed decisions about our packaging improvements and their impact on the planet by considering factors such as material type, carbon footprint, recycled content usage, etc. In 2020, we assessed, scored, and improved the environmental impact of our Top 20 products (as identified in 2019, when we announced the goals), meeting our 2020 commitment. We continued to use our scoring system to assess, make plans to improve, and implement improvements to over 30 additional products throughout 2022 and will continue to expand this practice within our broader product portfolio as we work toward a more sustainable future.

ECOBEAUTYSCORE CONSORTIUM

In 2022, Nu Skin joined the EcoBeautyScore Consortium, which aims to develop an environmental impact assessment and scoring system for cosmetic products<sup>9</sup>. The consortium consists of 60 cosmetics industry stakeholders and is considered a breakthrough initiative to enable consumers to make more informed and sustainable choices<sup>10</sup>.

<sup>9</sup> [EcoBeautyScore Consortium Press Release](#)

<sup>10</sup> [EBS Consortium Website](#)

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### PRODUCT DESCRIPTION PAGES

As part of our efforts to improve transparency, we are excited to share that additional information regarding the sustainable components of our products will be available for consumer review on our Product Description Pages. Icons associated with either packaging or ingredient improvements will appear as improvements are made to our products to help inform and empower consumers to find products they feel proud to purchase.

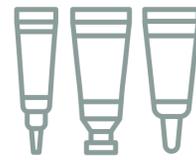


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## Environmental Responsibility

We are constantly looking for ways to prioritize the responsible use of our planet’s resources within our supply chains, products, and global facilities. While we have made great progress towards our goals, we understand that there is much more to do. Our hope is that through tracking the data contained within the following section, we can continue to meet and exceed our commitments, inspire innovation within Nu Skin, and lay the groundwork for forthcoming policies, programs, and practices which will strengthen our existing environmental efforts.

### ENVIRONMENTAL & SOCIAL MANAGEMENT SYSTEM

Throughout 2022, Nu Skin developed and began the implementation of an Environmental and Social Management System (ESMS) modeled after ISO 14001 requirements. The purpose of Nu Skin’s ESMS is to provide Nu Skin with a framework to protect the environment and its inhabitants while being adaptable and responsive to the changing 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 is intended to result in:

Improving the impact on the environment and individuals connected to Nu Skin’s operations by preventing and/or mitigating negative environmental and social impacts

Mitigating potentially adverse effects of the environment and social conditions on the organization

Enhancing the environmental and social performance of the organization, especially as it relates to the products and their lifecycle

Financial and/or operational benefits resulting from environmentally and socially sound alternatives

Identification, mitigation, and ability to leverage social and environmental risk and opportunity while aligning with business priorities

### SUSTAINABLE POLICIES

#### Environmental Policy

In 2022 Nu Skin published its Environmental Policy, codifying practices and perspectives into organization policy<sup>11</sup>. The policy outlines the framework used to develop Nu Skin’s environmental commitments with respect to its operations, activities, and overall environmental performance.

#### Deforestation Policy

In 2022 Nu Skin published its Deforestation policy<sup>12</sup>. The policy outlines Nu Skin’s commitments to identify and mitigate deforestation.

### ENERGY SAVINGS

In 2020, we completed lighting retrofits at our Distribution Center and Corporate Headquarters, converting more of our lighting to LED and installing smart sensors that turn the lights off when not in use. Nu Skin’s Headquarters was LEED Gold certified as new construction when it was built in 2009. Since then, an additional 6 global locations have received LEED Gold status for either new construction or commercial interiors. These features and certifications allow for improved energy utilization, supporting Nu Skin’s energy savings efforts.

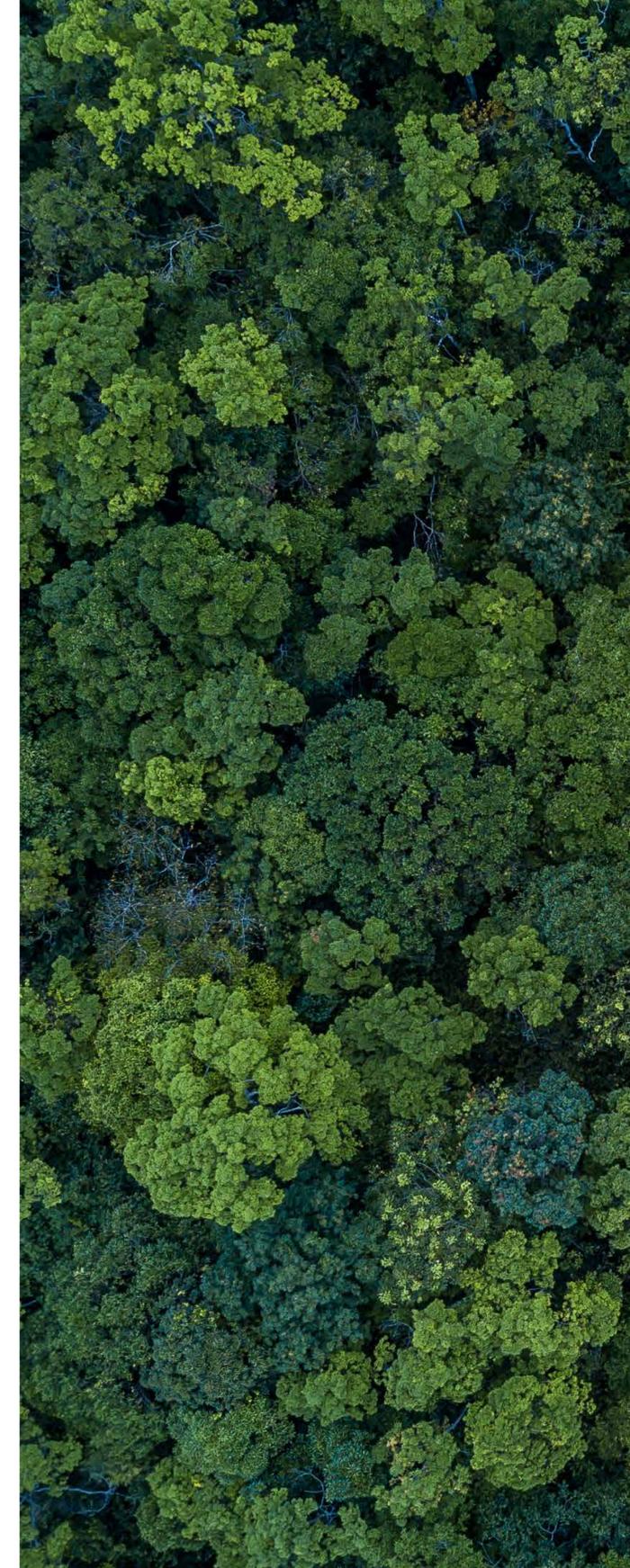


Photo source: Shutterstock

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### RESOURCE-EFFICIENT FACILITIES

Nu Skin is committed to reducing waste and improving waste management to support its broader ambition to manage critical environmental and economic impacts. In 2022, economic conditions demanded that Nu Skin carefully assess its sustainability strategy with the intention of maximizing impact. As a result, Nu Skin decided to transition away from our previous zero-waste goal<sup>13</sup> and expand our priorities around resource efficiency to include energy, carbon, and water, in addition to our pre-existing waste management and reduction efforts.

This transition is intended to further the impact of our limited resources and better leverage our global teams towards the responsible management of resources and waste around the globe through strategic partnerships, careful waste management, and innovative techniques.

We are proud to report that in 2022 our global headquarters recycled

# 157.25

tons of material.

#### CORPORATE OFFICES WASTE + RECYCLING (IN DUMP TONS)

	2019	2020	2021	2022
Waste	85.24	66.55	97.69	69.17
Recycling	142.40	159.47	179.28	157.25

Many of our global experience centers have replaced all single-use paper bags with reusable shopping bags. Nu Skin also partners with a company in Utah that prioritizes sustainability and creating solutions to improve the recycling market, and allows for single-stream recycling (ie, paper, plastics, etc. all together), making it easier for our employees to recycle. We have also partnered with Les Olsen Company to recycle all toner waste and cartridges.

<sup>13</sup>\*Zero-waste as defined in Zero Waste International Alliance's Business Principles: 90% diversion of solid waste from landfills.

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## TRANSPORT & LOGISTICS

We endeavor to select logistics partners who also care about sustainability and invest in initiatives and programs to become more socially and environmentally responsible. The supply chain issues which impacted many industries in 2021 and 2022 also impacted our ability to prioritize ocean and land freight this year. Despite these challenges, and because ocean freight can be more environmentally responsible than utilizing air freight, we are happy to report that in 2022 Nu Skin moved a global annual average of 90% of export volume (by weight) via surface, which includes: ocean freighters and trucks. Consistent with initiatives established in previous years: when we are not shipping by ocean freighter, we prefer to utilize clean trucking options.



### SMARTWAY

The EPA's SmartWay program assists participating transportation partners with tracking and progressing towards sustainability goals like improved load capacity, route optimization, eco-efficient driving training, and demand and supply planning. Nu Skin has been tracking SmartWay participation since 2019.

As of the end of 2022, 50% of Nu Skin's international transportation partners were enrolled in the EPA's SmartWay program. Nu Skin continues monitoring SmartWay program participation with domestic and international transportation partners. Nu Skin also hopes to continue to increase the number of transportation partners who participate in the EPA's SmartWay program in the future and work to better track and encourage sustainability initiatives in collaboration with our logistics partners. Nu Skin has incorporated SmartWay and sustainability initiatives as part of our carrier selection process to encourage partners to participate in the EPA's sustainability and SmartWay programs.

### CAL CARB COMPLIANT

In 2022, the vast majority of Nu Skin's exported U.S. truck shipments (by total loads) moved on equipment that meets stringent California Air Resources Board (CARB) Diesel Engine Requirements, which mandates that heavy trucks and buses use 2010 or newer engines by 2023.

### ISO 14001

Nu Skin documents logistics partners who are certified, and we are working to track and pursue partnerships with logistics partners who have or are pursuing ISO 14001 certification.

### UTAH SUSTAINABLE BUSINESS COALITION

Nu Skin is a founding member of the Utah Sustainable Business Coalition (USBC). The coalition is a growing organization of Business Partners, Community Partners, and Sustainability Practitioners dedicated to advancing sustainable business practices and developing a community of skilled sustainability professionals in Utah. The coalition now facilitates regular events and networking opportunities for more than 300 members. As a founding member, Nu Skin helps use its unique position to further the objectives of the organization: to lead, impact, network, and collaborate on issues that affect not only our business but our communities and the world we live in.



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## Sourcing & Suppliers

### PAPER PRODUCTS SOURCING

We are committed to helping reduce deforestation by sourcing fiber-based packaging from certified sustainable or 100% recycled sources. This will assist Nu Skin in meeting our 2030 goal to change all our packaging to be recycled, recyclable, reusable, reduced, or renewable. Look for 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, established to support environmentally appropriate, socially beneficial, and economically viable management of the world's forests.

### PALM OIL SOURCING

As indicated by our 2023 goal, we are committed to sourcing Roundtable Sustainable Palm Oil (RSPO) certified palm oil (mass balance) for all relevant products. As of the end of January 2023, approximately 76% of our palm oil derived ingredients are certified as RSPO. This reflects an increase of almost 30 additional ingredient RSPO certifications since our last Social Impact and Sustainability report.

When we set our 2023 goal to achieve 100 percent RSPO, we were aware of the potential that not all palm oil derived ingredients would have acceptable RSPO certified alternatives. Looking back on the years since we set this goal - we have made significant, meaningful progress and successfully navigated various challenges in sourcing RSPO-certified palm oil. We acknowledge that we still have significant progress left to make to reach 100% RSPO-sourced palm oil by the end of the year. We have reflected on lessons learned since 2019, and we remain optimistic that RSPO certification will continue to be mainstreamed within the palm oil industry.



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## Policies & Procedures

### SUPPLIER SUSTAINABILITY SURVEY

In 2022 Nu Skin issued a social and environmental practices survey to a group of top suppliers. The survey is positioned to inform the future development of policies and procedures to mitigate environmental and social risk and impact within Nu Skin’s supply chain, as well as the development of targets and deadlines related to supply chain management.

The survey covered the following topics: the presence and certification of an Environmental Management System, the presence of an environmental policy, procedures and targets around water and solid waste, CO2 emissions and reduction targets, various social accountability topics as described in the United Nation’s Supplier Code of Conduct, as well as procedures to monitor compliance to any policies disclosed.

### CONFLICT MINERALS

Our Conflict Minerals Statement<sup>14</sup> is shared annually with suppliers in our direct supply chain that supply the ingredients for our products and explains that Nu Skin does not directly source minerals from smelters or mines. We require suppliers to source minerals from socially responsible suppliers and provide all necessary declarations to support Nu Skin’s compliance with the US Conflict Minerals Rule. We expect our suppliers to pass this requirement on through their supply chain and will regularly survey suppliers and perform due diligence as appropriate to verify compliance with this policy.

### POLICIES & PROCEDURES

Nu Skin strives to adhere to all applicable labor laws wherever it operates. Nu Skin opposes human trafficking and slavery and expects the same from its business partners and suppliers. Additionally, Nu Skin requires that suppliers enter into a Supply and Manufacturing Agreement which requires suppliers to warrant that they and their subcontractors comply with any state, national, or international regulations relating to 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 and may also include provisions requiring compliance with any other applicable anti-corruption or anti-bribery laws in other local jurisdictions before a final onboarding of every supplier. We include in our internal onboarding process for new suppliers' questions probing for potential or apparent conflicts of interest and, depending on the circumstances, external requests for input relating to debarment, sanctions, and reputational issues, as well as questions about suppliers’ commitment to ethics and compliance. Additionally, we use third-party due diligence software to perform reputation screenings (focusing on adverse media internationally relating 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 in higher corruption risk locations. For such suppliers, we include provisions in the Supply and Manufacturing Agreement giving us the right to inspect and audit their records to assure compliance with the Foreign Corrupt Practices Act and other applicable anti-corruption laws of the relevant jurisdictions.

<sup>14</sup> [Conflict Minerals Statement](#)



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## Product Packaging

### SUSTAINABLE PACKAGING

By 2030 we are committed to reaching our target that ALL Nu Skin product packaging material be: recycled, recyclable, reusable, reduced, or renewable.

Paper/Plastic Saved through Packaging Innovation Efforts in 2022



82.75

TONS OF PLASTIC SAVED



23.36

TONS OF PAPER SAVED

In 2019 we completed the first version of our packaging scorecard. Since then, Nu Skin has continued to work to incorporate sustainable packaging standards on a global level.

Our guiding principles include prioritizing packaging innovations that align with our five R's: recycled, recyclable, reusable, reduced, and renewable.

We are also working to incorporate more post-consumer resin (PCR), or recycled plastic, into our packaging, along with innovative renewable materials. With the belief that transparency and knowledge are key to change, we are also working to educate our consumers regarding best practices for disposal through our 'Recycle Right' page. As we pursue progress in sustainable packaging for all our products, we will continue communicating our progress towards our goals.

Also see: EcoBeautyScore Consortium Section.



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## EPOCH® ECO-PAC

In 2020, we launched an innovative form of sustainable packaging, the Eco-Pac tube, across various products in our Epoch line. By eliminating the head and shoulder of the tube, the Eco-Pac uses 8%+ less plastic per tube than a regular tube. Each Epoch product represents an 8-73% decrease in plastic packaging, depending on the product. Products from our Epoch line, featuring the Eco-Pac tube, received the following awards in 2022:



Epoch Ying & Yang Mask  
Silver Winner Most Sustainable Packaging  
2022 Global Green Beauty Awards



Epoch Ying & Yang Mask  
Gold Winner Best Design & Packaging  
2022 Global Makeup Awards Asia



Epoch Baobab Body Butter  
Winner of Best Sustainable Skincare Product  
2022 Global Beauty and Wellness Awards



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### NUTRICENTIALS® PUMPS

The Nutricentials Pumps mono-material packaging was designed to reduce waste and increase recyclability by removing the metal springs in the packaging. Nutricentials Pumps bottles are made of 19% post-consumer resin (PCR).

Products from the Nutricentials line, featuring clean ingredients, received 15 awards in 2022, some of which include:



Nutricentials Bioadaptive Skin Care  
Celltrex Always Right Recovery Fluid  
Best Design & Packaging  
2022 Global Makeup Awards



Nutricentials Eye Love Bright Eyes  
Second Place Winner  
2022 Clean Beauty Awards



Nutricentials Pillow Glow  
Best Night Cream  
2022 Pure Beauty Award Finalist



Nutricentials Pumps  
Best Packaging Design  
2022 Cosmopack North America



Nutricentials Eye Love Bright Eyes  
Best New Eye Cream  
2022 Pure Beauty Award Finalist



Nutricentials Eye Love Bright Eyes  
2022 Editor's Choice Award  
Marie Claire



Nutricentials Pillow Glow  
Silver Winner Best Clean Product  
2022 Global Green Beauty Awards

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## NU SKIN AWARDS & RECOGNITION



Nu Skin CSR  
Leadership in Community Service and  
Corporate Social Responsibility Winner  
2022 Communitas Awards



Nu Skin Sustainability  
Leadership in Ethical and  
Environmental Responsibility Winner  
2022 Communitas Awards



Nu Skin  
2022 Forbes List of America's Best  
Mid-Size Employers



United Way of Utah County

Nu Skin  
Corporate Partner of the Year 2022  
United Way of Utah County



Nu Skin CSR  
Gold Winner Corporate Social  
Responsibility Program of the Year  
2022 Best in Biz Awards



Nu Skin Sustainability  
Winner  
2022 Utah Green Business Awards



Nu Skin Sustainability  
Winner Sustainability Leadership Award  
2022 Business Intelligence Group Awards



Nu Skin  
Gold Winner  
2022 American Best in Business



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# CORPORATE GOVERNANCE OF ESG ISSUES

## Risk Management

Under the oversight of executive management, the Nu Skin Sustainability team works cross-functionally to identify, assess, monitor, and mitigate environmental and social impacts and risks. In 2022, Nu Skin took strides to address environmental and social risk within the organization through the development and implementation of an Environmental and Social Management System. The purpose of the ESMS is to equip Nu Skin with a framework to protect the environment and its inhabitants while being adaptable and responsive to the changing nature of social, economic, environmental, and other issues. This is a joint effort between the sustainability team and subject matter experts throughout the organization's departments. This framework supports Nu Skin's existing efforts to identify and address risk within our operations, including ingredient and packaging portfolios. Examples of these efforts include Nu Skin's product packaging improvement and palm oil commitments.

Social and environmental sustainability risks are managed alongside other business risks as part of Nu Skin's enterprise risk management program. As a publicly traded company Nu Skin reports identified material risks on a yearly basis on SEC Form 10-K.

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# BOARD GOVERNANCE

The Nominating and Corporate Governance committee of the Board of Directors is responsible for oversight of environmental and social risks at Nu Skin.

The Company's CSR & 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 frequent communication via quarterly and annual reports as well as 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 & Corporate Governance Committee is also made aware of these activities, as well as the themes discussed within this report, and is responsible for overseeing Nu Skin's plans and practices related to sustainability<sup>15</sup>.

## Data Privacy

Nu Skin Relies heavily on information systems to operate its business, including processing the personal data of our customers 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 has developed a corporate governance framework to help it provide direction and oversight, meet regulatory requirements, and to fulfill its 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 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 executive-level, cross-functional Risk, Audit, and Ethics committees. Our numerous information privacy & 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, protecting our data, systems, and networks. We have dedicated teams reviewing our processes and procedures in order to integrate our policies and principles across the organization and into our products. To promote privacy awareness and compliance, employees are trained in global privacy and information security requirements and best practices on a periodic basis. Training and awareness activities throughout 2022 include: interactive trainings from experts, workshops on specific privacy laws and regulations, privacy day events, demos on data protection techniques, cybersecurity guest speakers, newsletters, and more.

<sup>15</sup> [Nominating and Corporate Governance Committee Charter](#)

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# CONCLUSION

As Nu Skin continues to pursue excellence in environmental and social impacts, we understand that our enduring success depends on conscious, daily decisions to include sustainable practices at every level of our business. We will continue to intensify and increase our commitments and develop our targets and programs to preserve our planet and support our people. We embrace a culture of responsibility to ensure a better tomorrow for Nu Skin's employees, suppliers, brand affiliates, and the broader global communities in which we operate.

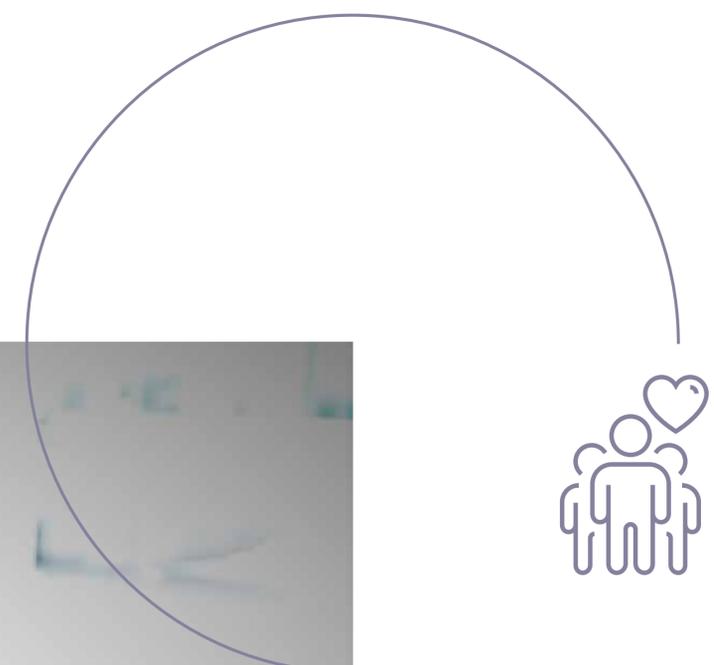


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# APPENDIX

## Diversity, Equity & Inclusion Data

Due to updates in methodology and in order to facilitate comparability over time—the following table provides our 2022 numbers, as well as a recalculation of our 2020 and 2021 numbers, according to the same methodology.

Representation in percentages Utah Labor Market: Women 46.8%; BIPOC 37.8%	2020	2021	2022
Total Female (US only)	44.6%	45.8%	46.7%
Total Female (Global)	59.5%	58.7%	59.7%
Total BIPOC (US only)	32.7%	32.9%	33.3%
Female Leaders* (US only)	25.5%	25.6%	27.3%
Female Leaders* (Global)	31.2%	31.1%	38.1%
BIPOC Leaders* (US only)	10.9%	13.7%	14.1%
Female Hires (US only) (% of total hires that were female)	57.4%	50.4%	56.8%
BIPOC Hires (US only) (% of total hires that were BIPOC)	42.6%	36.3%	32.8%
Female Terminations (US only) (% of VOLUNTARY terminations that are Female)	52.0%	44.7%	49.8%
BIPOC Terminations (US only) (% of VOLUNTARY terminations that are BIPOC)	39.4%	32.9%	31.2%

### Notes on this table:

- Includes employees only, not contingent workers.
- Metrics are either US or Global, as described in each metric specifically.
- Metrics do not include any Rhyz® Acquisition companies.
- Leader is defined as employees classified as Director level or above, who also manage direct reports.
- Voluntary Terminations excludes terminations for the following reasons: Conversion, End Internship/Contract, Mutual Agreement, Death, Work Authorization Expired, Declined Offer, No Show, and all involuntary reasons.

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## Global Equity & Inclusion Metrics

	Apr 2020	Jul 2020	Oct 2020	Mar 2021	May 2021	Sep 2021	Feb 2022	Jul 2022
I feel a sense of belonging	77	--	78	--	78	78	79	80
I'm free to speak my mind	69	--	72	--	74	76	77	79
I'm involved in decisions	--	75	--	76	--	78	79	80
Nu Skin Leaders value other perspectives	--	73	--	75	--	74	75	76
Everyone has equal opportunity to succeed	--	75	--	76	--	76	77	78
I'm empowered to make decisions	73	--	76	--	77	76	77	78



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## SDG Index

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SDG #2	Zero Hunger End hunger, achieve food security and improved nutrition and promote sustainable agriculture <a href="#">Nourish The Children initiative</a>
SDG #3	Good Health and Wellbeing Ensure healthy lives and promote well-being for all at all ages <a href="#">Wells of Hope</a>
SDG #5	Gender Equality End hunger, achieve food security and improved nutrition and promote sustainable agriculture <a href="#">DEI and DEI Data</a>
SDG #8	Decent Work and Economic Growth Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all <a href="#">Reducing Our Footprint</a>
SDG #10	Reduced Inequalities Reduce inequality within and among countries <a href="#">DEI and DEI Data</a>
SDG #12	Responsible Consumption and Production Ensure sustainable consumption and production patterns <a href="#">Environmental Responsibility Recycling</a>
SDG #13	Climate Action Take urgent action to combat climate change and its impacts Carbon data to be released in later appendix

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## SASB Index\*

Topic	Accounting Metric	Category	Unit of Measure	Code	Response
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	CG-HP-140a.1	Not available for 2022, Nu Skin will evaluate measurement for future reports.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion & Analysis	n/a	CG-HP-140a.2	In 2022 Nu Skin held workshops with key internal stakeholder groups to discuss climate and water-related risks to Nu Skin's business. These workshops serve as a foundational component in the process of understanding and managing water-related risk exposure across functions such as ingredient sourcing, manufacturing, and others.
Product Environmental, Health, and Safety Performance	Revenue from products that contain REACH substances of very high concern (SVHC)	Quantitative	Reporting Currency	CG-HP-250a.1	Not available for 2022, Nu Skin will evaluate measurement for future reports.
	Revenue from products that contain substances on the California DTSC Candidate Chemicals List	Quantitative	Reporting Currency	CG-HP-250a.2	Not available for 2022, Nu Skin will evaluate measurement for future reports.
	Discussion of process to identify and manage emerging materials and chemicals of concern	Discussion & Analysis	n/a	CG-HP-250a.3	See: "Product Safety and Quality" section, Page #32
	Revenue from products designed with green chemistry principles	Quantitative	Reporting Currency	CG-HP-250a.4	Not available for 2022, Nu Skin will evaluate measurement for future reports.

Please note that Nu Skin is not currently reporting on all metrics specific to applicable SASB subindustries, but hopes to increase disclosure moving forward.

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## SASB Index\*

Topic	Accounting Metric	Category	Unit of Measure	Code	Response
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, (3) Percentage that is recyclable, reusable, and/or compostable	Quantitative	Metric tons (t), percentage %	CG-HP-410a.1	(1) Nu Skin made significant improvements in reaching estimates for total weight of packaging in 2022 for internal reporting, and will evaluate measurement for future reports. (2) Not yet reported. (3) Not yet reported.
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion & Analysis	n/a	CG-HP-410a.2	See: "Sustainable Packaging" section, Page #40
Environmental & Social Impacts of Ingredient Supply Chain	Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book & Claim	Quantitative	Metric tons (t), Percentage (%)	CG-HP-430a.1	Not available for 2022, Nu Skin will evaluate measurement for future reports.

Please note that Nu Skin is not currently reporting on all metrics specific to applicable SASB subindustries, but hopes to increase disclosure moving forward.

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### SASB Index\*

Activity Metric	Category	Unit of Measure	Code	Response
Units of products sold, total weight of products sold	Quantitative	Number, Metric tons (t)	CG-HP-000.A	Not available for 2022, Nu Skin will evaluate measurement for future reports.
Number of manufacturing facilities	Quantitative	Number	CG-HP-000.A	Not available for 2022, Nu Skin will evaluate measurement for future reports.

Please note that Nu Skin is not currently reporting on all metrics specific to applicable SASB subindustries, but hopes to increase disclosure moving forward.



