



NU SKIN
2021 SOCIAL IMPACT
& SUSTAINABILITY REPORT

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A MESSAGE FROM THE CEO

At Nu Skin, being a global force for good is at the heart of everything that we do. The challenges of the past two years have taught us the importance of taking care of each other and our planet. These challenges have strengthened our commitment to Nu Skin's sustainability and social impact efforts.

The beauty and wellness sectors are changing rapidly. Consumers today are looking for cleaner formulas and increased transparency in ingredient sourcing. They look for brands who have a purpose and who are striving to give back to the community. We are driven to meet their demands and are excited by the opportunity that this creates. Over the years we have demonstrated our commitment to improving our impact within three key areas: People, Planet, and Product. We made excellent progress towards these commitments in 2021:

People

Additionally, in 2021, Nu Skin, its employees, affiliates, and charitable foundation donated more than 8.5 million USD towards our force for good efforts globally.

To demonstrate our commitment to transparency, we will now be reporting on our Diversity, Equity, and Inclusion efforts in our annual Sustainability and Social Impact Report. In 2021, we were honored to receive recognition from Forbes, naming us to its inaugural list of 300 companies that are leading the way to support women inside and outside of the workforce.

Planet

We continue to commit to improving the social and environmental impact of our product portfolio. We made considerable progress towards increasing Roundtable Sourced Palm Oil (RSPO) in 2021. With at least 267 certified palm oil derived ingredients to date, we've increased our RSPO certified ingredients by over 26% since 2020.

Product

Epoch Baobab Body Butter and Nutricentials In Balance pH Toner, two of Nu Skin's popular products received recognition at the 2021 Global Green Beauty Awards. Having assessed, scored, and made plans to improve the environmental impact of product packaging for more than 60 products in 2021, we look forward to continuing to improve our product portfolio's impact.

We are proud of our efforts given that the above highlights are just a small selection of Nu Skin's many sustainability and social impact initiatives in 2021. We invite you to continue reading to explore how Nu Skin is implementing changes to embrace sustainable practices today to enhance a resource-rich tomorrow.

Sincerely,
Ryan Napierski
President and CEO

A handwritten signature in black ink, appearing to read "Ryan Napierski". The signature is fluid and cursive, with the first name "Ryan" being more prominent and the last name "Napierski" following in a similar style.



A MESSAGE FROM THE SVP, CHIEF REPUTATION OFFICER

From the earliest days of Nu Skin, our founders built a global company on the values of empowering people, improving lives, and leaving the world better than we found it. For nearly four decades, Nu Skin leadership and employees around the globe have endeavored to honor that mission of purpose by continually evolving and growing into a beauty and wellness company in line with those ideals.

Being a force for good in the world is central to our efforts not only because it is good for business, but because we believe it is the right way to conduct business. It's our unique sales channel, combined

with premium products and a global sales force of trusted affiliates that sets us apart in the beauty and wellness space enabling Nu Skin to effectively integrate purpose into everything we do. Those aspects of our corporate responsibility include:

- A focus on improving children's health and welfare through global initiatives and social entrepreneurship programs
- Creating a diverse culture of equity and inclusion
- Actively engaging to improve each of the communities where we do business with local partnerships and projects
- Integrating sustainability more transparently and deeply into all aspects of our company—including our products, packaging, carbon footprint, and materials reduction

The company sustainability goals set in 2019 for the coming decade are proving to be an excellent roadmap for Nu Skin to follow as we move forward with our sustainability and social impact initiatives. In this year's report we've chosen to include a Sustainable Development Goals Index to contextualize Nu Skin's work within the United Nation's

broader efforts to advance health and well-being for people and planet.

We hope you'll feel a sense of allyship, support and excitement along with Nu Skin as we continue to carry on the mission and vision of our founders. We've been all in since our beginning and yet we feel we are only getting started. We are proud of the sustainability strides we have made and the many things we are doing to be a force for good that are addressed in this annual report and thank you for sharing our vision and commitment to future generations.

Ruth Todd
SVP, Chief Reputation Officer

A handwritten signature in black ink that reads "Ruth Todd". The signature is written in a cursive, flowing style with a long, sweeping tail on the final letter.

REPORT OVERVIEW

Introduction

Nu Skin is on a mission to make a difference. The following report provides updates regarding our 2021 environmental and social impact initiatives. Starting this year and moving forward the “Corporate Social Responsibility Year in Review” and “Sustainability Highlights” reports will now be a single, annually published report covering Nu Skin’s sustainability and social impact activities. Unless otherwise noted, the report covers activities during the 2021 calendar year.

Introduction of the SDGs

This year, Nu Skin includes references to The United Nations Sustainable Development Goals (SDGs). All United Nations Member States adopted the 17 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 Nu Skin and the Nu Skin Force for Good Foundation may positively impact many of the Sustainable Development Goals, we have chosen to highlight our contributions to the following:

- 2: Zero Hunger
- 3: Good Health and Wellbeing
- 5: Gender Equality
- 8: Decent Work and Economic Growth
- 10: Reduced Inequalities
- 12: Responsible Consumption and Production
- 13: Climate Action



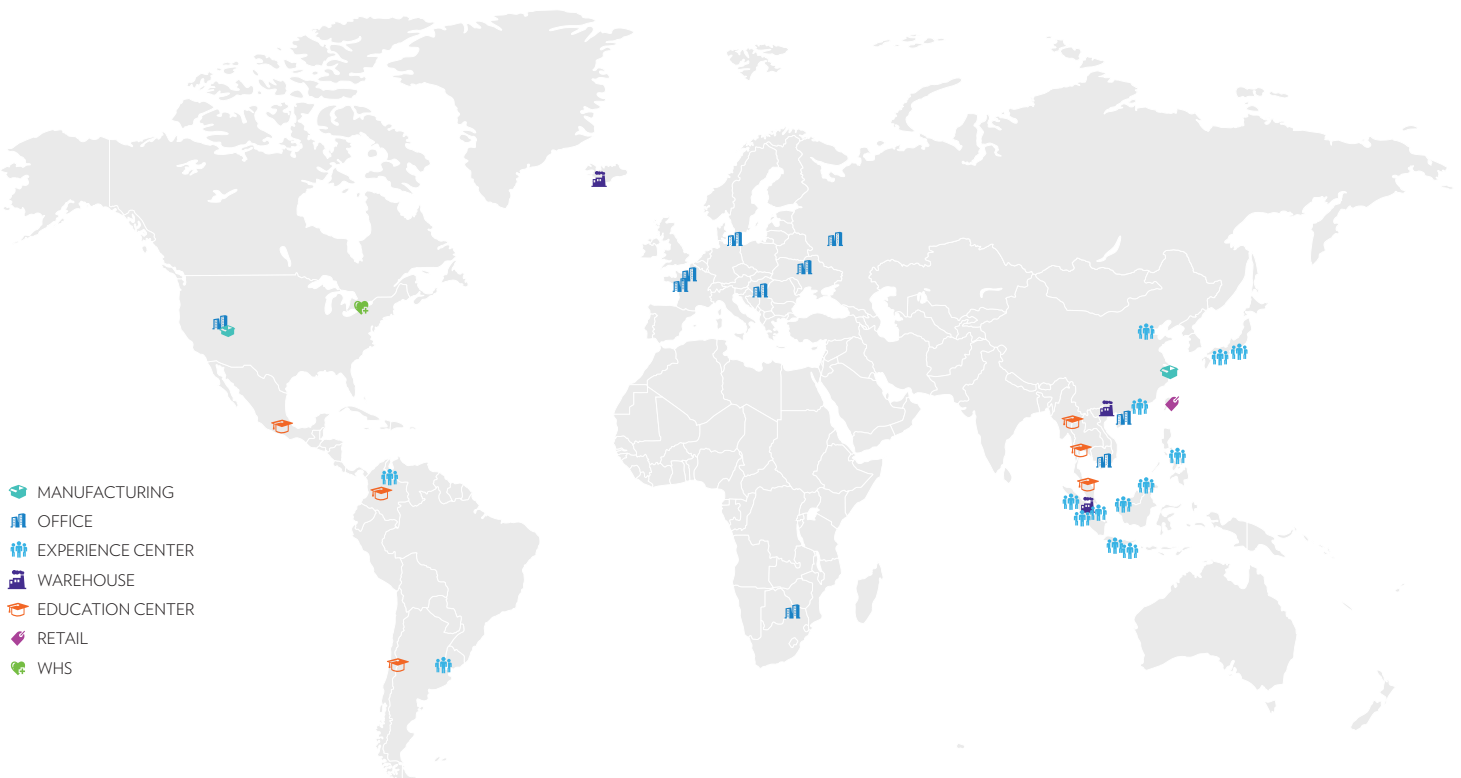
On page 49, we have included an index of the areas where we see ourselves as most effectively contributing to the achievement of the Sustainable Development Goals.

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 Nu Skin® personal care, Pharmanex® nutrition, and the ageLOC® anti-aging brand, including an award-winning line of beauty device systems. In 2021, Nu Skin operated in approximately 50 markets worldwide in the Americas, Asia, Europe, Africa, and the Pacific. The company's global operations generated \$2.7 billion in revenue during 2021.

Also, in 2021, the Nu Skin Force for Good Foundation and its sister organizations donated over \$4 million 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 750 million meals to hungry and malnourished children worldwide through its Nourish the Children initiative. As of December 31, 2021, we had approximately 4,600 employees worldwide. Nu Skin has more than one million customers worldwide. For more information, visit nuskin.com.

Graphical Representation of Organization & Operations



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.



SOCIAL IMPACT

Nu Skin's Culture of Responsibility: To be a sustainable company it is important to value one of our greatest resources: our people.

SOCIAL IMPACT HIGHLIGHTS

Our Culture of Learning and Wellness

Nu Skin has established “The Nu Skin Way,” which is a global framework defining the behavioral expectations of employees around the world. This framework describes the desired behavior that creates the Nu Skin culture and is the foundation of everything we do.

The Nu Skin Way forms the foundation of our workforce strategy and objectives. The three primary objectives of our workforce strategy are:

1. Support the transformation of our business and culture to align with our business strategies and the Nu Skin Way;
2. Leverage global diversity and build inclusion; and
3. Enhance the employee experience through global alignment and optimization.

One way we measure our progress in achieving these objectives is through employee feedback. We conduct a global employee survey approximately every four months and periodically also conduct employee focus groups. Our employee surveys averaged approximately 86% response rate during 2021, and this feedback, together with the focus group data, generates valuable information for us to analyze and act upon to improve the employee experience, including improvements in 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.





Nu You Global Performance and Development & Best You Wellness Program

The Nu You 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.

Force For Good Employee Program

The Force for Good Employee program encourages employees to empower children and families in their local and global communities through bi-weekly payroll donations. The program gives employees the chance to find meaning and connect with Nu Skin's community partners on a personal and impactful level. In addition to this program, all employees have the opportunity to participate in multiple community service projects each year.



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 together to discuss the employee survey data mentioned above and identify areas for improvement. They then work together to improve in those areas.

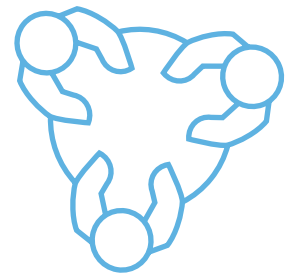
Nu Skin provides manager and employee training on creating a safe and respectful work environment free from harassment, bullying, discrimination, racism, sexism, and unprofessional behavior.

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, and discuss employee development and strengthen manager and employee relationships. These regular discussions and annual performance reviews help ensure an open and continuous feedback culture.

Additionally, spurred on by the COVID-19 pandemic, remote work has encouraged Nu Skin to offer 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.



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

Code of Conduct

All Nu Skin employees receive mandatory training on, and must sign, the Code of Conduct, which sets forth high standards of ethical behavior in financial, interpersonal, and community matters. Biennial global trainings are conducted, and employee participation is continually monitored. For more information, visit our Code of Conduct.

Healthy Workplace Policy & Training

This policy aims to provide all Nu Skin employees 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 on 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.

Diversity, Equity, and Inclusion

As a part of the Nu Skin Way, we are committed to actively seek, encourage, respect, and empower 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 DEI efforts, which provide support to under-represented employee groups, provide training and education on DEI topics to all employees, and integrate DEI thinking into business strategy and priorities.

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. By making this information publicly available to employees, investors, and consumers, we are demonstrating our commitment to the ongoing work of improving our DEI activities and outcomes.

Employee Resource Groups (ERGs)

Employee Resource Groups (ERGs) are a key part of our overall DEI efforts and an important avenue through which Nu Skin cultivates a workplace of inclusion and continued growth. Our current ERGs seek to ensure that under-represented populations feel welcome at Nu Skin, including people of color, LGBTQIA+ individuals, and women. Our ERGs have contributed to redesigned physical office space to include gender-neutral and family bathrooms, improved hiring processes, and enhanced remote work options to find and attract a more diverse candidate pool. Other activities underway include a pay equity study, supplier diversity initiatives, and DEI integration into marketing and product development efforts.





SAMPLE 2021 EMPLOYEE RESOURCE GROUPS' (ERGS) ACTIVITIES:

MOSAIC

(Multi-Cultural Organization Supporting An Inclusive Culture)

Juneteenth Celebration

50 Nu Skin employees volunteered at the Franklin Community Center to put together after-school kits, after-school snack packs and activities, and tie-dyed shirts for children at the Franklin Community Center.

United Way's Day of Caring

30 Nu Skin employees volunteered at Franklin Elementary School for United Way's Day of Caring. Volunteers split into teams and taught 45-minute STEM activities to 20 classrooms.

Franklin Community Center

20 Nu Skin employees volunteered to set up, serve, and clean during the Center's United Way holiday party, and enjoyed spending time with the more than 500 attendees.

PRIDE AT WORK

Encircle House

Pride at Work Nu Skin employees served the Provo Encircle House throughout the year. Starting in June, five volunteers began working with Encircle as Spanish translators and continued through the end of the year. In September, employees were able to offer tours of the house. The Nu Skin facilities team also continues to provide snow removal.

Volunteers of America

The Pride at Work ERG secured a donation from Nu Skin to fund the cost of running the Homeless Youth Resource Center for one month (210 average youth served per week / 840 per month) so young people who experience homelessness have a safe place to thrive.



Utah Pride Center

The Pride at Work ERG secured a Nu Skin grant to fund the creation of 100 suicide prevention boxes.

Project Rainbow

Pride at Work Nu Skin employees participated in Project Rainbow's flag campaign by delivering and placing requested transgender flags at homes and businesses in Salt Lake and Utah Counties for the Transgender Day of Remembrance Flag Campaign.



WOMEN RISING

Food and Care Coalition Kit Project

Women Rising members had a drive for the Food and Care Coalition, where they put together 30 kits that helped the women residents feel more confident going into work and interview settings.

Afghan Refugee Project

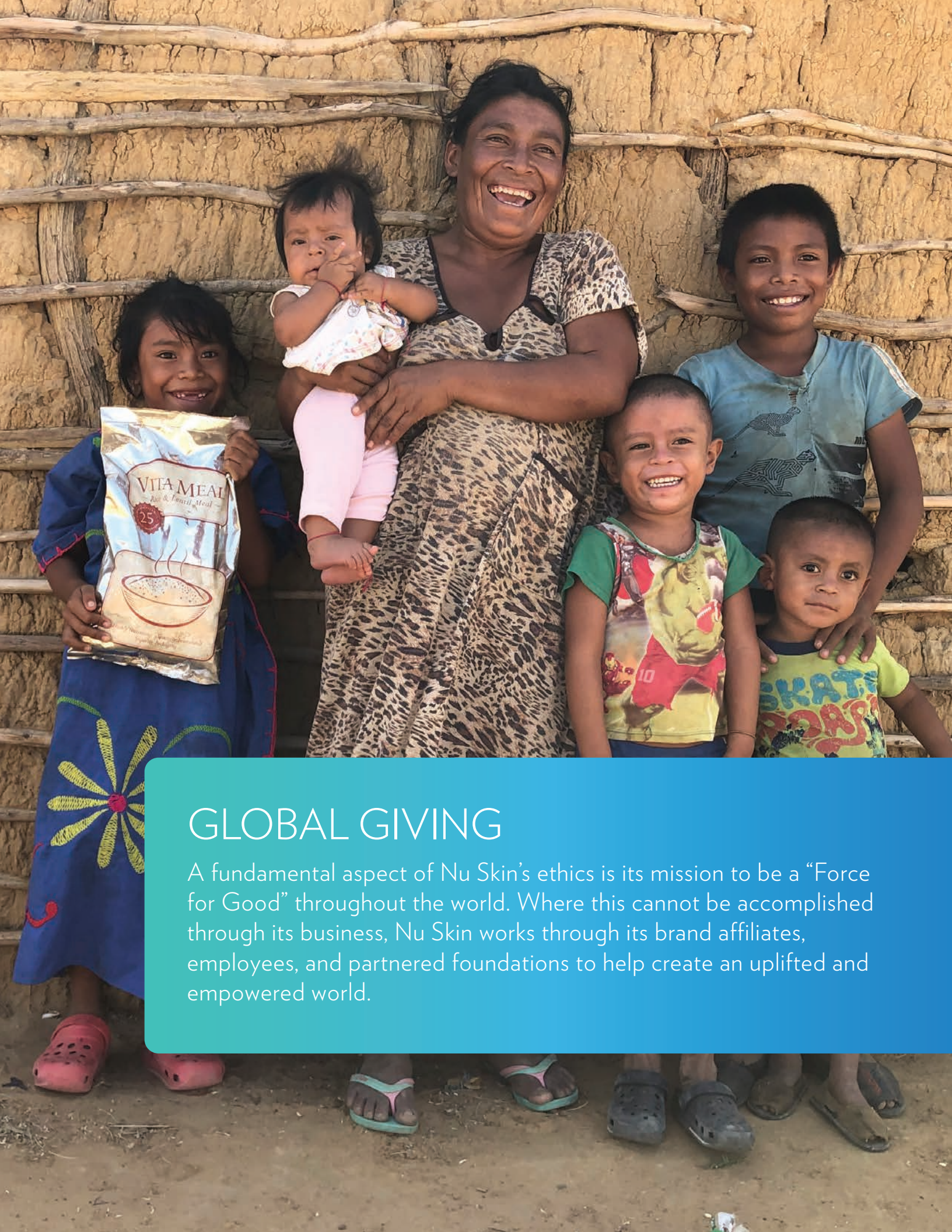
Women Rising members came together to help prepare kits for 40 children of single Afghani Mothers coming to Utah. The kits provided language immersion activities, coloring books, games, toys, craft kits, and crafting supplies for the kids.

She Tech Virtual Internship

Women Rising helped organize virtual internships for high school girls to interact with different teams throughout Nu Skin.

Provo Center for Advanced Professional Studies (CAPS) Product Development Workshop

Women Rising helped organize a workshop for Provo CAPS students to show them different types of careers that are available in personal care product development.



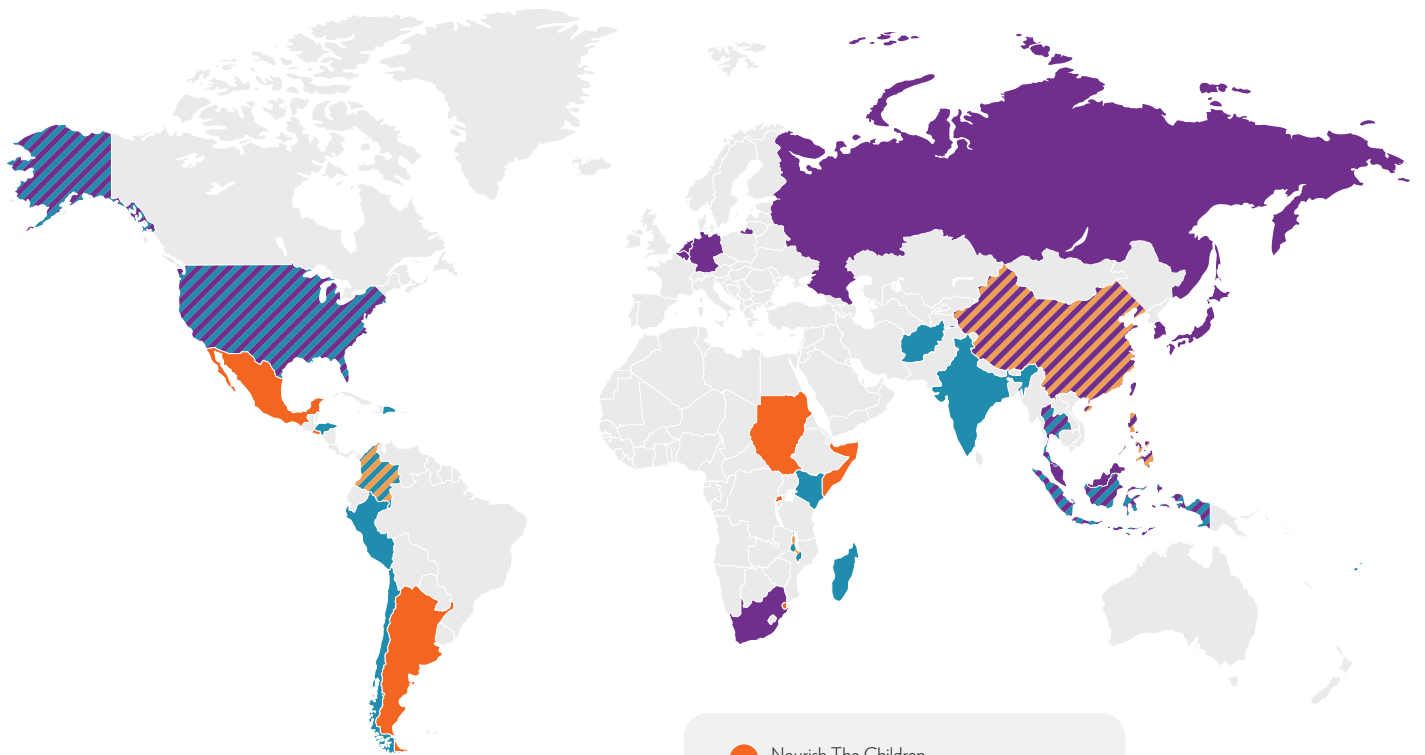
GLOBAL GIVING

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.

GENERAL HIGHLIGHT OVERVIEW

In 2021, Nu Skin, its employees, affiliates, and charity partners:

- Donated more than **8.5 million USD** globally
- Donated more than **50 million meals**
- Partnered in over **35 markets** around the globe



- Nourish The Children
- Nu Skin Force For Good Foundation
- Community Outreach
- Community Outreach & FFG Foundation
- NTC & FFG Foundation
- NTC & Community Outreach



Nourish the Children

In 2002, Nu Skin started its Nourish the Children initiative with a focus on tackling malnourishment throughout the world. 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, Nu Skin donates one additional bag.

In 2021 Nu Skin reached the milestone of more than **750,000,000 purchased and donated meals** since 2002. Nu Skin is grateful to the brand affiliates, customers, and employees who make these donations possible. Nu Skin has partnered with a variety of charities in different countries to help make meaningful donations in countries around the world. Since 2002, VitaMeal purchased by Nu Skin employees and affiliates has been donated in more than 65 countries.

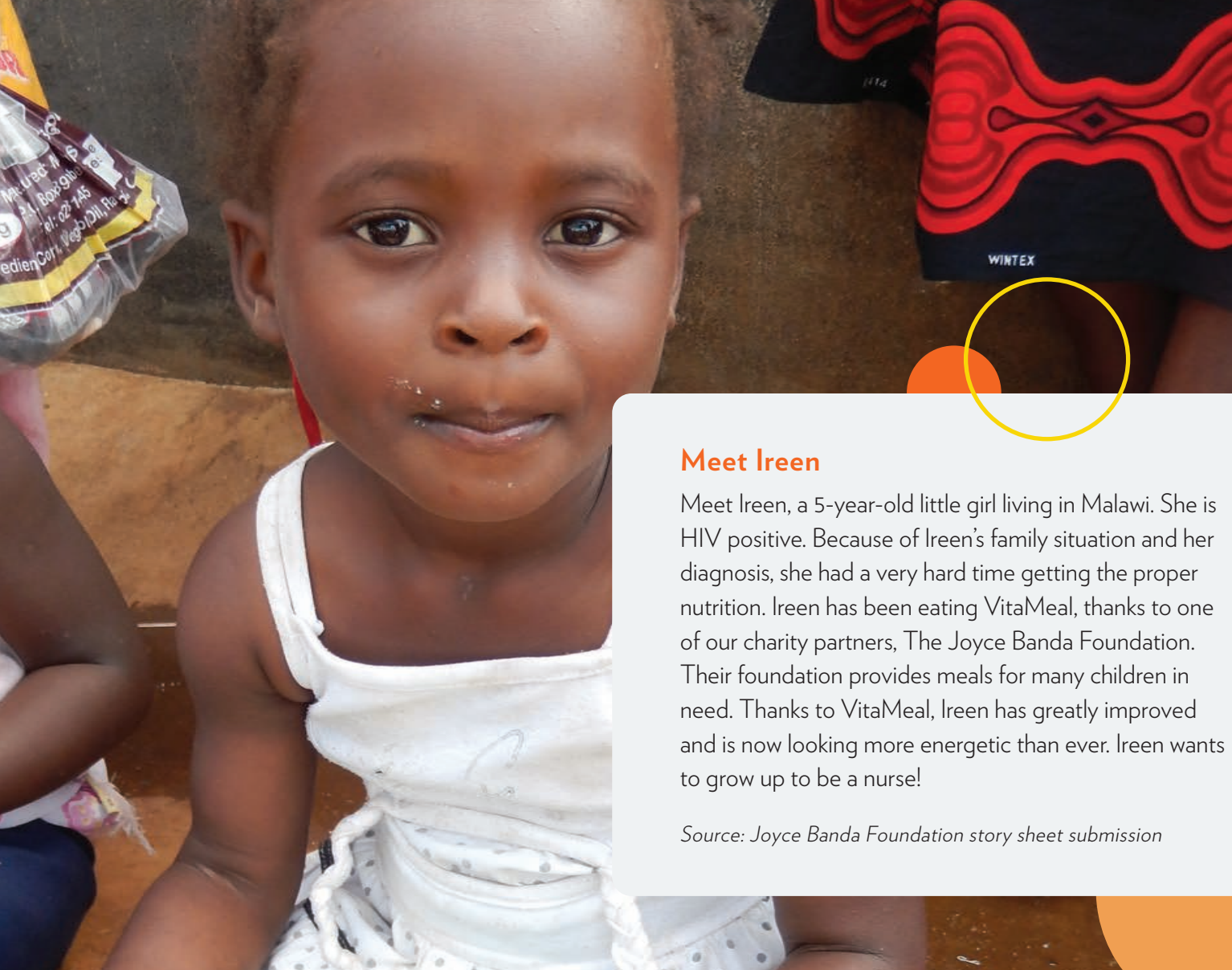
The following countries received meals in 2021:

- Malawi—**41,186,940 meals**
- Greater China—**4,279,620 meals**
- Colombia—**900,000 meals**
- Argentina—**522,000 meals**
- Mexico—**285,000 meals**
- Philippines—**540,000 meals**
- Haiti—**720,000 meals**
- El Salvador—**360,000 meals**
- Somalia—**180,000 meals**
- Burundi—**540,000 meals**
- Eswatini—**180,000 meals**
- South Sudan—**690,000 meals**



TOTAL 2021 DONATIONS—50,383,560 MEALS

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.



Meet Ireen

Meet Ireen, a 5-year-old little girl living in Malawi. She is HIV positive. Because of Ireen's family situation and her diagnosis, she had a very hard time getting the proper nutrition. Ireen has been eating VitaMeal, thanks to one of our charity partners, The Joyce Banda Foundation. Their foundation provides meals for many children in need. Thanks to VitaMeal, Ireen has greatly improved and is now looking more energetic than ever. Ireen wants to grow up to be a nurse!

Source: Joyce Banda Foundation story sheet submission



Global Community Outreach

In 2021, Nu Skin operated in approximately **50 markets** throughout the globe and is grateful to have amazing employees and brand affiliates who get involved to make the world a better place.

In total through Nu Skin, its employee, and sales leader donations, nearly **\$4 million USD** was donated to local causes throughout the world. This section highlights some of projects that happened in 2021.

In 2021, Nu Skin's community efforts centered around education, emergency relief, and health in many of our markets where we operate.

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

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



- **27,453** children received surgeries since 1999
- **1,410** children received surgeries in 2021
- **412,941** free CHD screenings and 6,531 diagnoses to date
- **16,750** free CHD screening and 244 diagnoses in 2021



Kulture City

In 2021, Nu Skin donated \$90,000 to KultureCity, an organization dedicated to educating the world on sensory accessibility and acceptance of those with invisible disabilities. In tandem with the donation, Nu Skin worked to get more than 50% of employees sensory certified, making the company the first Sensory Inclusive Certified Organization in the world. Nu Skin is excited to move forward with KultureCity to support the important work of making the world more sensory acceptable.

CharityVision

In 2021, the Nu Skin Latin America team donated \$103,000 to Charity Vision through the Nu Skin Force for Good Foundation. With that money, 109,398 children in California, Colombia, and Peru were able to be screened for eyesight issues, and 9,948 pairs of glasses were donated.

Other Project Highlights from 2021:

- Nu Skin donated \$500,000 to Utah Valley University Foundation to sponsor portions of one building.
- Nu Skin Mainland China continued to sponsor the Nu School Program, which looks to help improve the educational environment of students throughout the schools and help guarantee them a better future. Since the project started in 2003, Nu Skin has helped more than 47,000 children with their educational experiences in 30 schools.
- Nu Skin Japan sponsored the “Leader in Me” program, a program aimed to help students learn leadership skills and work on their confidence. Since Nu Skin Japan started sponsoring the program in 2016, the program helped more than 10,000 students at 25 elementary schools throughout Japan.



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 2021:

- More than 5,500 items were donated, which included food donations, COVID-19 relief kits, and school supplies.
- More than 1,500 individuals were directly impacted by the service projects.
- More than 1,200 employees and their family members participated.

One example of Force for Good Day activities took place in Japan:

Employees in Japan gathered for five different activities over the course of the month, including:

- Collecting **2,186 food items** to be donated to people in need through "Food for Kids" and Second Harvest Japan.
- Making a total of **1,700 school supply sets** to donate to children in 34 children's nursing homes in the areas affected by Great East Japan Earthquake (Aomori, Iwate, Miyagi, Akita, Yamagata, and Fukushima).
- Creating a TV program "For Smiles: Food and Educational Support for Children," that introduced Nu Skin's CSR activities and was broadcasted on Saturdays, June 19 and 26 by TOKYO MX1.
- Launching a partnership with TerraCycle, an organization dedicated to helping divert trash from landfills, to start the Force for Green Recycling Program.
- Unveiling a sustainability themed display at all Nu Skin experience centers in Japan to educate people on Nu Skin's sustainability initiatives.



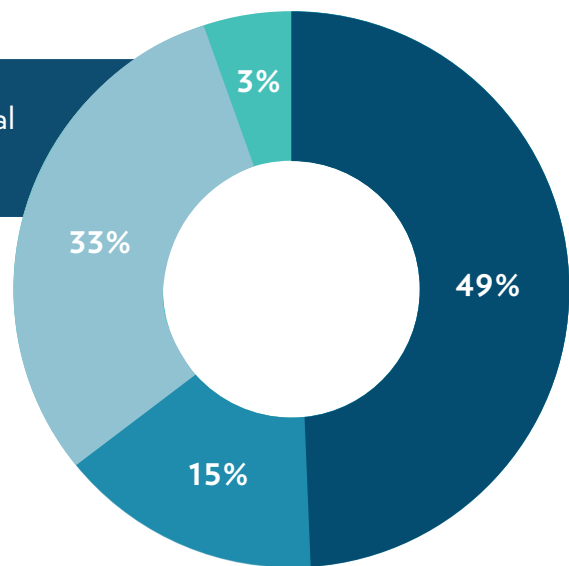
The Nu Skin Force for Good Foundation

The founders of Nu Skin were determined to make a positive change in the world beyond the reach of the health and wellness world. 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.

The Nu Skin Force for Good Foundation focused in 2021 on caring for the planet, nourishing future generations, and investing in the global community. **In total, the Nu Skin Force for Good Foundation at Global Headquarters donated more than \$2 million USD in 2021.**

In total, the Nu Skin Force for Good Foundation at Global Headquarters donated more than **\$2 million** in 2021.

- **49%** of funds went to **education**
- **15%** of funds went to **health care**
- **33%** of funds went to **economic development**
- **3%** of funds went to **disaster relief**



The Nu Skin Force for Good Foundation has three sister foundations worldwide. In conjunction with the three other Nu Skin Force for Good Foundations, a total of more than **4.6 million dollars** were donated in 2021.

In 2022, the Nu Skin Force for Good Foundation hopes to further children's health and wellness throughout the world, as well as seek 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 2021. For more information, please visit the Nu Skin Force for Good Foundation website.

Seacology

The Nu Skin Force for Good Foundation partners with Seacology to bring unique solutions to poverty and environmental conservation issues. The funds for Seacology come directly from Nu Skin's profits—for every product bought from Nu Skin's Epoch Line, \$0.25 is donated to the Nu Skin Force for Good Foundation, and a portion of those funds are then passed on to Seacology .

Seacology helps villagers learn practices to preserve marine habitats through partnerships with local islanders. In exchange, 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, 15 projects took place across the globe, in locations such as Dominican Republic, Colombia, Fiji, Honduras, Indonesia, Madagascar, Thailand, Kenya, Chile, Micronesia, and Peru.

A few of these projects include:



Wailevu, Fiji: Protection of 2,258 acres of rainforest and 937 marine acres in exchange for the building of a community hall to be used as a kindergarten, community center, and storm shelter.



Andranohobaka, Madagascar: Protection of 2,686 acres of forest and a 4.4-mile firebreak for 20 years in exchange for a new primary school building and furniture.



Quinchao, Chile: Protection of 240 acres of bird habitat in exchange for interpretive signs, gear, and education for school environmental club.

Photo credit (left to right): Seacology, Planet Madagascar, Grupo Jaragua

School of Agriculture for Family Independence (SAFI) And Its Affiliates

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. Since then, Nu Skin has extended its reach to SAFI's sister organizations. In 2021, SAFI, SAFI Extension, Educate the Children (ETC), and Wells of Hope undertook a merger, combining their programs with a hope of extending their reach even further than the more than 11,000 students the programs combined have touched. The merger was officially completed in January of 2022, so future reports will have their impact combined.

SAFI

30 new families graduated in 2021

SAFI focuses on training farmers throughout Malawi to become more self-sufficient and improve their crop yields, addressing food insecurity throughout the region. Program evaluation efforts have revealed that program graduates become more self-reliant as a result of the curriculum. Since the partnership in 2007, 597 families have come to campus and have been trained in farming best practices. 30 new families graduated in 2021. SAFI's impact stretches beyond these 597 families—on average, graduates of SAFI go on to train an additional 20 farmers, and 80% of second-year SAFI students serve as lead farmers in their communities, helping to train their neighbors on the curriculum.





SAFI EXTENSION

1,008 new farmers trained in 2021

The SAFI extension program partners with the Nu Skin Force for Good Foundation to help spread good farming practices throughout the country. Since 2013, SAFI extension has trained 9,865 farmers throughout all of Malawi, with 1,008 new farmers being trained in 2021.



EDUCATE THE CHILDREN

107 new students granted scholarships in 2021

The Nu Skin Force for Good Foundation partners with Educate the Children (ETC) to provide scholarships for students throughout Malawi to pursue an education. In 2021, ETC has sponsored 27 new college students and 80 new secondary students. Currently, ETC is sponsoring 51 college students and 143 secondary students. To date, ETC and the Nu Skin Force for Good Foundation have sponsored 1,233 students in Malawi. 45% of all ETC's scholarships have been awarded to women.



WELLS OF HOPE

20 water wells drilled in 2021

Since 2016, the Nu Skin Force for Good Foundation has worked to address water scarcity issues in villages throughout Malawi. To date, Wells of Hope and the Nu Skin Force for Good Foundation have drilled 130 water wells, 20 of which were drilled in 2021. Wells of Hope estimates these wells impact over 15,000 households within villages in Malawi.



Disaster Relief

Although the Nu Skin Force for Good Foundation does not focus on disaster relief, it works to alleviate suffering throughout the world. Thus, the foundation allocates a portion of its funds each year to help those who have been impacted by disasters worldwide. During 2021, the Nu Skin Force for Good Foundation responded to the following disasters:

- Donated to the Red Cross to provide relief to those impacted by the Texas (United States) winter crisis and statewide power outages
- Donated to the Red Cross to provide relief for those suffering during India's COVID-19 crisis
- Donated to the International Rescue Committee to provide relief to those fleeing Afghanistan during the Afghanistan Refugee Crisis
- Donated to the Red Cross to provide relief to those impacted by the Haiti earthquake





SUSTAINABILITY

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

- 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.
 - Update as of 4/12/22: at least 267 of our products are certified RSPO.

2030 – In Progress

- Change all our packaging to be recycled, recyclable, reusable, reduced, or renewable.



Product Safety & Quality

Ensuring our products are safe, ethical, and of the highest quality is central to Nu Skin's values. We do this by looking at the life cycle of the product. We know that quality products not only ensure that we produce our products ethically and responsibly, but that we also positively impact a much wider group of stakeholders.

6S (Success) Quality Process

To ensure the highest safety and quality for our products, we have developed our own 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.



Selection

To be considered for use in Nu Skin products, materials must pass criteria for effectiveness, formulation sustainability, and consumer safety. Nu Skin works with experts and raw material suppliers worldwide to gather both historical and new scientific insights about the unique ingredients within our products.



Sourcing

Following raw material selection, Nu Skin scientists investigate potential commercial sources that can guarantee the availability, quality, and concentration of key ingredient components. Nu Skin evaluates these raw material sources to ensure quality and suitability for product formulation and monitors active ingredient concentration when applicable.



Specification

We select what we believe are safe compounds and high-quality ingredients to incorporate into our formulations. Nu Skin sets specifications to provide a basis for active compounds, ingredients, and criteria for finished products. These criteria help establish ingredient standards and provide specific characteristics to guide consistent manufacturing. Where appropriate, products are carefully analyzed to identify the active components and to ensure consistent manufacturing and product quality.



Standardization

Raw materials must meet our specifications to certify readiness for product manufacturing. When there are wide variations in active components of a natural or botanical ingredient, we select only those materials that provide the specified amount of these active constituents. Furthermore, our scientists strive to formulate products that contain ingredients at efficacious concentration or strength. Once manufactured, Nu Skin products are tested to meet their finished good specifications before distribution.



Safety

We adhere to high product safety standards by regularly reviewing scientific literature and conducting standard safety studies. Nu Skin conducts standard tests specific to nutrition and personal care products, respectively. For example, we test for the presence of microbes, heavy metals, and other contaminants to determine the presence of irritants and/or allergic reactions. Often, we confirm safety and validate our conclusions by using external testing groups.



Substantiation

Nu Skin takes great care to ensure that our products and ingredients are not only safe but effective. Scientific literature, and/or research studies, support each claim. We conduct documented clinical trials to determine product and ingredient efficacy for key products, plus support product and ingredient claims.



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 set product and raw material specification limits regarding hazardous chemicals. 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. Nutricentials, is a great example of our efforts to ensure consumers feel confident in our products' safety and efficacy, and this line is targeted care for extra ingredient-conscious consumers. You may see a detailed list of chemicals banned from our Nutricentials line. We follow FDA guidelines for developing and testing over-the-counter (OTC) products. We also fulfill Halal certification requirements for all products marked as such.

Nu Skin actively 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 and ISO 22000 certification for some of our facilities and contract with manufacturers who comply with Good Manufacturing Practice Standards.

Science is a crucial element in Nu Skin's commitment to formulating our products. Through careful research and testing, Nu Skin scientists 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.





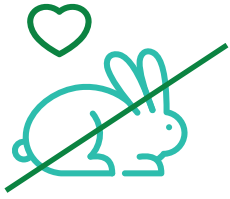
Ingredient Transparency

In 2021 we published the first tier of our consumer-facing Nu Skin Ingredient Dictionary. This ongoing project seeks to improve consumer awareness of product ingredients, both natural and synthetic alike. This evolving dictionary not only allows consumers to search for their product ingredients by name, but also 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 our sustainability website 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.

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."



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.



Sustainable Product Packaging

In 2019 Nu Skin developed an internal scoring system which 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 water usage, 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 and make plans to improve the environmental impact of over 60 additional products in 2021 and will continue to expand this practice within our broader product portfolio as we work toward a more sustainable future.

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 goals, inspire innovation within Nu Skin, and lay the groundwork for forthcoming policies, programs, and practices which strengthen our existing environmental efforts.



Energy Savings

In 2020, we completed lighting retrofits at our Distribution Center and Provo office campuses, converting more of our lighting to LED along with installing smart sensors that turn the lights off when not in use. Additionally, Nu Skin’s Provo Headquarters is LEED Gold certified along with six other global locations. These features allow for improved energy utilization, supporting Nu Skin’s energy savings goals.

Zero-Waste Facilities

Nu Skin recognizes that irresponsible waste production and management negatively impacts people and the planet, with literal tons of waste dumped into landfills daily. While Nu Skin works to improve the social and environmental impacts of our product portfolio, we are also committed to improving our environmental impact through other projects and initiatives, such as our ambitions to build a network of zero-waste* facilities across the globe. Through strategic partnerships, careful waste management, and innovative techniques, we are working to reduce our waste no matter where we are.

We are proud to report that in 2021 our global headquarters recycled 179.28 tons of material. In 2022 we plan to assess our progress and reevaluate our commitment while continuing to make efforts to recycle more and reduce our overall waste.

Corporate Offices Waste + Recycling (in Dump Tons)

	2019	2020	2021
Waste	85.24	66.55	97.69
Recycling	142.40	159.47	179.28



In 2020 we saw a significant reduction in waste production at our corporate offices, which was most likely accounted for by the COVID-19 pandemic, which resulted in employees working from home for significant portions of the year.

Many of our global experience centers have replaced all single-use paper bags with reusable shopping bags. We have partnered with one of the only companies in Utah that accepts all types of plastic for recycling, and we've partnered with Les Olsen Company to recycle all toner waste and cartridges.

*[Zero-waste as defined in Zero Waste International Alliance's Business Principles: 90% diversion of solid waste from landfills.](#)



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 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 2021 Nu Skin moved a global annual average of 75% 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 participatory 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.

Nu Skin saw a year-over-year increase in the annual average of transportation partners participating in the EPA's SmartWay program from 2020 to 2021. A total of 25% of Nu Skin's transportation partners were participatory in the program last year, up 3 percentage points from 2020, despite the logistics and supply chain issues experienced by many companies during 2021.

We hope 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.

Cal Carb Compliant

98% of Nu Skin's exported U.S. truck shipments in 2021 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 monthly events for nearly 300 members. As an active 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.

Sourcing & Suppliers

Suppliers

Nu Skin prioritizes working with suppliers who are leaders in sustainability and sustainable sourcing.

Paper Products Sourcing

To help address the important issue of deforestation and source our product packaging responsibly, we are working to ensure that our paper-based packaging is certified or recycled. 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 prioritizes relationships with paper-based packaging suppliers whose supply chains are compliant with the Forest Stewardship Council organization's criteria for certification. We are committed to helping reduce deforestation by sourcing fiber-based packaging that is sourced from certified sustainable or 100% recycled sources.

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 our products. As of April 12, 2022, at least 267 of our palm oil derived ingredients are certified as RSPO, which equates to an increase of over 26% of RSPO certified ingredients since 2020, and accounts for nearly 70-75% of our ingredient portfolio. When we set our 2023 goal, we were aware of the potential that not all palm oil derived ingredients would have RSPO certified alternatives. We are still hoping that the palm oil industry progresses to the point that we can achieve our goal, though we acknowledge that currently there are still palm oil derived ingredients we utilize that do not yet have certified alternatives.



Policies & Procedures

Policies & Procedures

Nu Skin strives to adhere to all applicable labor laws wherever it operates. Nu Skin opposes human trafficking and slavery, and it expects the same from its business partners and suppliers. Additionally, Nu Skin requires that each supplier enters into a Supply and Manufacturing Agreement which requires suppliers to warrant that they and their subcontractors are in compliance 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 adhere to the United States Foreign Corrupt Practices Act and any applicable anti-corruption or anti-bribery laws in other local jurisdictions before a final onboarding of every supplier. We include in our onboarding process for new suppliers questions regarding conflicts of interest and, depending on the circumstances, debarment and sanctions as well as an extensive list of questions regarding their commitment to ethics and compliance along with anti-corruption and sanctions-focused due-diligence screenings through third-party due-diligence providers. Per the agreement we have the right to inspect and audit all suppliers' records to assure compliance to the Foreign Corrupt Practices Act or related laws.

Conflict Minerals

Our Conflict Minerals Statement 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 expect 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.



AWARDS & RECOGNITION

Global Green Beauty Awards

Epoch Baobab Body Butter won Gold in the Global Green Beauty Awards for Best Shea Butter Product.

Nutricentials In Balance pH Balance Toner won Bronze in the Global Green Beauty Awards for Best Aloe Vera Product.

Pure Beauty Global Awards Finalist

Nutricentials To Be Clear Cleansing Gel was a Pure Beauty Global Awards Finalist in the New Natural Product category.



Forbes: World's Top Female Friendly Companies

Nu Skin was recognized on Forbes' inaugural list of 300 companies leading the way to support women inside and outside their workforces.

Women in Tech Awards

Nu Skin Vice President of Global Digital Emily Evangelista named a Digital Transformation Leader.



Direct Selling News Bravo Good Award

Nu Skin named the Bravo Good Award winner for its commitment to the earth and its citizens.

Direct Selling News Best Places to Work

Nu Skin named a Direct Selling News Best Places to Work for the 6th consecutive year.

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

2021

Entire Product Portfolio:

131 tons of plastic saved
34.4 tons of paper saved



In 2020 we created incorporated governance measures regarding sustainable packaging. In 2021 we 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. As a result of these efforts, we were able to utilize 4.43 tons of renewable materials.

We are also actively working to incorporate more post-consumer resin (PCR), or recycled plastic, into our packaging, along with innovative renewable materials such as sugar cane. 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 to communicate our progress towards our goals.





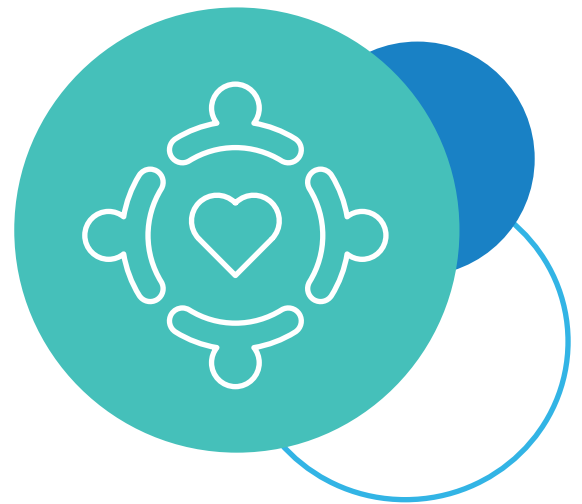
Epoch Eco-Pac

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.

Using the Eco-Pac tube results in 67 tons of plastic resin saved on an annual basis, based on 2020 Epoch sales. Eco-Pac tubes are made from sugar cane and are produced using an energy-efficient manufacturing process, which has allowed Nu Skin to reduce the carbon emissions associated with each product by approximately 80%.

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.



APPENDIX

Diversity, Equity & Inclusion Data

Nu Skin Global: Female 58%; Female Leaders 36% as of 4/19/22*

Corporate Employee Representation (%) Coverage: Corporate Headquarters in Provo, Utah	Q1 2021	Q2 2021	Q3 2021	Q4 2021
Female Total	43.2	42.9	43.4	43.6
BIPOC Total	40.5	40.2	38.6	37.6
Female Leaders (director +)	20.6	20.8	20.9	21.0
BIPOC Leaders (director +)	20.6	20.1	20.9	19.1
Female New Hires	46.9	37.5	45.8	55.6
BIPOC New Hires	41.8	40.3	33.7	23.6
Female Voluntary Attrition (total female voluntary termination/all female employees)	5.2	6.0	6.6	5.3
BIPOC Voluntary Attrition (total non-white voluntary termination/all BIPOC employees)	5.2	7.9	9.5	3.8

** See Note Below

Global Equity & Inclusion Metrics (%)	Apr '20	Jul '20	Oct '20	Mar '21	May '21	Sep '21
I feel a sense of belonging	77	--	78	--	78	78
I'm free to speak my mind	69	--	72	--	74	76
I'm involved in decisions	--	75	--	76	--	78
Leaders value other perspectives	--	73	--	75	--	74
Everyone has equal opp. to succeed	--	75	--	76	--	76
I'm empowered to make decisions	73	--	76	--	77	76

***See note below

*Please note that Global data refers to Nu Skin's Global employees, and employees of certain of Nu Skin's Utah-domiciled subsidiaries.

**The data in the Corporate Employee Representation table includes all US-Based Nu Skin employees and employees of certain of Nu Skin's Utah-domiciled subsidiaries.

***The data in the Global Equity & Inclusion Metrics table includes all Nu Skin's Global employees, and employees of certain of Nu Skin's Utah-domiciled subsidiaries.

SDG Index

<p>SDG #2</p>	<p>Zero Hunger End hunger, achieve food security and improved nutrition and promote sustainable agriculture</p>
	<p>Nourish The Children Foundation</p>
<p>SDG #3</p>	<p>Good Health and Wellbeing Ensure healthy lives and promote well-being for all at all ages</p>
	<p>Wells of Hope</p>
<p>SDG #5</p>	<p>Gender Equality Achieve gender equality and empower all women and girls</p>
	<p>DEI and DEI Data</p>
<p>SDG #8</p>	<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>
<p>SDG #10</p>	<p>Reduced Inequalities Reduce inequality within and among countries</p>
	<p>DEI and DEI Data</p>
<p>SDG #12</p>	<p>Responsible Consumption and Production Ensure sustainable consumption and production patterns</p>
	<p>Environmental Responsibility Recycling</p>
<p>SDG #13</p>	<p>Climate Action Take urgent action to combat climate change and its impacts</p>
	<p>Carbon data to be released in later appendix</p>