

# Be More Earth.

2024 IMPACT REPORT



NATURES  
SUNSHINE

“Uniquely blending sustainably sourced herbs & more, Brain Edge — like all our products — was formulated with the Earth in mind.”

—MIKE SAUNDERS  
*Vice President, Science & Innovation*

# Be More Earth.

## 2024 IMPACT REPORT

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#### NATURE'S SUNSHINE BRAIN EDGE

Sustainably grown and harvested deep within the Amazon rainforest, yerba mate — a time-honored nootropic herb — provides naturally occurring caffeine to promote mental clarity and alertness.

# Be More Earth Every Day

TERRENCE MOOREHEAD  
*President & Chief Executive Officer*

**From the heart of the Amazon to the peaks of the Himalayas, we've dedicated ourselves to finding, distilling, and delivering the Earth's most incredible ingredients in the most sustainable way possible.**

For more than 50 years, we've honored the healing power of the Earth. At Nature's Sunshine, that starts by searching the globe to find the purest and most powerful botanicals for our supplements, refusing to take shortcuts or settle for synthetic imitations. Our customers understand and value the critical need for sustainability and count on us to bring them the best, most reliable products in the world.

Our commitment to sustainability and transparency isn't something we just talk about, it's part of a legacy that we've built over years through our ongoing actions. That's why we've set and achieved bold goals for sustainability from reducing our carbon emissions by 50% and cutting waste by 35%, to utilizing 100% solar power at our manufacturing facility, and achieving

Zero Waste certification at our U.S. distribution centers. We are constantly advancing and expanding our goals to have a positive impact on the planet.

With our 2024 Impact Report, we're proud to share the progress we've made, and as we approach the completion of our 2025 goals, we look forward to doing more to protect and preserve Earth's power for future generations. Because when we do things the right way, for the right reasons, we know we can make a difference. For the planet. For people. For our shared future.

As we continue to build our legacy, we look forward to bringing the purity and potency of Earth to even more people around the world so we can all be a little more Earth every day.



# Over 50 Years of Delivering Daily Doses of Earth



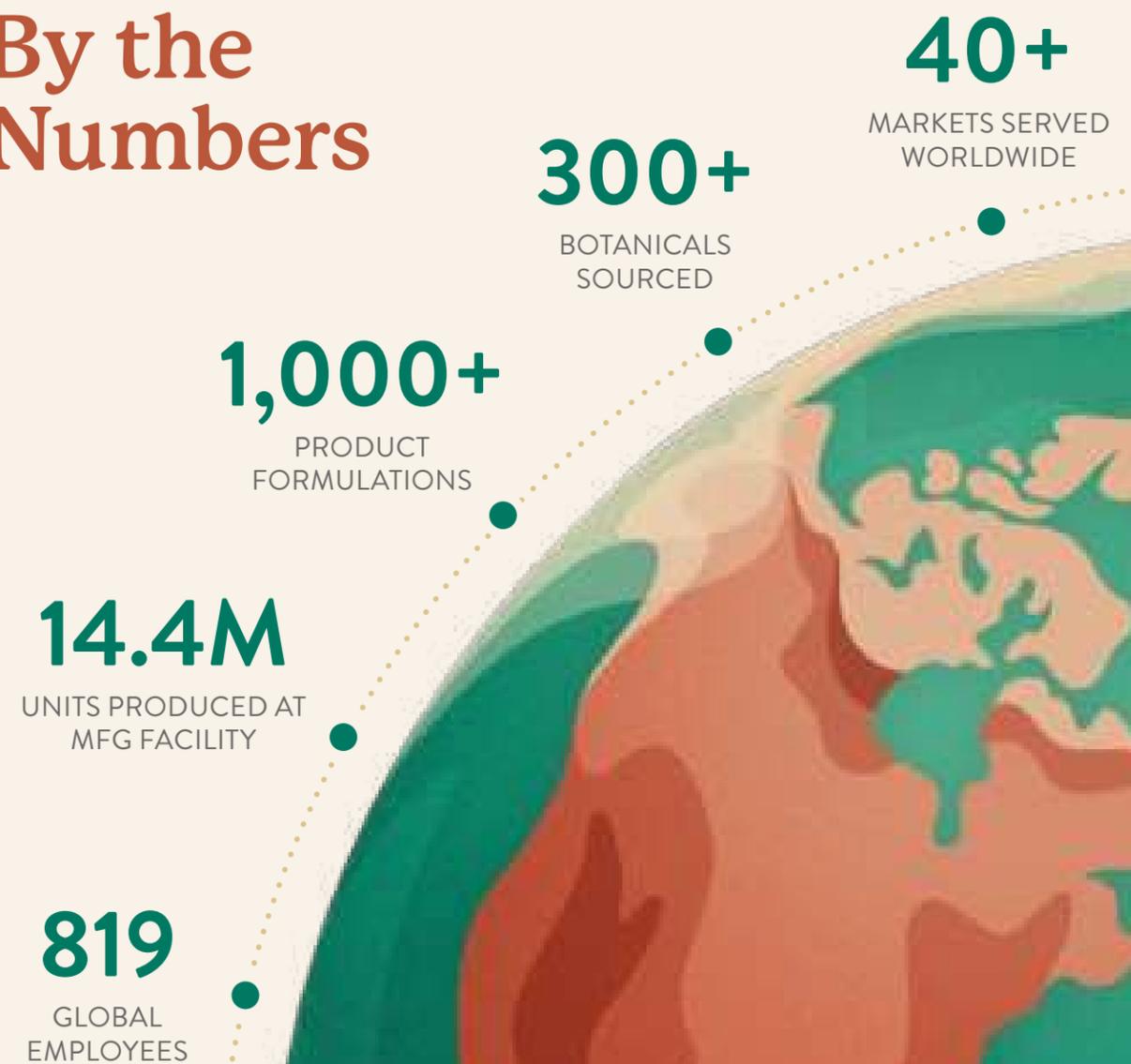
**It started with big ambition: to give everyone a little bit of Earth every day. So, we created something simple — an herbal supplement.**

It all began with powdered capsicum, an herb Gene Hughes hoped would improve his digestive health. After discovering it wasn't exactly easy (or enjoyable) to take by the spoonful, he turned to his wife, Kristine. Together, they had a breakthrough: capsules.

It may seem simple today, but in 1972, it was revolutionary. As the first to encapsulate herbs, Gene and Kristine made accessing Earth's most powerful plants more convenient for everyone, everywhere.

Together, the Hughes became pioneers of the modern supplement industry.

## By the Numbers



# Impact & Sustainability Values



Our business is rooted in Earth's natural power, making environmental mindfulness central to everything we do.

Community Impact & Investment



Responsible Sourcing + Product Transparency



Employee Engagement & Well-Being



Sustainable Packaging + Waste & Water



NURTURING NATURAL HEALERS

SUPPORTING FARMERS & COLLECTORS

Human Rights + Talent Recruitment & Retention

MINIMIZING WASTE TO LANDFILL

ELEVATING EMPLOYEE WELLNESS



Climate Action + Biodiversity



PROTECTING NATURE

EMBRACING DIVERSITY

# Progress Toward 2025 Goals

“We’ve made great progress this year, and we look forward to doing more to protect Earth’s power for future generations.”

—TRACEE COMSTOCK  
Sr. Vice President, Global Human Resources



## Update for 2024

**1** 100% renewable energy at owned manufacturing by 2023

100%  
ACHIEVED

**2** 50% reduction of greenhouse gas (GHG) emissions by 2025 (Scopes 1 & 2)

93%  
ACHIEVED

**3** Zero waste to landfill by 2025 in U.S. distribution centers

100%  
ACHIEVED

**4** 35% waste reduction at owned manufacturing by 2025

94%  
ACHIEVED

**5** Sharing the healing power of nature with 1,000,000 women and children by 2025

100%  
ACHIEVED

# Our Environmental Impact

“We care enough to do our part. We are always working with our suppliers to reduce plastic content, improve recyclability and more.”

—UNARRA CUNNINGHAM  
*Strategic Sourcing Manager*



## SUSTAINABLE INGREDIENTS

Our products come directly from nature, so our very business relies on a healthy environment and strong local sourcing communities. Our Materials Review Board is a multi-department group that examines supply chain issues of our ingredients and materials, balancing efficacy and sustainability. We are proud to take an active role in shaping the sustainability journey of each ingredient we source and every product we make. In 2024, our teams continued to evolve sourcing practices and formulations to enhance the sustainability attributes of several products.

We offer products formulated to support the unique health needs of men and women, but with a shared attention to sustainability of ingredients.



## His & Hers SUSTAINABILITY

### MEN'S HEALTH

Several of our men's products previously used Pygeum bark, harvested from the *Prunus Africana* tree in Africa. However, research shows that high demand for wild Pygeum bark may lead to unsustainable harvesting, causing tree depletion. In response, we reformulated our products to use corn silk, a domestically sourced ingredient that maintains the same active properties and efficacy with no concerns of overharvesting.



From left: Pygeum Bark and Corn Silk

### WOMEN'S HEALTH

False Unicorn Root is a traditional North American herb used to support various women's health conditions. Unfortunately, the herb has become a product of its own success, with market demand outpacing the supply from the wild population. To do our part in ensuring stable wild herb populations for years to come, we reformulated our products, specifically C-X, to utilize the more plentiful but equally as effective ingredients of yarrow and chaste tree berry.



From left: False Unicorn Root and Chaste Tree Berries

## SUSTAINABLE HERBS PROGRAM

Since 2023, Nature's Sunshine has participated in the Sustainable Herbs Program with our peers and competitors who specialize in botanical ingredients. The program, which includes Nature's Sunshine, Traditional Medicinals, Pukka Tea, Yogi, Pacific Botanicals, Pure Synergy and Banyan Botanicals, brings together competitors to tackle shared and complex issues within our industry.

One of the ongoing program goals is the collection and analysis of primary environmental impact data of 20 high-volume medicinal herbs. Typically, when analyzing environmental impacts of specialized botanical ingredients, our industry must rely on generic product categories and industry average data, or secondary data, because of a lack of insight into the specific ingredients.

In 2024, the program moved closer to its goal of building a comprehensive database of impact metrics, including GHG emissions, by establishing a standardized process for footprinting botanicals. The program creates more accurate impact baselines by gathering data on ingredient-specific practices such as the application of fertilizers, farming methods, drying and processing and even the mechanical grinding of botanicals into powder.

By accessing ingredient-specific impact baselines, we can work with our procurement team and program partners to better engage with suppliers, reduce impacts and find areas for overall industry improvement.



### OUR PROFESSIONAL PARTNERSHIPS STRENGTHEN OUR EFFORTS

We are proud to maintain long-standing membership and active participation in local and national herbal products trade associations and sustainability-related organizations.

- American Botanical Council (ABC)
- American Herbal Products Association (AHPA)
- Sustainable Herbs Program
- United Natural Products Alliance (UNPA)
- Utah Clean Air Partnership (UCAIR)
- Utah Sustainable Business Coalition (USBC)
- U.S. Environmental Protection Agency (EPA)
- U.S. Green Building Council (USGBC)

We source products from all over the world, relying on our supplier partners to act as our ambassadors in the sourcing communities.

## OLD AND NEW TRADITIONS

HP Ingredients partners with Nature's Sunshine to supply several highly specialized ingredients, including bergamot extract. Bergamot is a citrus fruit known for everything from its fragrance — used in our essential oils — to its medicinal properties — found in several of our heart health products.

Sharing our values of cultural preservation, HP Ingredients sources bergamot from the narrow, coastal Calabria region of Southern Italy. Local growers harvest these unique citrus fruits using a combination of traditional and modern sustainable farming methods.



**“The world has rediscovered bergamot’s medicinal use as a natural alternative to support metabolic balance and cardiovascular health.”**

—ANNIE ENG  
Founder, HP Ingredients



## NO EMPTY PROMISES

Just like us, our partners at Van Drunen Farms and FutureCeuticals believe that every part of a plant has value. For a perfect example, we travel to Van Drunen Farms in the Pacific Northwest, home to Concord grapes, used to make grape juice. Van Drunen Farms and FutureCeuticals use a by-product of juice production, grape pomace. What once was leftover pressing is now being repurposed and celebrated for its nutritional value. In our Power line of products, we use the fiber-rich grape pomace to create our well-rounded dietary supplements comprised of plant-based nutrients and complete with dietary fiber.

But it's not just about the nutritional value of the ingredients, it's how they are grown. At Van Drunen Farms and FutureCeuticals, sustainability means responsibly managing agriculture and production to minimize environmental impact while ensuring quality and food safety. They focus on soil health, water conservation and waste reduction, constantly seeking innovative improvements.

Collaborating with their growers and customers like Nature's Sunshine, they balance efficiency with environmental responsibility.

# Climate Action

Nature's Sunshine is always on the lookout for ways to become more energy efficient and reduce our GHG emissions. From warehouse-wide approaches to highly targeted improvements, we will not stop working to find sensible ways to cut our energy consumption, save costs and reduce emissions.

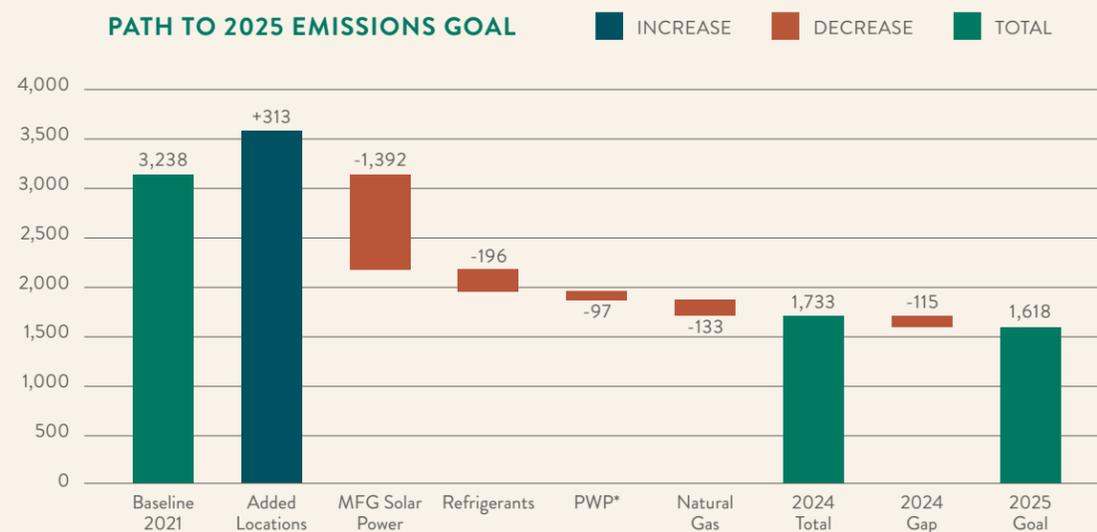
## GHG EMISSIONS REDUCTION

Since setting our climate goals using a 2021 baseline, we have made great strides in reducing our GHG emissions both by curbing energy consumption through efficiency and sourcing renewable, low-carbon energy.

By advancing lower emission processes, behaviors and equipment upgrades, we've achieved a 47% reduction in Scope 1 & 2 emissions, putting us on track to meet our 2025 goal of a 50% reduction.



## PATH TO 2025 EMISSIONS GOAL



\*Poland Window Power Emissions & Reduction Sources



## HOT SAVINGS WITH NEW BOILERS

In 2024, we replaced three 26-year-old boilers with new 150 BHP burners that heat our manufacturing facility. Since the installation, the new boilers have avoided an estimated 80 tons of CO<sub>2</sub> emissions. Those emissions savings are the equivalent of taking almost 20 cars off the road and are helping us in the final phase of achieving our climate goal on schedule. And the best news is that because these boilers were not installed until the middle of 2024, after the coldest months, the savings have not even hit their peak yet! We expect to capture even more significant emissions reductions in 2025.

## RECHARGE AT WORK

We encourage our team to pursue sustainable behaviors, big or small, outside of our walls. Knowing that Utah may not be the most convenient place to have an electric vehicle (EV), we want to support the adoption of low-emission vehicles by offering charging stations for employees and visitors to use. These stations are also set up to be scalable if the opportunity for an EV mobile equipment fleet becomes viable soon.



## POWERED BY THE SUN AND WIND

Using 100% renewable energy through solar power, our Utah manufacturing facility contributes zero emissions. Our Poland distribution facility, serving European markets, uses 100% wind power, further reducing Scope 2 emissions.

Currently, 72.3% of our overall electricity comes from renewables, and we're exploring opportunities in regions like Latin America to expand our renewable energy use.



## BOOSTING MACHINE EFFICIENCY: A TEAM EFFORT

Our stick pack line is a turnkey operation that packages ingredients into individual serving sticks or sachets and puts them into pre-printed cardboard cartons. Early in 2024, we were filling 36,000 cartons per week. But with extra fittings, speed adjustments, a switch from heat stamping to ink jet printing and reducing machine breakdowns, our Stick Pack team has increased production by 80%.

We now fill a projected 65,000 cartons a week. This team's significant efforts and ingenuity at improving energy efficiency earned them a coveted internal Superstar award.



## SHINING BRIGHTER

Our multiyear transition from incandescent to LED lighting has been a bright spot indeed. As of fall 2024, we have converted 100% of our exterior lighting and 65% of our interior space in our manufacturing facility and warehouse to LED fixtures. These new fixtures and bulbs use 80%-90% less energy than regular lighting, and they last up to 25 times longer!

This conversion project began in 2019, and in 2024, we installed another 200 fixtures. This upgrade has made our facility easier to maintain, saved energy and even boosted employee happiness.

**“The brighter atmosphere makes it easier to see everything around you, and it increases workplace safety too. Plus, we’ll save money not having to change bulbs very often.”**

—JOHAN MAJLOV  
Executive Director of Operations



### LOOKING FORWARD

We never stop examining new ways to save energy and reduce our GHG emissions. In 2025, our plans include:

- Upgrading at least two evaporative coolers to new, energy-efficient air-conditioning units.
- Retrofitting or replacing exterior doors to minimize energy leaks as part of our overall plan for success, but also with an expectation of seeing nominal savings on heating and cooling.

# Minimizing Waste

For years, we have been engaged in a war on waste in all forms in our operations — from employee time to plastic packaging. In early 2024, we achieved our goal of zero waste to landfill by 2025 in U.S. distribution centers ahead of schedule. But we did not stop there! We continued to streamline our operations and cut waste throughout the year.



OLD COLLAGEN  
PLASTIC CONTAINER

## SUSTAINABLE PACKAGING

As part of our waste reduction goals, we tackle waste at the source by reducing the amount of packaging in our products. We have been overhauling product lines over the past few years, switching products traditionally stored in plastic jars to lightweight plastic pouches.



NEW COLLAGEN BAG

97%

FEWER PALLETS

66%  
LESS

SHIPPING WEIGHT

Same Volume

Fewer Resources

66%  
LESS

PACKAGING  
WEIGHT

90%  
LESS

POST-CONSUMER  
WASTE

## SUSTAINABILITY CRITERIA

In 2024, we advanced our “Quality at Source” program by developing sustainability criteria for evaluating suppliers. We collaborate with suppliers to ensure they follow the sustainability criteria we set together, especially those without formal sustainability programs but who may still use regenerative, organic, or other sustainable practices. In the coming years, we’ll continue working with suppliers to ensure our ingredients are of the highest quality and sourced using the most sustainable practices.



## NOT A DROP TO SPARE

After we finish bottling any liquid product, we clean the entire line thoroughly before starting on a different product. This changeover process requires staffing resources and labor, with inevitable loss of product caught in the “rinse” material.

Through automation, equipment upgrades and employee training, we significantly reduced the time required for the changeover and increased the overall liquid product output. Within a five-month period, we saw the average units produced per shift increase by 95%.

In addition to saving time with a streamlined cleaning system, less liquid product is getting caught in the rinsing process. This means we use less water, and less product is going to waste down the drain.



**With process improvements to our liquid line, our team captured waste reduction in energy, employee time and liquid products.**

## OPERATIONAL EXCELLENCE

We know that waste is not just measured in material sent to the landfill or recycling center, it is also about improving use of employee time by continuously improving our processes and finding new ways to add value to our work.

In 2024, we started a formal e-training program to certify our manufacturing and operations employees in operational excellence principles. These initial certified employees have committed to acting as champions for the program and leading additional internal training.

Since its inception, this program has been responsible for operational improvements in production efficiency, safety and employee satisfaction.



## NEW LIFE THROUGH RECYCLING

In April 2024, we introduced a plastic recycling effort, gathering up reusable material and sending it for new life. We encouraged facility employees to place two types of plastic — lay flat tubing and pallet wrap — into 11 recycling bins located throughout the facility.

**Lay flat tubing** is used primarily for transporting raw material from upper floors to lower floors in a clean and safe manner during the manufacturing process.

**Pallet wrap** is plastic sheeting used to secure the contents of a full pallet and keep them from shifting during transportation. Plastic sheeting is like the Saran™ Wrap you use in the kitchen but is industrial size and strength.



**As of December 2024, we estimate that we have recycled approximately 1,000 lbs. of plastic, which can be used in the manufacture of new plastic bags and in composite deck material.**

# Product & Process Impact

“We substantiate the efficacy of the product, the safety of the product. We don’t just follow a fad.”

—BHARGAVI MANDA, PH.D.  
*Manager, Science & Innovation*



## QUALITY ASSURANCE & QUALITY CONTROL

It is a common misconception that our industry is unregulated and untested. Here at Nature’s Sunshine, our teams work together to dispel any question of our product quality through rigorous quality control testing, quality assurance, and third-party certifications. From procuring only the highest-quality ingredients at the source to product innovation and testing, we hold ourselves to the highest standards.



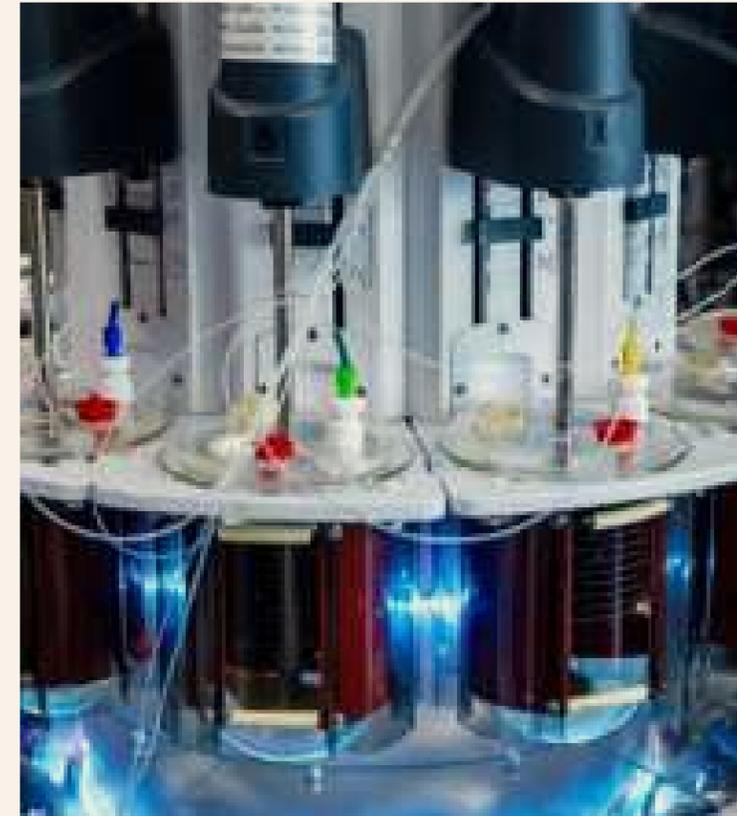
### QUALITY ASSURANCE

A process or system designed to actively prevent quality issues or defects, ensuring the products meet quality specifications, marketing claims and regulatory requirements.

## THE METHOD DEVELOPMENT GROUP

We utilize hundreds of tests for our ingredients, processes and products to ensure the highest level of quality. However, sometimes we make products so innovative, there are no existing tests. When a test doesn't exist, it's up to our Method Development Group to create one that ensures quality and raises the standards of our industry.

The Method Development Group is a cross-functional, collaborative effort including representatives from the Sourcing, Product Development, Quality Assurance and Control, and Manufacturing teams. Each representative brings the expertise and perspective of their department and applies it to creating analytical testing and validating the methodology against new and existing products. In fact, this team is so good at developing testing methodologies, these tests have the potential to become industry standards and may be used at other companies, raising the bar for quality throughout our industry.



## QA vs. QC

While often used interchangeably, quality assurance and quality control use distinct principles and approaches at Nature's Sunshine. Both are needed to produce high-quality products that meet or exceed regulatory compliance and customer expectations.

### QUALITY CONTROL

A collection of activities such as testing and inspection to ensure only products meeting quality standards are distributed to customers.



### TO BE LACTOSE OR LACTOSE-FREE

For Nature's Sunshine to confidently label our products as "Dairy-Free," we had to develop a new testing method officially named "Determination of Lactose by High Performance Anion-Exchange Chromatography with Pulsed Amperometric Detection (HPAE-PAD)." The method's name is the scientific way of saying we are testing for the presence of lactose in nutritional supplements formulated to be lactose-free.

In the spirit of scientific collaboration, this method, just like other methods developed by our team, will be available for use in our industry upon publication and peer review.

### EMPLOYEE FOOD SAFETY CERTIFICATIONS

Since our founding in 1972, we have strived to create a culture of quality at Nature's Sunshine. In the spirit of continuous improvement, several members of our quality team pursued an advanced food safety management training called Hazard Analysis Critical Control Point (HACCP) to eventually become certified as Preventive Controls Qualified Individuals (PCQIs).

With multiple employees holding these certifications, we will have more resources dedicated to improving our internal and supplier partner food safety programs.

“Our rigorous quality testing guarantees purity and potency, and we never stop improving.”

—XIAOLAN KOU  
Sr. Director, Global Quality Management

## CERTIFICATIONS

Unlike many of our competitors, Nature’s Sunshine tests our ingredients and products in-house, controlling our supply chain and making us accountable for the quality. But we don’t expect you to just take our word for the quality of our industry-leading processes. We stand behind our products and processes with a collection of third-party certifications.

Because every certification has a different auditing schedule, our quality team is constantly prepared for comprehensive audits. To learn more about specific certifications, see our website.



**ISO 9001**  
**ISO 17025**  
CERTIFIED



## TGA CERTIFIED

Australia’s Therapeutic Goods Administration (TGA) is often considered to be our industry’s most stringent regulatory body and the gold standard for dietary supplement certifications. The TGA is Australia’s equivalent to the U.S. Food and Drug Administration (FDA), where supplements are held to “Complementary Medicine Standards” as opposed to “food standards” like in the U.S. The certification may only be a few letters, but it’s a lot of work with a rigorous evaluation process that includes:

- Risk assessment
- Compliance with current good manufacturing standards (cGMPs/PICS)
- A thorough inspection of quality management, personnel, premises, processes, equipment, documentation and reporting
- Inspection of production, quality control and quality assurance, adverse event monitoring and more
- Continued vigilance by means of ongoing audits

We’re happy to say that Nature’s Sunshine consistently earns the highest-possible ratings from the TGA. In fact, we have been TGA Certified for more than 20 years. Only a handful of companies can say the same.



Australian Government  
Department of Health  
Therapeutic Goods Administration

# Yerba Mate Supply Chain

SUSTAINABILITY FROM FIELD TO FINISHED PRODUCT

1

## THE PLANT

Planted by indigenous farmers on protected lands deep within the Brazilian rainforest, yerba mate develops key phytonutrients that provide powerful adaptogenic properties.



2



## THE HARVEST

Generational workers sustainably collect the leaves and branches of specific trees to avoid overharvesting, ensure regrowth and protect future harvests.

3



## THE PROCESSING

A local facility grounds up and powders heat-dried yerba mate leaves.

5



## THE TESTING

Our in-house Quality Assurance team tests each batch of yerba mate to verify its purity and potency. Botanicals that don't measure up are returned to the supplier.

7

## THE RESULT

Brain Edge is a unique and powerful brain-boosting supplement, sustainably produced to naturally sharpen focus, stimulate alertness and boost learning.

4



## THE DELIVERY

Regular shipments of yerba mate powder arrive at our wholly owned manufacturing facility for use in our formula.

6

## THE PRODUCTION

Combining yerba mate, rhodiola, ginkgo and more, We expertly craft Brain Edge in small batches with 100% solar power.



# Be More Earth.



## PRODUCT EDUCATION

### “HERB NERDS” PODCAST

The world of herbal supplements can be complex, but our experts know exactly how to make learning fun and educational. Join the Nature’s Sunshine team as we talk about herbs and herbal supplements in our new podcast “Herb Nerds.” Together, we learn from herbal experts, scientists, alternative health practitioners and other passionate champions of herbal medicine and discuss all things herbs.

This podcast is for both herb pros and beginners, promoting education and a deeper understanding of our industry and products. Curious about collagen benefits or how to pronounce “ashwagandha”? Catch up on 2024 episodes covering topics like gummies’ history, mushroom benefits, and supplement regulations, and look forward to new discussions in 2025!

“We want to see the success of individuals with lifestyle changes and their health, and we want to give them those tools with confidence.”

—DR. KIMBERLY BALAS  
“Herb Nerds,” Dec. 2024

# People & Community Impact

“Our commitment to sustainability is ultimately a commitment to people. When people are well, the planet can be, too.”

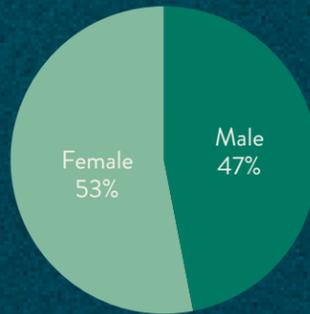
—SAMANTHA THEE  
*Sr. Brand Manager, Social Impact & Sustainability*



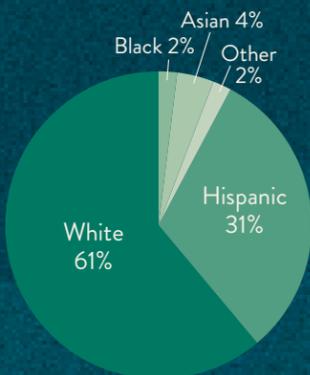
## THE PEOPLE BEHIND NATURE'S SUNSHINE

Our more than 50-year legacy of sharing the healing power of nature with the world has been made possible by more than 800 incredible employees, as well as our network of tens of thousands of independent consultants around the world. We measure a positive company culture through internal metrics such as employee engagement and tenure, along with external recognition and awards.

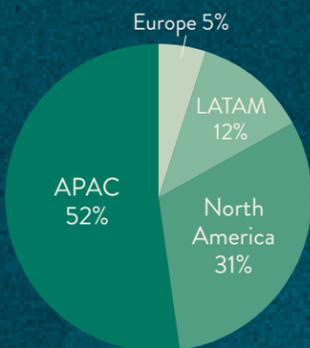
### 2024 EMPLOYEE BREAKDOWN



### U.S. EMPLOYEES BY GENDER



### U.S. EMPLOYEE DEMOGRAPHICS



### GLOBAL EMPLOYEES BY REGION

## WINNING COMPANY CULTURE

We believe that a winning company culture is built from within, through our grassroots community network of employees. In 2024, we harnessed the collective voices of the people of Nature’s Sunshine to help us chart the direction for the new year and beyond. Our Human Resources team hosted nine brainstorming sessions with 60-70 employees attending each session. Through the insights of more than 400 employees generated during the sessions, we gathered close to 2,500 discrete ideas to improve employee engagement and enhance our company culture. Some ideas and action plans resulting from these sessions include:

#### MORE 1:1 COMMUNICATION

We heard from employees that they could benefit from more continuous conversations with managers throughout the year, instead of only discussing during annual performance reviews. This feedback led to more 1:1 meetings to discuss priorities and alignment, resulting in more personalized “career paths” supported by individual development plans to help employees make and reach their career goals.

#### SHINING THE SPOTLIGHT

Our employees suggested that we shine the spotlight on cross-functional teams so we can learn more about the achievements and challenges faced by their colleagues at all levels and in all departments of the company, not just leadership. We have resolved to find new ways to share these stories throughout the company, starting with a feature on the manufacturing and operations team in one of the company-wide 2024 NSP Live events.

#### PRODUCT EDUCATION

Even with the knowledge and training required for their day-to-day responsibilities, our employees expressed a desire to learn more about our ingredients and products. From the “Herbs Nerds” podcast to internal presentations and learning sessions, employees have a chance to gain expertise in herbal products and an extra level of pride in their work.



**In 2025, we’ll implement ideas from the sessions to enhance employee engagement, including cross-functional working groups and a company-wide engagement survey.**

## TOTAL REWARDS, TOTAL TRANSPARENCY

Health and well-being are not just the promises we strive to extend to our customers, but our employees as well. Our Total Rewards program is built on our investment into three pillars:

- Investment in our Employee’s Financial Security
- Investment in our Employee’s Well-Being
- Investment in our Employee’s Future

This comprehensive program is designed to take care of our employees now and in the future and to help them be successful at work and at home. More than 97% of our U.S. employees participate in the company’s 401(k) program.

Like most companies in 2024, we have been grappling with inflationary pressures and their impact on our benefits plans. To avoid significant increases in benefits costs for our employees, we strategically redesigned our U.S. benefits package with a new provider to maintain sustainable costs and retain good benefits and services for our employees and their families. Our HR team prioritized company-wide communication of new benefits changes, educating employees, gathering feedback and answering concerns with transparency and care. By the end of 2024, we had received positive feedback on the process from more than 375 employees.



## FLEXIBLE WORK OPPORTUNITIES

In 2023, we introduced the highly successful My-Flex and FLEX4 scheduling initiatives both at our Lehi Headquarters and our Spanish Fork facility. This pilot program was designed to increase production efficiency and encourage greater collaboration, communication and innovation while offering a better work-life balance for employees.

With the success of this pilot program, we have spent 2024 testing other flexible schedules that help our employees balance their personal and work responsibilities. For positions that do not require constant on-site presence, we have a hybrid work

model where many employees are working in the office for three days and working from home two days per week. We also have some fully remote positions where employees work from their home office five days per week, like our Customer Service and IT Software Developer positions.



“I love the FLEX4 shift so that I can have that extra day with my family. It’s a lot more convenient for me to schedule any appointments and get work done at home with that extra weekday off. It also allows me to have a better work-life balance by having more time at home to reset my brain and be ready to go the following week.”

—JACOB FINCH

“FLEX4 is amazing, especially when you’re a single mom and you get that extra day to spend time with your kids. Nature’s Sunshine is a very family-oriented company that wants us to succeed at work and at home. It’s like having 2 families!”

—ANNA BALZLY

## EMPLOYEE MILESTONES

With an industry-leading average employee tenure of 10.8 years, it's no surprise we have more than a few impressive employee milestones to celebrate in 2024! Eleven employees, representing HR, Distribution, IT, Packaging, Accounting and more, celebrated work anniversaries of 35 years or more with Nature's Sunshine. From our company culture to the opportunities to try new things, we have theories about what keeps these employees sticking around... but we would rather you hear it from them.

### LEANN BEARDALL

*Executive Director, Customer Support*

"I have so much appreciation for Nature's Sunshine. One of the most rewarding aspects of my work has been forming relationships with our distributors and witnessing the positive impact they make in the lives of others. A particularly fulfilling experience was collaborating with the Hughes family, who exemplify commitment to their employees, quality, service and integrity."

40  
YEARS



### HEIDI DAVIS

*Human Resources*

"Nature's Sunshine has meant so much to me in my life. The products are amazing. I have used many different products through the years. It's always been part of my routine. I know Nature's Sunshine provides the finest quality because I'm working among those who work diligently to provide the best quality. They care about what they are releasing to our customers. Nature's Sunshine has always had a great benefits package and has worked hard to keep the cost low for the employees. I'm grateful for the founders for instilling the desire to have a great work environment and for the friends I've made through the years."

43  
YEARS



### JODY LONG

*Manager, Accounts Payable*

45  
YEARS

"As I look back, I feel incredibly grateful for the opportunity to contribute to a company that not only cares deeply about its products, but also values the people who work behind the scenes to make it all happen. My work has allowed me to play a role in the company's continued success, and I'm proud to know that my efforts have helped keep the business running smoothly for more than four decades.

Many of the colleagues I've worked with have become lifelong friends, and we continue to share stories and advice long after they've moved on to new roles or retired. The bonds we've formed are more than just professional — they're personal, and they've enriched my experience at Nature's Sunshine.

As the company moves forward, I'm excited to see how it continues to grow and innovate, knowing that the foundations we've built will continue to support Nature's Sunshine for years to come."

### BURKE REYNOLDS

*Manager, Process Development*

"I am filled with gratitude for the opportunities I've been given and the amazing colleagues I've had the privilege to work with over the past 35 years. The company has provided the chance to grow professionally and fostered an environment where collaboration, learning and personal connections thrive. The experiences, challenges and successes along the way have truly shaped my life, and I look forward to continuing this journey with such a fantastic group of people."

37  
YEARS



### MARCIE BARDSLEY

*Manufacturing Director, Training & Personalization*

"I love and appreciate Nature's Sunshine, especially the employees. Over the years, I have had the privilege of working alongside many dedicated teams. From my early days as a "call-in" to my current role, I've grown both personally and professionally. The company has provided countless opportunities for skill development, mentorship and advancement, allowing me to contribute to key projects and initiatives.

My experience here has been marked by a collaborative culture, constant innovation and a strong sense of purpose in achieving goals."

36  
YEARS



## GOING THE DISTANCE

Part of supporting our employees is also supporting our shared communities and causes. And what better way to show up in our communities than by joining (or maybe just cheering on) our colleagues at events, fundraisers and competitions that raise awareness about our shared values.

### THE CIRQUE SERIES

In 2024, Nature's Sunshine expanded its partnership with the Cirque Series for the next three seasons. The Cirque Series is a unique mountain racing circuit held in iconic U.S. ranges, where trail runners of all levels come together to push peaks and celebrate at festival-style finish lines.

The Nature's Sunshine Mountain Team had a great time in its first year," said Team Manager Jake Rothfels. "With a mix of first-timers and experienced racers, we created awesome vibes. Every participant tried Power Beets and Power Greens, and it was a win all around. A big thanks to the Cirque Series organizers and our Mountain Team. We're excited for next season!"



**“The smiles were contagious, and the supplements were effective, so it was a win all around.”**

—JAKE ROTHFELS

*Sr. Manager, Content & Experience Marketing*



# Sharing the Healing Power of Nature

## THE IMPACT FOUNDATION

Our passion for sharing the healing power of nature lies at the heart of everything we do. The Impact Foundation unites a community of loyal, like-minded individuals by increasing awareness of nature's healing power, creating meaningful service opportunities and engaging with charitable organizations that align closely with our cause.

**IMPACT**  
FOUNDATION

**IMPACT FOUNDATION GOAL:**

Share the healing power of nature with 1,000,000 women and children by 2025.



**2024 PROGRESS**

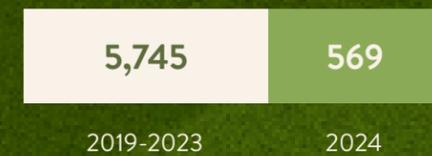
**211,475**

**TOTAL LIVES IMPACTED**

**1,074,642**

**TOTAL VOLUNTEERS**

**6,314**



## WITH BUSINESS COMES COMMUNITY SERVICE

We are a global company, with business interests and company meetings all around the world. In the spirit of our company values and the Impact Foundation, we make it our mission to serve the global communities where we source, visit and do business. When hosting business meetings in 2024, we dedicated time to community projects.



**HOSPITAL KITS**

As part of the annual leadership summit, the Nature's Sunshine global management team packed 1,500 "coping kits" designed to help bring comfort and increase morale for patients awaiting treatment at the Primary Children's Hospital in Lehi, Utah.

**SCHOOL SUPPLIES**

At a company meeting in Mexico, Nature's Sunshine contributed school supplies and other educational resources to La Escuelita de Sonia (Sonia's School) to support the education of underprivileged children.



# OUR GLOBAL IMPACT

## FEED MY STARVING CHILDREN (FMSC)

In 2024, we strengthened our ongoing partnership with FMSC by mobilizing over 200 Nature's Sunshine employees to pack 101,088 meals for underserved communities. Reflecting Nature's Sunshine's commitment to science-driven quality, FMSC meals are designed by nutrition experts to address nutritional gaps and combat health issues related to malnutrition.

In a separate event, Directors from the Synergy Asia market kicked off their visit to our Utah headquarters by assembling 800 snack packs for children in the Granite School District.



## INDONESIA

As part of our Indonesia region's charity week, the team donated products and resources to the Muhammadiyah Welfare Home and Official West Java Regional Women and Children Protection House. Donated products from our portfolio included colostrum for the children and UltraBiome DTX for the mothers. Additional donations included much needed milk, diapers and clothing.



## CANADA

In October 2024, Nature's Sunshine Canada employees volunteered their time at a local food bank, supporting the community through hands-on service. During our Wellness Retreat, attendees also contributed by assembling 500 packs of feminine hygiene products, which were donated to the same food bank, further supporting those in need.



## VITAMIN ANGELS

Vitamin Angels is a public health nonprofit working to improve nutrition for pregnant women, infants and young children. Vitamin Angels provides these vulnerable and underserved groups with essential vitamins, resources and interventions that help to improve nutrition and health outcomes in low-resource settings worldwide. In celebration of Mother's Day 2024, the Impact Foundation partnered with Vitamin Angels to provide donations for life-changing nutrients to an estimated 100,000 lives across the globe.

## KOREA

As part of their Charity Week of Service, the Synergy Korea team donated funds to low-income children in 10 childcare centers. The funds provided childcare centers with nutritional foods, like seasonal fruits and the traditional ginseng chicken soup — Samgye-tang.



# 2024 Awards & Recognition

IN 2024, NATURE'S SUNSHINE WON SEVERAL AMERICAN BUSINESS STEVIE AWARDS



### GOLD STEVIE WINNER

- Saving Energy
- Marketing Campaign of the Year in Health, Fitness & Wellness
- Human Resources Team of the Year



### SILVER STEVIE WINNER

- Corporate Publications: ESG Report
- Achievement in Environmental, Social & Governance



### BRONZE STEVIE WINNER

- Woman of the Year in Consumer Products: Stephanie O'Farrell



In 2024, we were also honored with two prestigious workplace awards from Comparably: Best Leadership Team and Best Career Growth. These honors highlight Nature's Sunshine's commitment to fostering an exceptional culture, engaging leaders to inspire excellence and providing opportunities for career growth.

# Appendix



# SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

## SASB PROCESSED FOODS INDUSTRY STANDARD

CODE	ACCOUNTING METRIC	DISCLOSURE	
<b>Energy Management</b>			
FB-PF-130a.1	(1) Total energy consumed (GJ/kWh)	6,799,707 kWh	
	(2) percentage grid electricity (%)	50%	
	(3) percentage renewable (%)	72%	
<b>Water Management</b>			
FB-PF-140a.1	(1) Total water withdrawn (m3)	59 km3	
	(2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress (%)	Extremely High (>80%)	2.20% 1,297.52
		High (40%-80%)	85.53% 50,496.16
		Medium-High (20%-40%)	3.53% 2,082.38
		Low-Medium (10%-20%)	3.34% 1,969.76
		Low (<10%)	5.41% 3,193.99
<b>Total</b>	<b>59,039.81</b>		
FB-PF-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Nature's Sunshine Products acknowledges the vital role water plays in its operations and supply chain. As outlined in our Environmental Policy, the company is committed to reducing water consumption and waste throughout its operations and supply chain. Given the importance of water to the cultivation of herbs and plants used in its products, the company remains mindful of potential risks related to water availability and quality.	
FB-PF-140a.3	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Nature's Sunshine Products is not aware of any incidents of noncompliance associated with water quantity and/or quality permits, standards or regulations. The company maintains internal processes to support compliance with applicable environmental requirements.	
<b>Food Safety</b>			
FB-PF-140a.1	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Nature's Sunshine Products is not subject to Global Food Safety Initiative (GFSI) audits, as our products are classified as dietary supplements rather than conventional food. However, we uphold the highest quality and safety standards through a comprehensive quality management system.	
FB-PF-250a.2	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	We maintain International Organization for Standardization (ISO) 9001:2015 certification and comply with 21 Code of Federal Regulations (CFR) Part 111 regulatory standards for dietary supplements. Our commitment to safety includes rigorous in-house testing of all products, ensuring they meet national and international quality standards, such as Good Manufacturing Practices (GMP), National Sanitation Foundation (NSF) certification, and Therapeutic Goods Administration (TGA) certification. These measures reinforce our dedication to producing safe, high-quality products that support consumer health and well-being.	
FB-PF-250a.3	(1) Total number of notices of food safety violation received, (2) percentage corrected	Nature's Sunshine Products did not receive any notices of food safety violations in 2024.	
FB-PF-250a.4	(1) Number of recalls issued and (2) total amount of food product recalled	Nature's Sunshine Products did not issue any product recalls in 2024.	

CODE	ACCOUNTING METRIC	DISCLOSURE
<b>Health &amp; Nutrition</b>		
FB-PF-260a.1	Revenue from products labelled or marketed to promote health and nutrition attributes	Nature's Sunshine Products is committed to formulating and marketing high-quality dietary supplements that support consumer health and wellness. As a company dedicated to science-backed nutrition, the majority of our revenue comes from products designed with health and nutrition attributes in mind. Through rigorous quality control, transparency in labeling, and adherence to global safety standards, we ensure our products meet the highest industry standards while empowering consumers to make informed health choices.
FB-PF-260a.2	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Nature's Sunshine Products applies a science-based approach to product formulation and ingredient selection, prioritizing consumer health and nutritional integrity. Each ingredient undergoes comprehensive evaluation, including purity, potency, and safety testing. Our Method Development Group collaborates across departments to develop testing methodologies when existing standards are insufficient. We also monitor emerging research and regulatory developments to proactively address potential health concerns, ensuring our products align with evolving consumer needs and industry best practices.
<b>Product Labelling &amp; Marketing</b>		
FB-PF-270a.1	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	Nature's Sunshine Products' marketing efforts are focused on educating adult consumers about the benefits of our dietary supplements through responsible and transparent communication. As such, we do not track advertising impressions specifically made on children or promoting products to children that meet dietary guidelines.
FB-PF-270a.2	Revenue from products labelled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Nature's Sunshine Products does not currently track revenue from products labeled as containing genetically modified organisms (GMOs) or non-GMOs. While the majority of our ingredients — approximately 97% — are GMO-free, we do not obtain third-party certification for non-GMO labeling.
FB-PF-270a.3	Number of incidents of non-compliance with industry or regulatory labelling or marketing codes	Nature's Sunshine Products complies with all applicable labeling and marketing regulations. We have no known incidents of noncompliance related to industry or regulatory labeling or marketing codes.
FB-PF-250a.4	Total amount of monetary losses as a result of legal proceedings associated with labelling or marketing practices	Nature's Sunshine Products has not incurred any monetary losses from legal proceedings related to labeling or marketing practices.
<b>Packaging &amp; Lifecycle Management</b>		
FB-PF-410a.1	FB-PF-250a.4	Nature's Sunshine Products did not issue any product recalls in 2024.
	(1) Total weight (t) of packaging,	474.13t
	(2) percentage made from recycled or renewable materials,	42.2% total recycled content (including 41% from 100% recycled post-consumer recycled [PCR] content and 1.3% from mixed-recycled PCR content)
FB-PF-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Sustainable Packaging, p. 23

CODE	ACCOUNTING METRIC	DISCLOSURE
<b>Environmental &amp; Social Impacts of Ingredient Supply Chain</b>		
FB-PF-430a.1	Percentage of food ingredients sourced that are certified to third-party environmental or social standards, and percentages by standard	Nature's Sunshine Products is committed to sustainable sourcing practices, integrating environmental and social responsibility into its ingredient procurement process. While the company does not currently track the percentage of food ingredients certified to third-party standards, it works closely with suppliers to uphold high sustainability standards. Through its "Quality at Source" program, Nature's Sunshine collaborates with suppliers to encourage regenerative, organic, and environmentally responsible practices. Additionally, the company engages with recognized certification bodies such as USDA Organic, NSF International, ISO 9001:2015, and ISO 17025:2017 to ensure product quality and environmental responsibility. These partnerships reflect Nature's Sunshine's ongoing efforts to promote sustainable sourcing throughout its supply chain.
FB-PF-430a.2	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor nonconformances	Nature's Sunshine Products conducts supplier engagement and oversight as part of its responsible sourcing efforts. While specific nonconformance or corrective action rates are not reported, the company maintains ongoing dialogue with its suppliers, conducts audits, and evaluates metrics to assess compliance with environmental and social standards.
<b>Ingredient Sourcing</b>		
FB-PF-440a.1	Identification of principal crops and description of risks and opportunities presented by climate change	Nature's Sunshine Products has identified certain climate-related risks, including potential disruptions to manufacturing and distribution operations due to natural disasters such as earthquakes, fires, and floods. While the company has not conducted a formal climate risk assessment, these identified risks reflect the company's awareness of environmental factors that could impact its operations. Additionally, Nature's Sunshine actively engages with industry associations such as the American Herbal Products Association (AHPA) to stay informed and collaborate on emerging climate-related risks and best practices for resilience.
FB-PF-440a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Sustainable Packaging, p. 23
<b>Activity Metrics</b>		
FB-PF-000.A	Weight of products sold	Weight of products is not a priority metric in our operations.
FB-PF-000.B	Number of production facilities	Nature's Sunshine Products operates one manufacturing facility in Spanish Fork, Utah.



# GLOBAL REPORTING INITIATIVE (GRI) INDEX

## GRI 2: GENERAL DISCLOSURES

NO.	REPORTING REQUIREMENT	DISCLOSURE
<b>The organization and its reporting practices</b>		
2-1	Organizational details	2024 Impact Report, p. 6
	About This Report	2024 Impact Report, p. 6
2-2	Entities included in the organization’s sustainability reporting	Link to About this Report section at end
2-3	Reporting period, frequency, and contact point	Link to About this Report section at end
2-4	Restatements of information	There are no restatements of information in this report. All data and disclosures presented reflect the most current and accurate information available at the time of reporting.
2-5	External assurance	This report was prepared with external support and internally reviewed; external assurance was not sought at this time.
<b>Activities and workers</b>		
2-6	Activities, value chain and other business relationships	Nature’s Sunshine operates in the health and wellness sector, manufacturing and selling nutritional and personal care products through a direct sales model. Its value chain includes sourcing raw materials globally, in-house and contract manufacturing, and distribution through independent consultants and practitioners. The company collaborates with suppliers and distributors as part of its vertically integrated business model.
2-7	Employees	<b>Total employees: 819</b> North America (United States): 419 North America (Canada): 11 Asia-Pacific (APAC): 247 Europe: 42 Latin America (LATAM): 100
2-8	Workers who are not employees	Nature’s Sunshine collaborates with a global network of independent consultants who market and distribute its nutritional and personal care products directly to consumers. These consultants operate under contractual agreements, focusing on product sales, customer education, and recruitment of new consultants. Additionally, in certain international markets, the company engages third-party distributors to manage product distribution and support services. The number of independent consultants may vary due to factors such as promotional activities, seasonal demand, and recruitment initiatives.  For more detailed information, please refer to <a href="#">Nature’s Sunshine Products’ 2024 Annual Report</a> .
<b>Governance</b>		
2-9	Governance structure and composition	For full details on Board structure and composition, refer to Nature’s Sunshine Products’ <a href="#">2025 Proxy Statement</a> .
2-10	Nomination and selection of the highest governance body	For full details on the nomination and selection process for the Board and its committees, refer to Nature’s Sunshine Products’ <a href="#">2025 Proxy Statement</a> .

NO.	REPORTING REQUIREMENT	DISCLOSURE
2-11	Chair of the highest governance body	Richard D. Moss serves as the Chairman of the Board. The Chairman of the Board is responsible for chairing Board meetings and meetings of shareholders, setting the agendas for Board meetings and providing information to the Board members in advance of meetings and between meetings.  On February 4, 2025, Mr. Moss notified the Board of his decision not to stand for re-election at the Annual Meeting. Mr. Moss’s decision not to stand for re-election was not the result of a disagreement with the Company. A new Chairperson will be chosen following the Annual Meeting and will be an independent director.
2-12	Role of the highest governance body in overseeing the management of impacts	The Governance Committee makes recommendations to the Board of Directors about the size and composition of the Board or any of its committees; evaluates nominations received from shareholders; and develops and recommends to the Board corporate governance principles applicable to our Company. The Governance Committee also provides, on behalf of the Board, oversight of the Company’s environmental, social, and governmental initiatives.  The Risk Management Committee assists our Board of Directors in fulfilling its oversight responsibilities by overseeing our enterprise risk management program. The Risk Management Committee oversees and reviews the identification and assessment of material risks that we face based on the internal and external environment and oversees and reviews our risks related to legal and regulatory requirements. Under its Charter, the Risk Management Committee is required to consist of at least three directors, one of whom shall be a member of the Company’s Audit Committee. Each member of the Risk Management Committee is required to meet the independence requirements of NASDAQ, the Exchange Act, and the rules and regulations of the SEC, as affirmatively determined by the Company’s Board.  For more information on the Board’s governance structure, oversight responsibilities, and corporate governance principles, refer to Nature’s Sunshine Products’ <a href="#">Corporate Governance Guidelines</a> and the <a href="#">2025 Proxy Statement</a> .
2-13	Delegation of responsibility for managing impacts/ ESG	The Board, through the Governance and Risk Management Committees, oversees the management of Nature’s Sunshine Products’ economic, environmental, and social impacts. ESG responsibilities are currently under evaluation, with senior executives maintaining oversight. Reporting to the Board occurs at least annually or as needed. Further updates will be provided as the structure evolves.
2-14	Role of the highest governance body in sustainability reporting	The Board oversees sustainability at a high level, while senior leadership and internal teams manage reporting and disclosures. The process for reviewing sustainability information is guided by evolving business priorities and regulatory considerations.
2-15	Conflicts of interest	Conflicts of interest are addressed through the Governance Committee for transparency and compliance with regulatory requirements.  For more information, refer to Nature’s Sunshine Products’ <a href="#">2025 Proxy Statement</a> .
2-16	Communication of critical concerns	Critical concerns are addressed through established governance processes, with reporting aligned to business needs and regulatory requirements.
2-17	Collective knowledge of the highest governance body	The Board’s collective knowledge, skills, and experience are supported through governance practices, including director qualifications and ongoing education.  For more information, refer to Nature’s Sunshine Products’ <a href="#">2025 Proxy Statement</a> .
2-18	Evaluation of the performance of the highest governance body	The Board regularly evaluates its performance, including oversight of economic, environmental and social impacts.  For more information, refer to Nature’s Sunshine Products’ <a href="#">2025 Proxy Statement</a> .

NO.	REPORTING REQUIREMENT	DISCLOSURE
2-19	Remuneration policies	Nature's Sunshine Products' <a href="#">2025 Proxy Statement</a> .
2-20	Process to determine remuneration	Nature's Sunshine Products' <a href="#">2025 Proxy Statement</a> .
2-21	Annual total compensation ratio	Nature's Sunshine Products' does not disclose annual total compensation ratio at this time.
<b>Strategy, policies and practices</b>		
2-22	Statement on sustainable development strategy	Letter from Terrence Moorehead, President and Chief Executive Officer, p. 4
2-23	Policy commitments	<p>Nature's Sunshine Products has established policies and commitments that guide responsible business practices across its operations and supply chain. These policies address ethical business conduct, compliance, human rights, and sustainability, aligning with industry standards and regulatory requirements.</p> <p>The <a href="#">Supplier Code of Conduct</a> establishes standards for workplace safety, child labor protections, environmental responsibility and ethical business practices for all suppliers and business partners. It references International Labour Organization (ILO) Convention 182 on child labor and is further supported by the Forced Labor &amp; Child Labor Report, which details the company's risk assessment, due diligence and training efforts to prevent forced and child labor across supply chains.</p> <p>The <a href="#">Corporate Code of Conduct</a> outlines expectations for anti-harassment, anti-discrimination, workplace safety, human rights, data privacy, anti-corruption, and bribery, in accordance with applicable regulations, including the U.S. Foreign Corrupt Practices Act (FCPA) and UK Bribery Act.</p> <p>The <a href="#">Anti-Corruption Policy</a> reinforces the company's approach to anti-bribery and political contributions, ensuring transparency in business interactions.</p> <p>The <a href="#">Environmental Policy</a> covers climate action, responsible sourcing, ingredient transparency, sustainable packaging and ESG governance, reinforcing the company's sustainable business practices.</p> <p>These policies are approved at senior levels of the organization and apply to business activities and relationships across its global operations. Nature's Sunshine communicates these commitments through training, supplier engagement, and compliance monitoring.</p>
2-24	Embedding policy commitments	Nature's Sunshine Products embeds its policy commitments through governance oversight, integration into business operations, and engagement with employees and business partners. Responsibilities for implementation are assigned across the organization, with commitments reflected in company policies, procedures, and supplier expectations. Training and compliance programs support awareness and adherence across all levels.
2-25	Processes to remediate negative impacts	<p>Nature's Sunshine Products is committed to addressing and remediating potential negative impacts through established policies, grievance mechanisms, and stakeholder engagement. The company provides channels for reporting concerns and works to resolve issues in alignment with its governance and compliance frameworks. Continuous monitoring and feedback processes help assess the effectiveness of remediation efforts.</p> <p>For more information, refer to the <a href="#">Corporate Code of Conduct</a> and <a href="#">Supplier Code of Conduct</a>.</p>

NO.	REPORTING REQUIREMENT	DISCLOSURE
2-26	Mechanisms for seeking advice and raising concerns	<p>Nature's Sunshine Products provides multiple channels for individuals to seek guidance and report concerns related to business conduct. Employees, suppliers, and stakeholders can raise issues through supervisors, the Legal or Human Resources departments, the Audit Committee, or the company's Global Compliance Hotline at +1 (877) 874-8416 or <a href="https://naturesunshine.alertline.com">https://naturesunshine.alertline.com</a>, which operates 24/7 with an independent third party. Reports can be made anonymously where permitted by law, and all concerns are handled confidentially. Retaliation against those who raise concerns in good faith is strictly prohibited.</p> <p>For more details, refer to the <a href="#">Corporate Code of Conduct</a>.</p>
2-27	Compliance with laws and regulations	<p>Nature's Sunshine Products monitors compliance with applicable laws and regulations as part of its governance and risk management practices. Any significant instances of non-compliance, including fines or sanctions, are assessed in accordance with internal policies and regulatory requirements. Details on compliance-related matters, if applicable, are disclosed in regulatory filings or company reports.</p> <p>For more detailed information, please refer to Nature's Sunshine Products' <a href="#">2024 Annual Report</a> and <a href="#">2025 Proxy Statement</a>.</p>
2-28	Membership associations	<p>Nature's Sunshine Products maintains longstanding memberships and actively participates in industry trade associations and sustainability-focused organizations. These engagements support responsible business practices, industry standards, and environmental initiatives. Previously reported memberships included:</p> <ul style="list-style-type: none"> <li>• American Botanical Council (ABC)</li> <li>• American Herbal Products Association (AHPA)</li> <li>• Sustainable Herbs Program</li> <li>• United Natural Products Alliance (UNPA)</li> <li>• Utah Clean Air Partnership (UCAIR)</li> <li>• Utah Sustainable Business Coalition (USBC)</li> <li>• U.S. Environmental Protection Agency (EPA)</li> <li>• U.S. Green Building Council (USGBC)</li> </ul> <p>Memberships may evolve over time to align with business priorities and sustainability commitments.</p>
2-29	Approach to stakeholder engagement	<p>Nature's Sunshine Products engages with a range of stakeholders, including employees, customers, suppliers, investors, regulatory bodies, and community organizations. These groups are identified based on their impact on or interest in the company's operations, sustainability initiatives, and ethical commitments.</p> <p>Stakeholder engagement serves multiple purposes, including ensuring compliance with industry regulations, maintaining responsible supply chain practices, and advancing sustainability goals. The company fosters meaningful engagement through direct communication, partnerships, participation in industry organizations, and structured initiatives such as supplier assessments, employee training, and community involvement programs.</p>
2-30	Collective bargaining agreements	<p>Nature's Sunshine Products is committed to maintaining a fair and supportive work environment. We adhere to all applicable labor laws and prioritize competitive wages, employee well-being, and open communication to foster a positive workplace culture.</p> <p>For more information, please refer to our <a href="#">Corporate Code of Conduct</a>.</p>

**GRI 2: GENERAL DISCLOSURES**

CODE	REPORTING REQUIREMENT	DISCLOSURE
<b>Material Topics</b>		
2-1	Organizational details	<p>In 2023, Nature’s Sunshine conducted a materiality assessment to determine its most significant ESG topics. This process followed a structured approach to identify, assess, and prioritize the organization’s actual and potential economic, environmental, and social impacts, including those related to human rights.</p> <p>Identification of Impacts: The company assessed potential positive and negative impacts associated with its operations, supply chain and business relationships. This included evaluating risks and opportunities related to environmental sustainability, ethical business conduct, human rights and responsible sourcing.</p> <p>Stakeholder Engagement: A broad range of stakeholders were consulted, including employees, senior leadership, subject matter experts and external partners. The assessment incorporated quantitative survey data and qualitative insights from leadership interviews to ensure diverse perspectives.</p> <p>Prioritization for Reporting: The ESG leadership team analyzed the results, prioritizing topics with the highest potential business impact and stakeholder importance to guide sustainability reporting and strategy.</p>
	About This Report	<p>Based on the materiality assessment, Nature’s Sunshine identified the following priority ESG topics:</p> <ul style="list-style-type: none"> <li>• Climate Action</li> <li>• Biodiversity</li> <li>• Responsible Sourcing</li> <li>• Human Rights</li> <li>• Community Investment &amp; Impact</li> <li>• Product Transparency</li> <li>• Waste &amp; Water</li> <li>• Sustainable Packaging</li> <li>• Employee Well-Being &amp; Engagement</li> <li>• Talent Recruitment &amp; Retention</li> </ul>
2-2	Entities included in the organization’s sustainability reporting	<p>Nature’s Sunshine manages, tracks, and integrates material topics into its business strategy through a structured approach. The company actively works to mitigate risks related to supply chain labor rights, environmental footprint, and governance practices by implementing policies, due diligence measures, and supplier oversight. At the same time, it advances initiatives in climate action, employee well-being, and responsible sourcing to create long-term value for stakeholders.</p> <p>The company’s ESG commitments are embedded in policies, which set clear expectations for ethical business conduct across its operations and supply chain. These commitments are reinforced through ongoing stakeholder engagement and effectiveness tracking. ESG initiatives are monitored through internal key performance indicators (KPIs), supplier assessments and regulatory compliance reviews, with progress measured against defined goals, targets and performance indicators. Updates are integrated into business processes to ensure continuous improvement, and stakeholder feedback plays a critical role in refining priorities and enhancing the company’s ESG approach.</p> <p>Nature’s Sunshine remains committed to regularly evaluating and refining its sustainability efforts based on evolving stakeholder expectations, regulatory developments, and business priorities.</p>

**GRI 3: MATERIAL TOPICS**

CODE	REPORTING REQUIREMENT	DISCLOSURE
<b>GRI 302: Energy 2016</b>		
302-1	Energy consumption within the organization	6,799,707 kWh
302-2	Energy consumption outside of the organization	--
302-3	Energy intensity	--
302-4	Reduction of energy consumption	GHG Emissions Reduction, p. 18
302-5	Reductions in energy requirements of products and services	--
<b>GRI 303: Water and Effluents</b>		
303-1	Interactions with water as a shared resource	SASB FB-PF-140a.2
303-2	Management of water discharge-related impacts	--
303-3	Water withdrawal	59 km3
303-4	Water discharge	--
303-5	Water consumption	SASB FB-PF-140a.1
<b>GRI 305: Emissions</b>		
305-1	Scope 1	873.4 tCO2e
305-2	Scope 2	859.8 tCO2e
305-3	Scope 3	--
305-4	GHG emissions intensity	--
305-5	Reduction of GHG emissions	GHG Emissions Reduction, p. 18
305-6	Emissions of ozone-depleting substances (ODS)	--
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	--
<b>GRI 306: Waste</b>		
306-1	Waste generation and significant waste-related impacts	Nature’s Sunshine Products’ waste impacts primarily result from its operational processes, including manufacturing, packaging and distribution. The company’s focus on improving efficiencies and reducing material use helps mitigate these impacts. These efforts address waste generated both within the organization’s activities and downstream in its value chain.
306-2	Management of significant waste-related impacts	Nature’s Sunshine works to reduce waste through strategies that emphasize redesign, reduction, reuse, and recycling across its operations. The company actively streamlines processes to minimize waste generation and improve resource efficiency. Progress is monitored through internal assessments to identify opportunities for further waste reduction and operational improvements.
306-3	Waste generated	802.86 tons

CODE	REPORTING REQUIREMENT	DISCLOSURE																																																															
306-4	Waste diverted from disposal	328.4 tons																																																															
306-5	Waste directed to disposal	474.46 tons																																																															
<b>GRI 405: Diversity and Equal Opportunity</b>																																																																	
405-1	Diversity of governance bodies and employees	<table border="0"> <tr> <td><b>Board of Directors:</b></td> <td><b>Total</b></td> <td><b>10</b></td> </tr> <tr> <td>Gender</td> <td>Male</td> <td>70%</td> </tr> <tr> <td></td> <td>Female</td> <td>30%</td> </tr> <tr> <td>Age</td> <td>30-50</td> <td>10%</td> </tr> <tr> <td></td> <td>Over 50</td> <td>90%</td> </tr> <tr> <td>Race and Ethnicity</td> <td>African American</td> <td>10%</td> </tr> <tr> <td></td> <td>Asian</td> <td>10%</td> </tr> <tr> <td></td> <td>Non-Hispanic White</td> <td>80%</td> </tr> <tr> <td><b>Employees (U.S.-only):</b></td> <td><b>Total</b></td> <td><b>419</b></td> </tr> <tr> <td>Gender</td> <td>Male</td> <td>47%</td> </tr> <tr> <td></td> <td>Female</td> <td>53%</td> </tr> <tr> <td>Age</td> <td>Under 30</td> <td>15%</td> </tr> <tr> <td></td> <td>30-50</td> <td>52%</td> </tr> <tr> <td></td> <td>Over 50</td> <td>33%</td> </tr> <tr> <td>Race &amp; Ethnicity</td> <td>African American</td> <td>2%</td> </tr> <tr> <td></td> <td>American Indian</td> <td>0.2%</td> </tr> <tr> <td></td> <td>Asian</td> <td>4%</td> </tr> <tr> <td></td> <td>Hispanic</td> <td>31%</td> </tr> <tr> <td></td> <td>Native Hawaiian or Other Pacific Islander</td> <td>1%</td> </tr> <tr> <td></td> <td>Non-Hispanic White</td> <td>61%</td> </tr> <tr> <td></td> <td>Two or More Races (Not Hispanic or Latino)</td> <td>0.5%</td> </tr> </table>	<b>Board of Directors:</b>	<b>Total</b>	<b>10</b>	Gender	Male	70%		Female	30%	Age	30-50	10%		Over 50	90%	Race and Ethnicity	African American	10%		Asian	10%		Non-Hispanic White	80%	<b>Employees (U.S.-only):</b>	<b>Total</b>	<b>419</b>	Gender	Male	47%		Female	53%	Age	Under 30	15%		30-50	52%		Over 50	33%	Race & Ethnicity	African American	2%		American Indian	0.2%		Asian	4%		Hispanic	31%		Native Hawaiian or Other Pacific Islander	1%		Non-Hispanic White	61%		Two or More Races (Not Hispanic or Latino)	0.5%
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405-2	Ratio of basic salary and remuneration of women to men	--																																																															
<b>GRI 413: Local Communities</b>																																																																	
413-1	Operations with local community engagement, impact assessments, and development programs	The Impact Foundation, p. 44																																																															
413-2	Operations with significant actual and potential negative impacts on local communities	--																																																															

## ABOUT THIS REPORT

### FORWARD-LOOKING STATEMENTS

This report contains “forward-looking” statements within the meaning of the federal securities laws. The forward-looking statements include statements concerning our outlook for the future, as well as other statements of beliefs, future plans and strategies or anticipated events and similar expressions concerning matters that are not historical facts. Our forward-looking information and statements are subject to risks and uncertainties that could cause actual results to differ materially from those expressed in, or implied by, the forward-looking statements. Among such risks and uncertainties are those set forth in our reports filed with the Securities and Exchange Commission under the caption “Risk Factors.”

### REPORTING PERIOD

Nature’s Sunshine Products publishes this Impact Report annually in alignment of our financial reporting period. The official reporting period of this report spans from January 1, 2024, to December 31, 2024.

### ORGANIZATIONAL DETAILS

Nature’s Sunshine Products, Inc. is a publicly traded company incorporated in Utah, operating under the legal form of a corporation. Its shares are listed on the NASDAQ stock exchange under the symbol NATR. Headquartered in Lehi, Utah, USA, Nature’s Sunshine Products operates in several countries globally and has four business segments: Asia, Europe, North America and Latin America and Other. Each of the geographic segments operate under Nature’s Sunshine Products and Synergy Worldwide brands. The Latin America and Other segment includes our wholesale business in which we sell products to various locally managed entities, independent of the company, that we have granted distribution rights for the relevant market.

### REPORTING SCOPE

The performance and data in this report reflect the sustainability achievements and plans of Nature’s Sunshine Products. The reporting scope includes our owned manufacturing and warehousing facilities in Spanish Fork, Utah and leased distribution warehouses in Georgia, Ohio, Texas, and Utah, as well as international operations with warehouses and third-party distributors supporting independent consultants. Our corporate and Synergy offices in Lehi, Utah, are also covered. Any deviations from this scope are noted within the report. We are committed to expanding our reporting for a more comprehensive view of our global sustainability efforts and progress.

### FOR MORE ABOUT THIS REPORT

For additional information or inquiries about this report, please contact us at the address below.

Email: [samanthat@natr.com](mailto:samanthat@natr.com)



## COMMITMENTS & POLICIES

GOVERNANCE	
<b>Anti-bribery</b> ( <a href="#">Code of Conduct</a> / <a href="#">Anti-Corruption Policy</a> / <a href="#">Supplier Code of Conduct</a> )	<b>ESG governance</b> ( <a href="#">Environmental Policy</a> / <a href="#">Corporate Governance Guidelines</a> / <a href="#">Governance Committee Charter</a> )
<b>Anti-corruption</b> ( <a href="#">Code of Conduct</a> / <a href="#">Anti-Corruption Policy</a> / <a href="#">Supplier Code of Conduct</a> )	<b>Political contributions</b> ( <a href="#">Anti-Corruption Policy</a> )
<b>Board structure and composition</b> ( <a href="#">2025 Proxy Statement</a> / <a href="#">Corporate Governance Guidelines</a> )	<b>Stakeholder engagement</b> ( <a href="#">2025 Proxy Statement</a> / <a href="#">Corporate Governance Guidelines</a> )
<b>Consultants</b> ( <a href="#">Policies &amp; Procedures</a> / <a href="#">Statement of Average Compensation</a> )	<b>Whistleblower hotline</b> ( <a href="#">Code of Conduct</a> )
<b>Data privacy and security</b> ( <a href="#">Code of Conduct</a> )	

ENVIRONMENT & SOCIAL	
<b>Anti-discrimination</b> ( <a href="#">Code of Conduct</a> / <a href="#">Supplier Code of Conduct</a> )	<b>Human rights</b> ( <a href="#">Code of Conduct</a> )
<b>Anti-harassment</b> ( <a href="#">Code of Conduct</a> / <a href="#">Supplier Code of Conduct</a> )	<b>Ingredient transparency</b> ( <a href="#">Environmental Policy</a> )
<b>Child labor</b> ( <a href="#">Supplier Code of Conduct</a> / <a href="#">Forced Labor &amp; Child Labor Report</a> )	<b>Modern slavery statement</b> ( <a href="#">Forced Labor &amp; Child Labor Report</a> )
<b>Climate action</b> ( <a href="#">Environmental Policy</a> )	<b>Responsible sourcing</b> ( <a href="#">Environmental Policy</a> )
<b>Compliance and auditing</b> ( <a href="#">Environmental Policy</a> )	<b>Sustainable packaging</b> ( <a href="#">Environmental Policy</a> )
<b>Diversity</b> ( <a href="#">Code of Conduct</a> )	<b>Waste and water</b> ( <a href="#">Environmental Policy</a> )
<b>Equal employment opportunity (EEO)</b> ( <a href="#">Forced Labor &amp; Child Labor Report</a> )	<b>Workplace safety and violence</b> ( <a href="#">Code of Conduct</a> / <a href="#">Supplier Code of Conduct</a> )

PAST REPORTS
<b>2023 Impact Report</b> <a href="#">(Download PDF)</a>
<b>2022 Impact Report</b> <a href="#">(Download PDF)</a>
<b>2021 Impact Report</b> <a href="#">(Download PDF)</a>

