



# Feel Nature's Power

ENVIRONMENTAL, SOCIAL AND  
GOVERNANCE REPORT

2022



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### HARNESSING THE POWER OF SCHISANDRA FRUIT

Nutri-Calm features B and C vitamins combined with a proprietary botanical blend that includes schisandra fruit, which has been studied for decades for its adaptogenic benefits.



WITH OVER 50 YEARS OF HERBAL EXPERTISE, WE'RE PASSIONATE ABOUT THE HEALING POWER OF NATURE. NUTRI-CALM'S EXPERTLY CRAFTED BLEND USES SUSTAINABLY SOURCED BOTANICALS TO NATURALLY SUPPORT A SENSE OF CALM AND PEACE OF MIND.



## Continuing Our Legacy

DRIVEN BY OUR VISION TO SHARE THE HEALING POWER OF NATURE WITH THE WORLD, WE ARE EXCITED TO PUBLISH OUR SECOND ANNUAL ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) REPORT AND TO SHARE THE PROGRESS WE'VE MADE THROUGHOUT THE YEAR.

The aggressive goals we put forward pushed us to think outside the box, delve into our processes and identify opportunities to make a tangible difference in the way we do business. One of our greatest accomplishments in 2022 was the conversion of our manufacturing facility to 100% renewable solar energy this past July. Now, every supplement produced in our plant is made with the pure power of the sun!

Our solar conversion, together with a more disciplined approach to shipping and other initiatives dramatically impacted our CO2 emissions, and we made significant strides in reducing waste through packaging updates, recycling initiatives and more. As we move forward, we're focused on elevating our performance in sourcing, manufacturing, and distribution to become more sustainable and transparent.

Sustainability and transparency have become guiding lights for our growth strategy, and we're applying these principles to every aspect of our business. We aim to be leaders in protecting both the planet and its people as we continue to deliver personalized health solutions. I hope you enjoy this look into our ESG commitment.

Regards,

**TERRENCE MOOREHEAD**  
President & Chief Executive Officer

# About Nature's Sunshine

THE HERBAL EXPERTS SINCE 1972, NATURE'S SUNSHINE HAS BEEN SHARING THE HEALING POWER OF NATURE WITH THE WORLD FOR OVER 50 YEARS.

We are a Utah-based natural health and wellness company primarily engaged in manufacturing and distributing nutritional and personal care products across multiple channels, including wholesale, retail, direct selling and e-commerce. Formed in 1972, we are now proud to employ more than 800 individuals, and we engage with a vast network of thousands of independent sales force consultants who use Nature's Sunshine products themselves or resell them to their customers.

Nature's Sunshine Products, Inc. consists of two brands: Nature's Sunshine and Synergy Worldwide, that operate in four geographic business segments (Asia, Europe, North America, and Latin America) around the world.

Our line of more than 800 unique formulas provides a breadth of natural wellness solutions across multiple product classifications, such as immune, cardiovascular, digestive, personal care, weight management and other general health products.

As a supplement manufacturer, we source herbs, vitamins, minerals and other raw materials in bulk, and after rigorous quality control testing, we formulate, produce, label and package them for shipment.

Approximately 85% of our products are manufactured at our state-of-the-art facility in Spanish Fork, Utah. We work with select contract manufacturers to produce the remainder of our products in accordance with our demanding specifications and standards.

This is our second annual sustainability report—focused under the categories of Environmental, Social and Governance impacts—and covers our activities and initiatives in 2022. This report is published in alignment with the Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI).

AS THE FIRST COMPANY TO ENCAPSULATE HERBS, NATURE'S SUNSHINE HELPED INSPIRE AND CREATE THE MODERN NUTRITIONAL SUPPLEMENT INDUSTRY WITH A SIMPLE, INNOVATIVE IDEA.





# Our Vision

TO SHARE THE HEALING POWER OF NATURE WITH THE WORLD.



# Our Aspiration

TO BECOME THE NUTRITIONAL SUPPLEMENT COMPANY OF THE FUTURE.



# What We Value

## PROTECTING NATURE

Sharing nature's power means preserving that power through sustainable, eco-friendly operations.

## SUPPORTING OUR FARMERS

Partnering with those who care for our planet and the plants that help us thrive.

## MINIMIZING WASTE TO LANDFILL

Reducing our environmental impact by reducing waste throughout our manufacturing.

## NURTURING NATURAL HEALERS

Growing the community of holistic healers, naturopaths and traditional health enthusiasts.

## ELEVATING EMPLOYEE WELLNESS

Living our values and helping each of our employees to prosper in every way.

## EMBRACING DIVERSITY

Championing diversity, inclusion and equity throughout our company and community.

# Q&A

## WITH NATURE'S SUNSHINE VICE PRESIDENT OF GLOBAL SUSTAINABILITY

At Nature's Sunshine, we are committed to protecting nature to preserve its healing power for future generations. We are dedicated to creating a healthier planet by being environmentally and socially responsible at every level of our supply chain and in every community we touch. Trent McCausland, our VP of Global Sustainability, provides additional context around our current sustainability initiatives:

### WHAT PROGRESS TOWARD SUSTAINABILITY DID YOU MAKE IN 2022?

In 2022, first and foremost, we completed the conversion of our manufacturing facility in Spanish Fork to 100% solar power. We also made efforts to decrease our overall negative environmental footprint—we expanded our recycling efforts, and we increased our use of post-consumer recycled plastic in our packaging. Additionally, we conducted a greenhouse gas inventory to help us gain a better understanding of our emissions impact and make plans for future reductions.

Throughout our organization, 2022 was a year for increased awareness not just about our formal sustainability initiatives, but about how individual involvement can help contribute to our success. To me, success in our sustainability efforts includes a highly engaged workforce where all employees have the opportunity to contribute and where everyone from the shop floor to the CEO is making daily decisions through the lens of sustainability. This will make us an unstoppable force of nature, for nature.

### WHAT'S DRIVING NATURE'S SUNSHINE'S PUSH TO BE MORE SUSTAINABLE?

Sustainability has always been at the core of our business, but we have improved our focus and our efforts in recent years. There has been a greater recognition that the principles of sustainability are directly tied to Nature's Sunshine's mission to share the healing power of nature—in order to share, we must protect and be better stewards of nature and the planet.

As sustainability concepts become more mainstream, we are working to connect with consumers whose values most align with ours and educate other consumers about the value of sustainable practices.

### WHY IS IT IMPORTANT TO PROTECT ENVIRONMENTAL HEALTH AND COMMUNITY HEALTH IN YOUR SUPPLY CHAIN?

Our entire business relies on the health and resilience of natural ecosystems—our botanical ingredients are harvested throughout rural and indigenous communities worldwide. Climate change and urban migration are threats to our value chain, as well as to the livelihood of farmers and collectors.

We select partners that support and protect the physical, economic and cultural well-being of these communities, which not only makes good business sense, but is also the right thing to do. Through conscious choices, we help local communities thrive, create trusting and lasting working relationships, and create better products.



Trent McCausland, our VP of Sustainability & Transparency, inspecting saw palmetto in Florida during harvest.

### IN ADDITION TO CONTINUED FOCUS ON YOUR GOALS, WHAT ARE YOUR OTHER AREAS OF FOCUS?

**Sustainable packaging:** We are making packaging reductions, using recycled or bioplastics and prioritizing recyclability.

**Responsible Sourcing:** We are forming intentional partnerships with farmers and suppliers, and we are working to support local sourcing communities.

**Ingredient Transparency:** We are holding ourselves accountable for the planet and people impacted throughout our value chain.



### AS YOU LOOK TO THE FUTURE OF NATURE'S SUNSHINE'S SUSTAINABILITY EFFORTS, WHAT ARE YOU MOST EXCITED FOR?

I'm most excited for Nature's Sunshine to take a leading role in driving sustainability initiatives and creating measurable positive impacts. Recently, I have been part of an industry association working group focused on addressing sustainability issues surrounding botanical ingredients. The collaboration has been amazing, and it will take a multi-business effort to address issues regarding emissions and waste, farming practices and fair trade.

THE PRINCIPLES OF SUSTAINABILITY ARE DIRECTLY TIED TO NATURE'S SUNSHINE'S MISSION TO SHARE THE HEALING POWER OF NATURE.

# MATERIALITY ASSESSMENT

In early 2023, we conducted a materiality assessment to help us better understand the topics that matter most to our stakeholders. We use these topics to prioritize our Environmental, Social and Governance (ESG) and sustainability efforts for the coming years.

We sought out and heard from voices within Nature’s Sunshine for a diversity of perspectives when determining our material ESG topics. We distributed a materiality survey asking our employees in every region to rank 26 ESG topics by importance to the individual, Nature’s Sunshine as a business, and our stakeholders.

We compared the quantitative survey data to interviews with members of the executive leadership team, subject matter experts and key external stakeholders.

Our ESG leadership team further assessed the final topics to prioritize those with the highest potential impact on society and our business as well as the highest importance among our key internal and external stakeholders.

## THE FOLLOWING TOPICS WERE IDENTIFIED TO BE OUR HIGHEST ESG PRIORITIES:\*

- ESG Governance & Integration
- Sustainable Packaging
- Community Investment & Impact
- Employee Well-Being and Engagement
- Climate Action
- Supply Chain Resiliency
- Responsible Sourcing
- Ingredients Transparency
- Talent Recruitment and Retention
- Human Rights

\*High Impact topics where Nature’s Sunshine already has robust programs and disclosure management were excluded from the final ESG topic list.



## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The 17 UN Sustainable Development Goals (SDGs), adopted by the UN Member States in 2015, provide both a common language and an urgent call to action for all countries, corporations, and individuals. At Nature’s Sunshine, the core of our business is a reliance on nature—we care about plants and the power they offer, which means sustainability is a primary focus throughout our organization. As a result, a number of our sustainability programs and initiatives are aligned with the objectives of the SDGs, specifically:

<p><b>2 ZERO HUNGER</b></p>  <p>Provide food security and improved nutrition to underserved populations.</p> <p><b>PAGE 54</b></p>	<p><b>10 REDUCED INEQUALITIES</b></p>  <p>Work to establish fair and equal conditions both within and across societies.</p> <p><b>PAGES 47, 54</b></p>
<p><b>3 GOOD HEALTH AND WELL-BEING</b></p>  <p>Ensure healthy lives by promoting wellbeing for all people at all ages.</p> <p><b>PAGES 47, 54</b></p>	<p><b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b></p>  <p>Work to ensure sustainable use of resources and production capabilities.</p> <p><b>PAGES 18, 24, 28</b></p>
<p><b>5 GENDER EQUALITY</b></p>  <p>Achieve gender equality by empowering women and girls throughout the world.</p> <p><b>PAGES 47, 54</b></p>	<p><b>13 CLIMATE ACTION</b></p>  <p>Take measurable action to combat the climate change and its impact on the world.</p> <p><b>PAGES 18, 21</b></p>
<p><b>8 DECENT WORK AND ECONOMIC GROWTH</b></p>  <p>Support sustainable economic growth with fair &amp; equitable work for all.</p> <p><b>PAGES 47, 61</b></p>	<p><b>15 LIFE ON LAND</b></p>  <p>Protect the world’s ecosystems to reverse land degradation and prevent loss of biodiversity.</p> <p><b>PAGES 18, 29, 36</b></p>



“AT ITS ESSENCE, SUSTAINABILITY MEANS ENSURING PROSPERITY AND ENVIRONMENTAL PROTECTION WITHOUT COMPROMISING THE ABILITY OF FUTURE GENERATIONS TO MEET THEIR NEEDS. A SUSTAINABLE WORLD IS ONE WHERE PEOPLE CAN ESCAPE POVERTY AND ENJOY DECENT WORK WITHOUT HARMING THE EARTH’S ESSENTIAL ECOSYSTEMS AND RESOURCES.”

—UN SECRETARY-GENERAL BAN-KI MOON

# 2022 GLOBAL FOOTPRINT



MORE THAN  
**800**  
UNIQUE  
FORMULATIONS

MORE THAN  
**40**  
COUNTRIES  
SERVED

SOLD OVER  
**18.5**  
MILLION  
UNITS IN 2022

MORE THAN  
**500K**  
INDEPENDENT  
DISTRIBUTORS &  
CONSULTANTS

**829** EMPLOYEES  

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**10.2** AVERAGE  
YEARS EMPLOYEE  
TENURE

**0.76**  
EMOD SCORE  
EXCEPTIONAL  
SAFETY  
RATING



# Being a Force of Nature

## ESG GOALS SUMMARY

100% renewable energy at owned manufacturing by 2023

**100% ACHIEVED**

50% of greenhouse gas (GHG) emissions by 2025 (Scope 1 & 2)

**70% COMPLETED\***

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

**30% COMPLETED**

35% waste reduction at owned manufacturing by 2025

**5% COMPLETED**

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

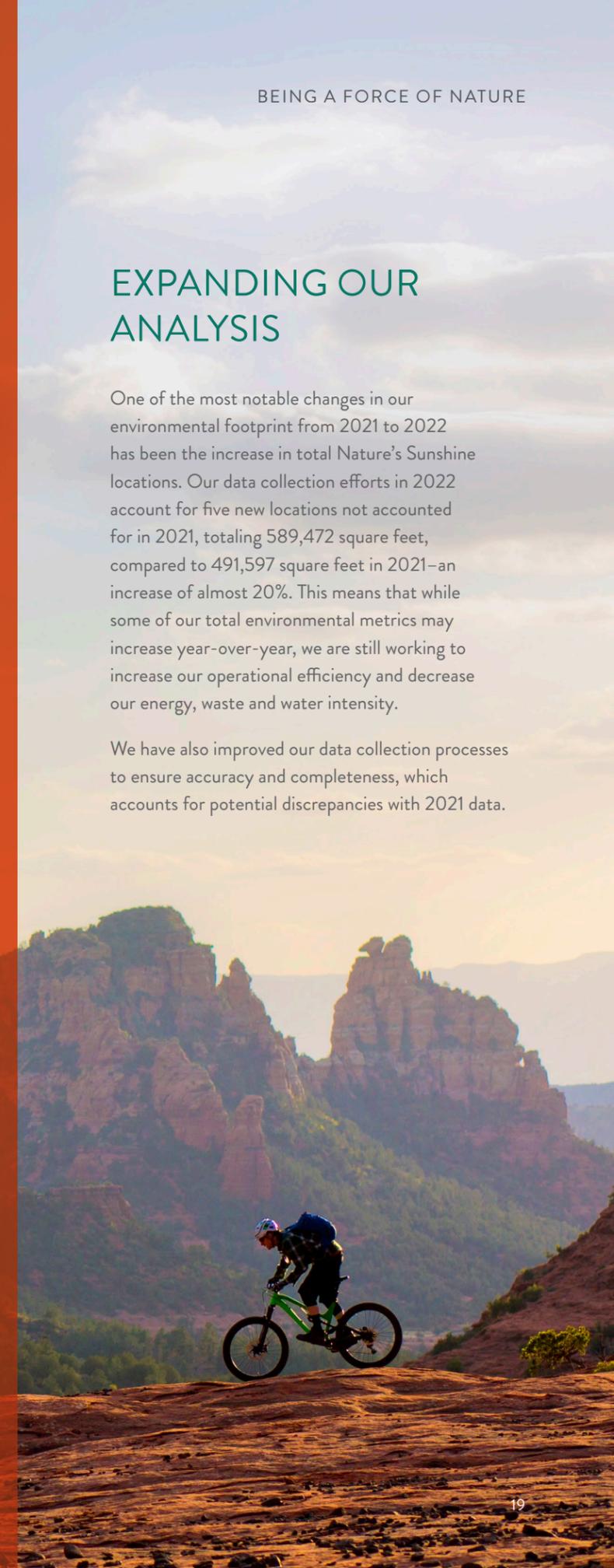
**65% COMPLETED**

*\*ongoing scope 1 & 2 emissions reduced by 35%*

## EXPANDING OUR ANALYSIS

One of the most notable changes in our environmental footprint from 2021 to 2022 has been the increase in total Nature's Sunshine locations. Our data collection efforts in 2022 account for five new locations not accounted for in 2021, totaling 589,472 square feet, compared to 491,597 square feet in 2021—an increase of almost 20%. This means that while some of our total environmental metrics may increase year-over-year, we are still working to increase our operational efficiency and decrease our energy, waste and water intensity.

We have also improved our data collection processes to ensure accuracy and completeness, which accounts for potential discrepancies with 2021 data.



# 2022 Progress & Highlights

“ANY COMPANY THAT HAS A FOOTPRINT IN THIS WORLD SHOULD BE ENVIRONMENTALLY MINDFUL, BUT WE GO BEYOND THIS. WE’RE ROOTED IN NATURE, AND WE RELY ON THE LAND. OUR ABILITY TO CAPTURE INGREDIENTS AND HELP PEOPLE DEPENDS HEAVILY ON THE CONTINUED WELLBEING OF THE PLANET.”

—STEPHANIE O’FARRELL  
Vice President of Marketing, North America

## OPERATIONAL EFFICIENCIES

To make our operations more efficient and less energy-intensive, we have been working to improve efficiencies at our manufacturing facility. Significant improvements that have reduced our energy usage include: adjusting the setpoint on the building cooling tower, adding a “soft start” to our air compressor, and upgrading our lighting to LED installations. The lighting upgrades include motion sensors to ensure lights do not stay on when not in use, and the new installations use about one-quarter of the energy of traditional lighting. This leads to both environmental benefits and cost savings.



Our facilities management team has helped transition to more efficient lighting fixtures to reduce energy usage.

## Energy Goal

100% RENEWABLE ENERGY AT OWNED MANUFACTURING BY 2023

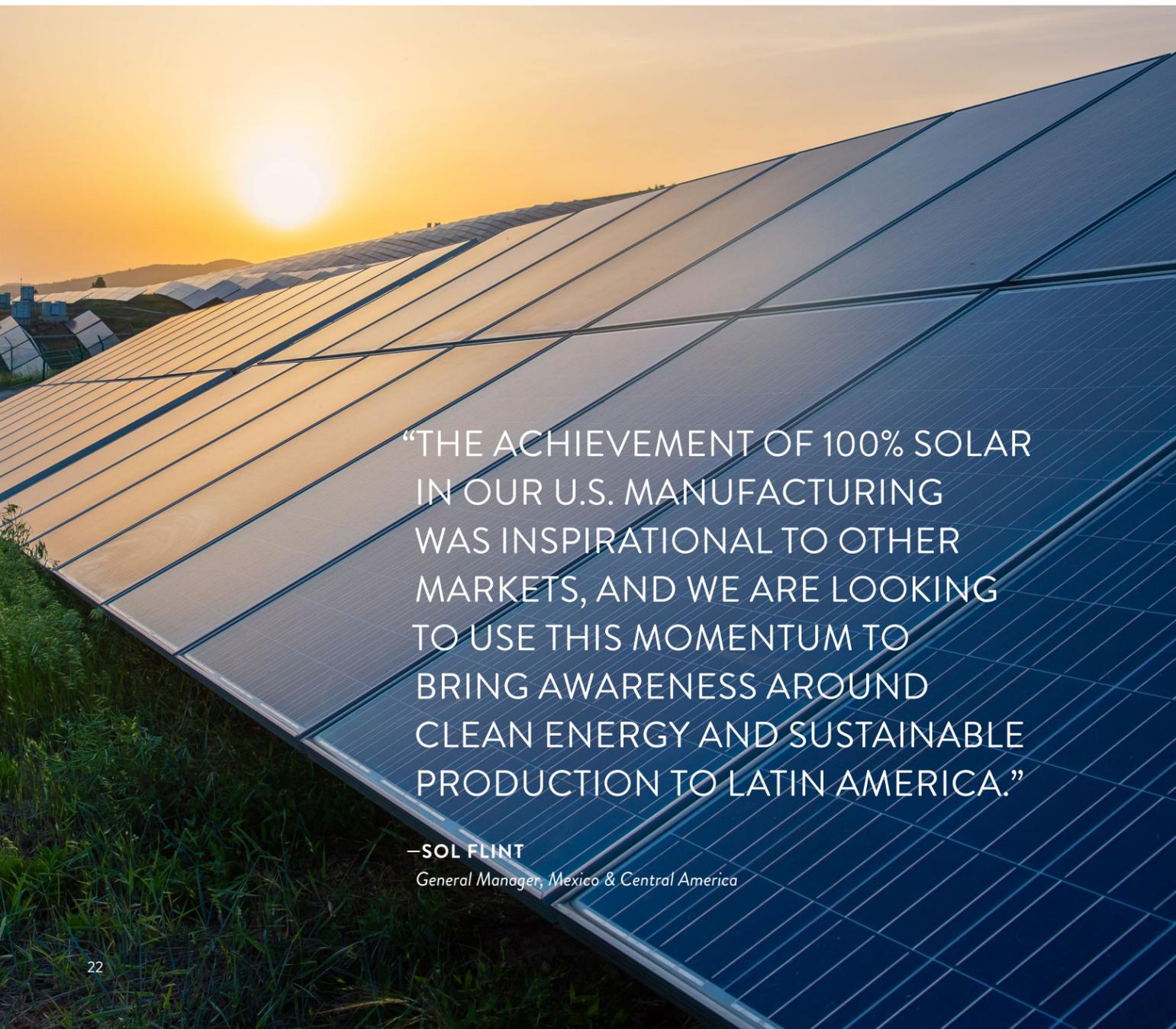


**2022 PROGRESS: WE ACHIEVED THIS GOAL ONE YEAR EARLY BY CONVERTING OUR MANUFACTURING FACILITY IN SPANISH FORK, UTAH TO 100% SOLAR ENERGY IN JULY OF 2022.**



## 100% SOLAR POWERED

In 2022, our 200,000 square-foot production facility in Spanish Fork, Utah began operating on 100% solar energy. We partner with a local solar farm that began operating at the end of 2021. With this transition, 90% of our U.S. operations are powered renewably, and 74% of our global operations are using sustainable energy. Since this conversion, we have reduced our total Scope 1 and 2 carbon emissions by 35%, which helps keep us on track for our 2025 goal of a 50% GHG reduction.



“THE ACHIEVEMENT OF 100% SOLAR IN OUR U.S. MANUFACTURING WAS INSPIRATIONAL TO OTHER MARKETS, AND WE ARE LOOKING TO USE THIS MOMENTUM TO BRING AWARENESS AROUND CLEAN ENERGY AND SUSTAINABLE PRODUCTION TO LATIN AMERICA.”

—SOL FLINT  
General Manager, Mexico & Central America



## REDUCED TRANSPORTATION

In 2022, we focused on reducing our transportation footprint. Through better inventory management we were able to reduce air shipments to international markets by 24%. We also reduced shipping frequency to U.S. distribution centers from every week to every other week—cutting these shipments in half by optimizing truck capacity. These improvements help cut our Scope 3 emissions associated with product transport.



## Emissions Goal

50% REDUCTION OF GREENHOUSE GAS (GHG) EMISSIONS BY 2025 (SCOPE 1 & 2)



2022 PROGRESS: 70% PROGRESS TOWARD SCOPE 1 AND 2 EMISSION REDUCTION GOAL (INCLUDING DATA FROM FIVE NEW LOCATIONS IN 2022)



Our Sustainability, Manufacturing and Facilities teams are working with the Waste Management Materials Recovery Facility in Utah to identify waste reduction and recycling opportunities.

## Waste & Recycling Goals

ZERO WASTE TO LANDFILL BY 2025 IN U.S. DISTRIBUTION CENTERS; 35% WASTE REDUCTION AT OWNED MANUFACTURING BY 2025.



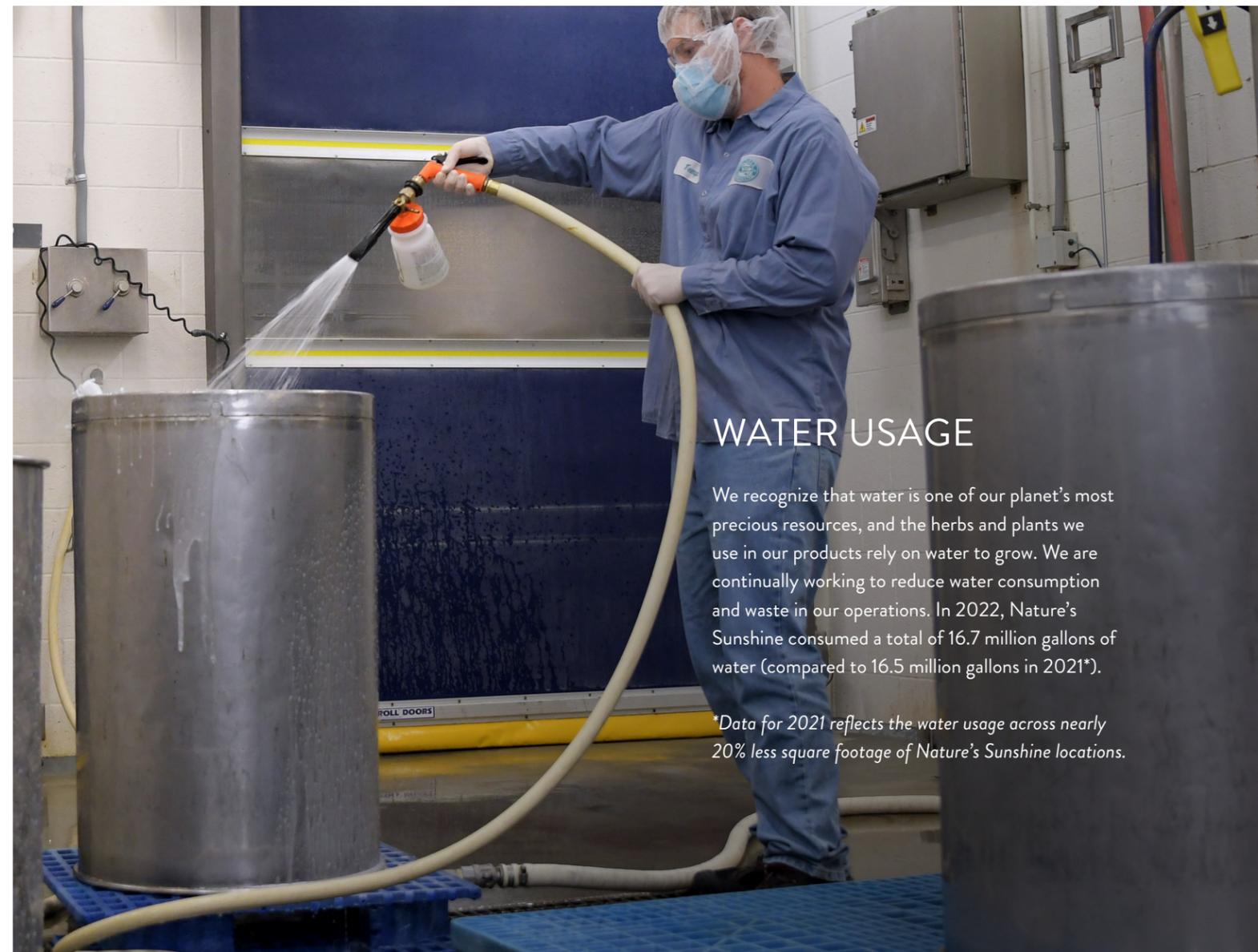
**2022 PROGRESS: 29% LANDFILL WASTE DIVERSION FROM DISTRIBUTION CENTERS; COMPLETED ASSESSMENT OF CURRENT WASTE AT OWNED MANUFACTURING.**

## RECYCLING AT DISTRIBUTION CENTERS

Even with a 33% increase in sales in recent years, we have reduced our overall waste footprint. We implemented new recycling programs at our distribution centers in Texas and Georgia, increased our landfill waste diversion rate from 4% in 2021 to 29% in 2022—a 25% increase at our U.S. distribution centers. This equates to an estimated 70-ton reduction in waste sent to landfill.



**70-Ton**  
REDUCTION IN WASTE SENT TO LANDFILL



## WATER USAGE

We recognize that water is one of our planet's most precious resources, and the herbs and plants we use in our products rely on water to grow. We are continually working to reduce water consumption and waste in our operations. In 2022, Nature's Sunshine consumed a total of 16.7 million gallons of water (compared to 16.5 million gallons in 2021\*).

*\*Data for 2021 reflects the water usage across nearly 20% less square footage of Nature's Sunshine locations.*

# 2022 MARKET HIGHLIGHTS

## CASE STUDY 1:

### WIN-WIN WITH WIND

Our Poland market recently constructed a new warehouse and distribution center in Warsaw that is powered 100% using green energy. Our team has entered into a long-term agreement with a local wind farm for all of its power needs, which has been a tremendous boon as the Ukrainian conflict continues. While energy prices continue to rise throughout Europe, we're enjoying a stable, clean and cost-effective power source.



## CASE STUDY 2:

### PLASTIC REDUCTION IS AN ENVIRONMENTAL FLEX

Traditionally packaged in 2 ounce plastic bottles, our TruGreen chlorophyll product has been a perennial best-seller for decades, and we saw an opportunity to make it better for our consumers and the environment. By moving from a plastic bottle to a flexible pouch, we reduced plastic use by over 15 tons. That not only saves plastic, but also reduces emissions as it lowers shipping space and weight, allowing us to be more efficient in transporting both the empty vessels for production and the finished product to our customers. Plus, they are more energy efficient to produce!



## CASE STUDY 3:

### SHAKING THINGS UP WITH BIO-BASED PLASTIC

Alternative packaging in Western Europe is reducing our environmental impact. Our BiomeShake and SmartMeal protein shake products moved from standard plastic to a bio-based material. Each recyclable Bio Jar is derived from sugar beets in a petroleum-free process to reduce landfill impact.

REDUCES CLIMATE CHANGE AND FOSSIL FUEL IMPACT BY

**~60%\***



\*[www.sciencedirect.com/science/article/abs/pii/S0961953415301860](http://www.sciencedirect.com/science/article/abs/pii/S0961953415301860)



## CASE STUDY 4:

### PLANTING TREES FOR ESSENTIAL GREENS

From the launch of our Essential Greens product in Western Europe in October of 2022, we have partnered with One Tree Planted to plant one tree for every Essential Greens sold. Through this initiative, we committed to the planting of more than 2,500 trees, which represents a potential carbon offset of 55,000 pounds of CO2 on an annual basis!



## INGREDIENTS SOURCED WITH CARE

We work with experienced farmers to ethically source over 300 unique raw botanical ingredients—both cultivated and wildcrafted—from diverse ecosystems around the world. Their knowledge ensures that we collect the right plant, at the right time, in the right way to guarantee purity and potency in their harvest, while safeguarding future crops.

We seek to partner with farmers who share our passion for clean, pure, sustainable botanicals; and we collaborate with those who support fair trade and labor practices for growers and their communities.

As part of our supplier due diligence process—and to ensure our suppliers' values align with our own—we have created a Supplier Code of Conduct that we share with potential suppliers during the vetting and onboarding process, and we request adherence from our current and potential suppliers.



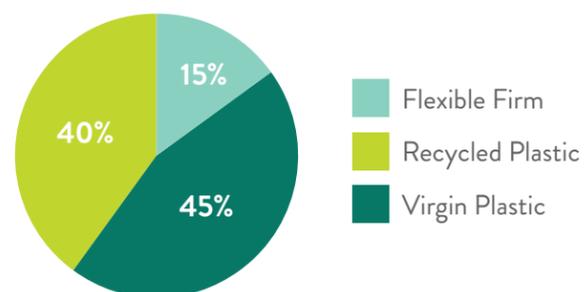
Many of our ingredients are certified USDA Organic. For other ingredients that are eligible for certification, we are working toward this status with our vendors. However, USDA Organic certification is not always possible or financially viable for every ingredient or grower/collector. In these cases, we work with suppliers to help them achieve our rigorous standards, modeled after USDA Organic best practices. Regardless of certification, we test all of our raw materials for heavy metals, pathogens, pesticides and herbicides, dirt and other impurities to ensure they meet this strictest health and safety standards.

## SUSTAINABLE PACKAGING

We have transitioned our capsule/tablet bottles to 100% post-consumer recycled PET, reducing our consumption of virgin plastic by more than 500,000 pounds annually. From 2019 to 2022, we increased our total volume of recycled plastic used from 1% to 40%.

We have also switched many of our products from using plastic jars and bottles to bags, resulting in a savings of more than 64,000 pounds of plastic in 2022. Compared to plastic bottles, flexible packaging has many environmentally friendly benefits. For example, switching from 2-ounce bottles to pouches has the benefits of 66% reduction in packaging weight, 97% fewer pallets for shipping and storing, and 90% less energy and water used in production.

### PACKAGING CONVERSION TO RECYCLED PLASTIC (2022)



93%



97%



95%





We go into the wild to verify sustainable practices and understand the uniqueness benefits of wildcrafting.

## MEMBERSHIP ASSOCIATIONS

In our efforts to promote responsible sourcing, education, and supplier engagement in our industry, we are participating members of a number of trade associations and sustainability-related organizations:

- American Herbal Products Association (AHPA)
- American Botanical Council (ABC)
- Sustainable Herbs Program
- United Natural Products Alliance (UNPA)
- Utah Clean Air Partnership (UCAIR)
- Utah Sustainable Business Coalition (USBC)



## WILDCRAFTING— HARVESTING THE HEALING POWER OF NATURE

Far-off mountains, harsh environments and dense forests are home to some of nature’s most powerful nutrients. Harnessing these nutrients requires going into the wild armed with generational knowledge of where plants grow, when they grow and how they can be harvested to preserve their potency and ensure future harvests. We call these adventurous souls wildcrafters.

Our wildcrafters—many of whom work on protected lands—have intimate knowledge of the ecosystems they work in. Having done this for generations, they understand the value of safeguarding the natural environment to protect these valuable plants and their beneficial nutrients. It’s not something anyone can do, which is why we value the partnerships we’ve made over the last 50 years.



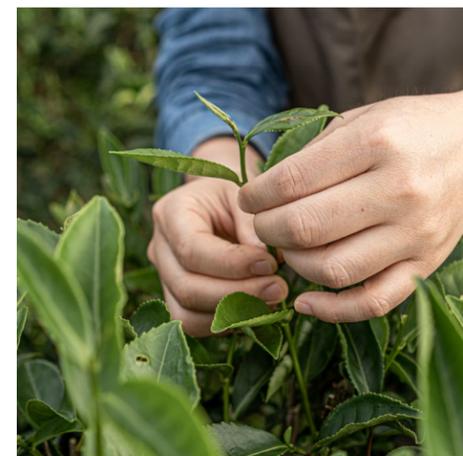


## NEW POWER GREENS: FINDING NEW VALUE IN UP-CYCLED FRUIT FIBERS

In our endeavor to reduce waste and the footprint of our ingredients, we have been developing innovative and sustainable products. Created in 2022 with a launch planned for 2023, our new greens product, Power Greens—with up-cycled fruit fibers—is an excellent example of such innovation. Our teams worked closely with scientists and suppliers to assess the health benefits of the fruit fibers and phytonutrients in the Greens product—ingredients that would normally be discarded but that have the greatest nutritional value. This helps reduce waste, and it gives us the opportunity to provide our customers with even greater health benefits from new sources—including 2+ full servings of vegetables.



“WE ARE COMMITTED TO QUALITY AND TRANSPARENCY THROUGHOUT THE ENTIRETY OF OUR PRODUCT LIFECYCLE, AND THIS MEANS WE TAKE ACCOUNTABILITY FOR MAINTAINING OVERSIGHT OF EVERY STEP OF OUR PROCESSES.”



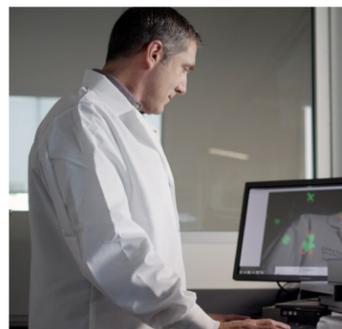
## INGREDIENT AND PRODUCT TRANSPARENCY

We make our own supplements using artisanal, small-batch manufacturing to maintain the exacting quality and efficacy we've built our reputation on. We control every aspect of the manufacturing spectrum — from sourcing the purest, most potent raw materials using state-of-the-art testing equipment to guarantee absolute quality and consistency.

## RESEARCH & DEVELOPMENT

Our research and development (R&D) teams are critical for driving sustainability throughout our organization and are some of the most powerful drivers of progress. They skillfully develop powerful supplements by meticulously formulating our products for efficacy. Using clinically effective levels and combinations of herbs, botanicals and nutrients, they expertly harness the healing power of nature so our customers can feel that power working in their lives.

We are always looking to the future, and at the Hughes Center for Research and Innovation, we are conducting ongoing studies related to both the efficacy and sustainability of our ingredients.



OUR PRODUCTS  
ARE BORN IN  
NATURE AND  
PROVEN IN  
THE LAB.

## MODERN HERBALISM

Traditional herbalists have prized specific plants and botanicals for their beneficial properties for thousands of years. They didn't necessarily understand why something worked, they just knew it did.

Established in 1974, our Quality Control and Research and Development teams embraced the mission of analyzing and quantifying the active ingredients of herbs and botanicals to ensure the purity, potency and efficacy of our products. They dynamically combined scientific investigation and discovery with traditional herbal wisdom to create breakthroughs in health and wellness—a practice we call Modern Herbalism.

The deep understanding of herbal ingredients they've developed over the last five decades impacts everything we do, from formulation to production. And that knowledge will continue to push us to the forefront of the industry, as we look for more sustainable ingredients and develop more innovative, effective and powerful natural supplements to share the healing power of nature with the world.



“WE SEE OUR RESEARCH AND DEVELOPMENT TEAMS AS BEING A FORCE FOR CHANGE AT NATURE’S SUNSHINE, AND WE ARE EXCITED TO WORK WITH LEADERSHIP AND OTHER EXPERTS TO DRIVE SUSTAINABILITY AT ALL LEVELS OF THE ORGANIZATION.”

—WES HUFF

*Director of Global Research and Development  
The Hughes Center for Research and Innovation*



## SHARED COMMITMENT TO SUSTAINABLE SOURCING

At Nature's Sunshine, we are proud to maintain decades-long partnerships with some of our key suppliers. We have built lasting relationships that surpass transactional business agreements. Together with our suppliers, we serve as leaders in our industry, and we engage in collaborative discussions that lead to mutually beneficial solutions.

We are delighted to work with companies that demonstrate a strong commitment to their farmers and collectors, as well as to the communities and families who manage the land and resources that support their

business. Nature's Sunshine and our suppliers share a commitment to facilitating an honest income for farmers, collectors, employees and independent sales consultants, alike.

We are also proud to work collaboratively with our suppliers toward our respective sustainability commitments while providing the highest quality products to our customers.



## POWER BEETS: FROM THE TIBETAN PLATEAU

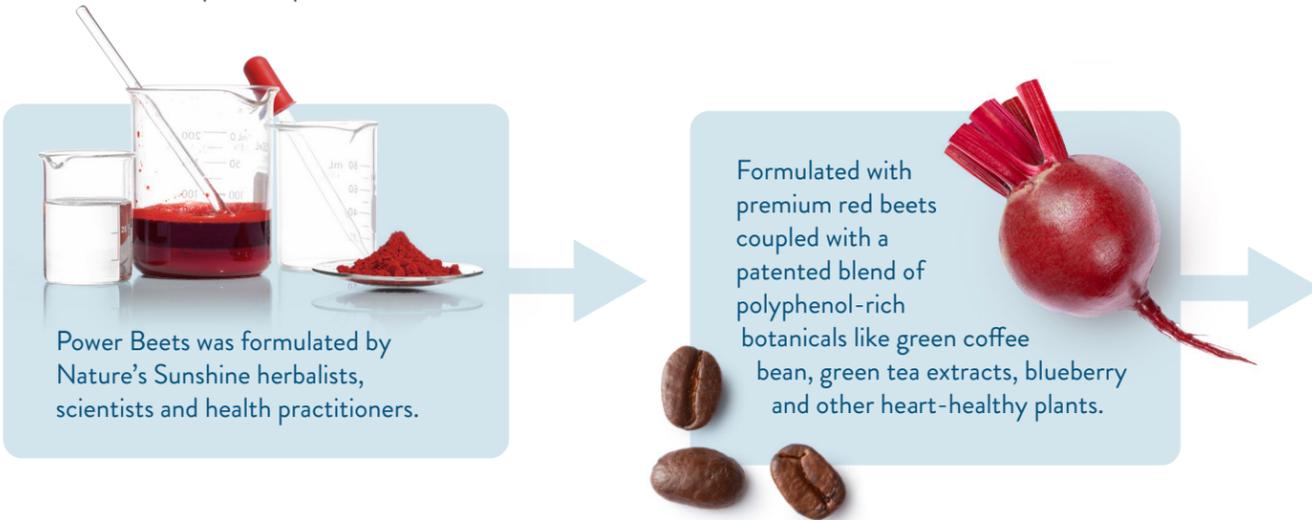
In the Qinghai province of China, on the Tibetan plateau—with extremely high altitudes and harsh conditions that make it difficult for many plants to grow—there are farmers and families using responsible, natural growing methods to sustainably grow premium organic-certified red beets. These nutrient-dense beets are some of the highest sources of nitrates in all of nature. Nitrates are known to help improve blood flow, stamina and even mental alertness.

Nature's Sunshine has been working with Qinghai beet farmers to harvest these beets, test them for potency and purity and combine them with the best herbs and vegetable ingredients to create a superfood performance booster to maximize their powerful benefits.



## FORMULATED TO FEEL

With 50 years of herbal expertise, leveraging 1,000+ years of ancient wisdom, we craft the most potent products on the market.



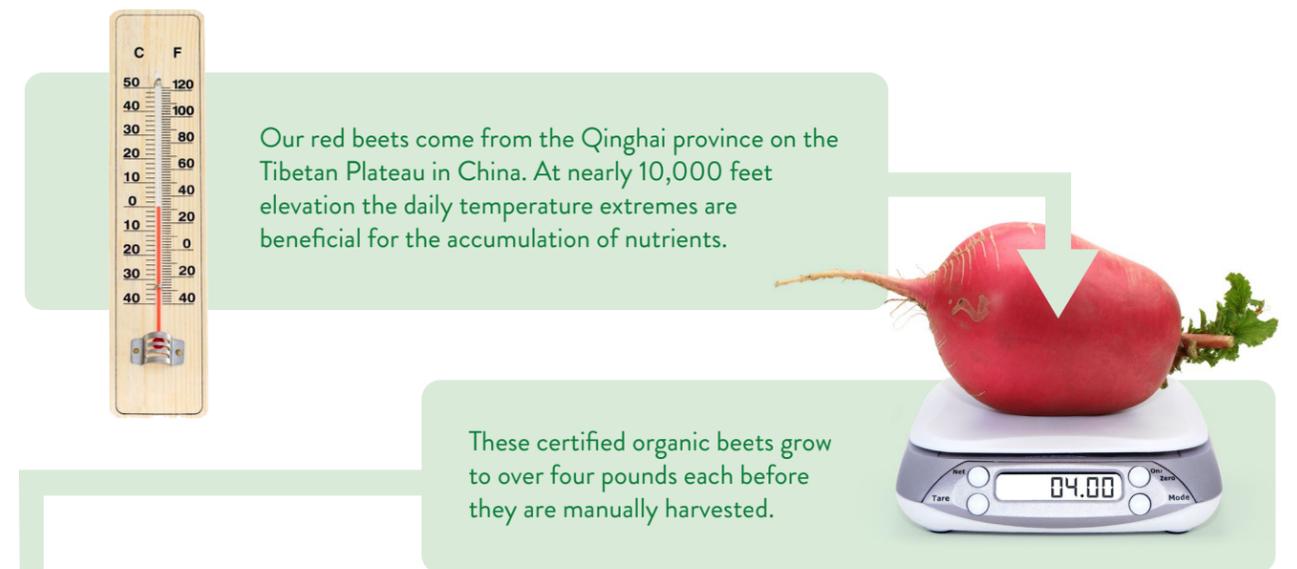
## COMPREHENSIVE TESTING

We conduct hundreds of proprietary methods to test for everything from plant identity and active components to contaminants like heavy metals, pesticides, and bacteria.



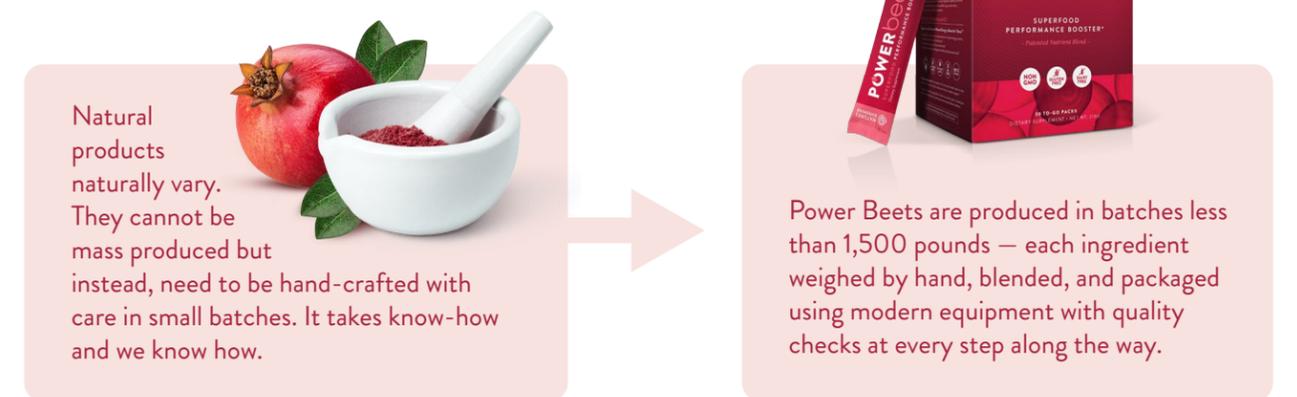
## SUSTAINABLE SOURCING

Our botanical ingredients are sourced where they grow best, anywhere in the world, by those who intimately know how to grow and harvest them.



## ARTISANAL MANUFACTURING

Our dedicated team are true craftsmen (and women) – many of them have been honing their skills and unique understanding of herbal ingredients over decades at Nature's Sunshine.



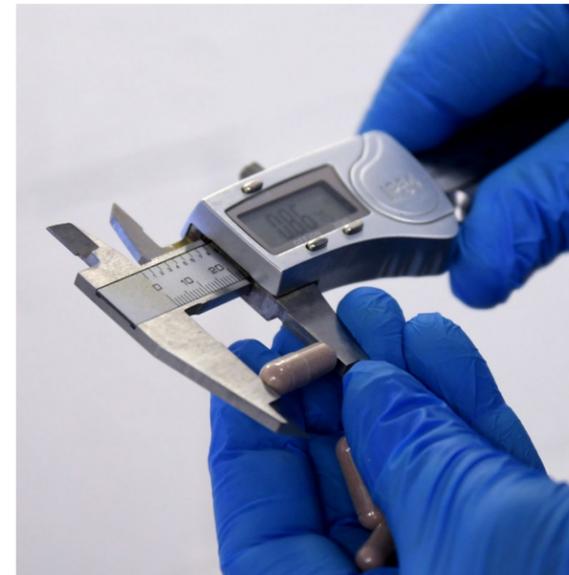
## QUALITY CONTROL

We don't take the quality of our supplements—or our customers' health—lightly, comprehensively testing both raw materials and finished supplements to ensure purity, potency and efficacy. Our in-house Quality Control team uses more than 600 quality testing methods across our product line, even developing and validating new testing methods when industry standards don't exist or simply don't measure up to ours.

Every lot of ingredients is rigorously tested in-house for potency, purity and strength. Over our 50-year history, our renowned scientists have developed hundreds of proprietary methods for testing botanical ingredients, we truly are “the herbal experts”. Having a precise amount of the right parts of the right plants in every formula ensures optimal effectiveness.



EVERY LOT OF INGREDIENTS IS RIGOROUSLY TESTED IN-HOUSE FOR POTENCY, PURITY AND STRENGTH.



## ARTISANAL MANUFACTURING: ENCAPSULATION

As the first company to encapsulate herbs over 50 years ago—a revolutionary innovation when we began our business—we've built an unparalleled tradition of artisanal, small-batch manufacturing.

Our encapsulation team of nine expert craftsmen combine decades of experience with a unique understanding of our herbal ingredients to painstakingly create supplements that reliably deliver nature's healing power. These individuals are truly masters of their craft who are experts at running the equipment and know our products thoroughly.

Unlike traditional pharmaceuticals—which can contain fillers, binders and flow aids, to make them easy to encapsulate—herbs are highly variable and aren't always so easy to put into capsules. That's why expertise is so important, and our team is the best in the business.

The Nature's Sunshine encapsulation team understands the varying needs of the unique herbs and ingredients that go into our products, many of which require different handling, different encapsulation speeds, etc.

The combined decades of experience and the continued investment in encapsulation technology and processes has resulted in a consistent and ever-improving average yield of over 98%, meaning very little product is scrapped. The team uses our state-of-the-art encapsulation machines to continually increase yields, reduce scrap and even reduce downtime during changeover and cleaning.

With ongoing collaboration throughout our organization—from encapsulation to planning, processing and packaging—we have developed an efficient and well-tested process that enables us to consistently provide our customers with the highest-quality products.



**TGA COMPLIANCE**

Our ongoing compliance with the Australian Therapeutic Goods Administration (TGA)—from which we maintain a compliance level of A1, the highest possible rating—is a point of pride at Nature’s Sunshine. The TGA standards are among the most stringent in the world, and our continued compliance with these standards helps us maintain eligibility to register our products in even the strictest international markets.

**ISO STANDARDS**

Nature’s Sunshine maintains the ISO 9001:2015 standard for our robust quality management system. This ensures our activities are as high-quality as possible in developing and manufacturing our products, in serving our customers, and in building relationships with our employees and other organizations.

We also maintain the ISO 17025:2017 standard for testing and calibration laboratories—a standard that sets us apart in our industry. This standard ensures the competence, impartiality and consistent operation of our labs.

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



**COMPLIANCE CERTIFICATIONS**

We have received numerous certifications that demonstrate our ability to safeguard product purity throughout the manufacturing process, ensuring the quality of our herbal and natural supplements.

Our in-house Quality Control team ensures efficacy and potency, as well as adherence to USDA Organic, Kosher, and Halal specifications. Over the past year, we have been expanding the portfolio of products that meet these specifications.

- Certified Good Manufacturing Practice
- NSF International
- US Food and Drug Administration (USFDA)
- USDA Organic
- Therapeutic Goods Administration (TGA)
- World Anti-Doping Agency (WADA)



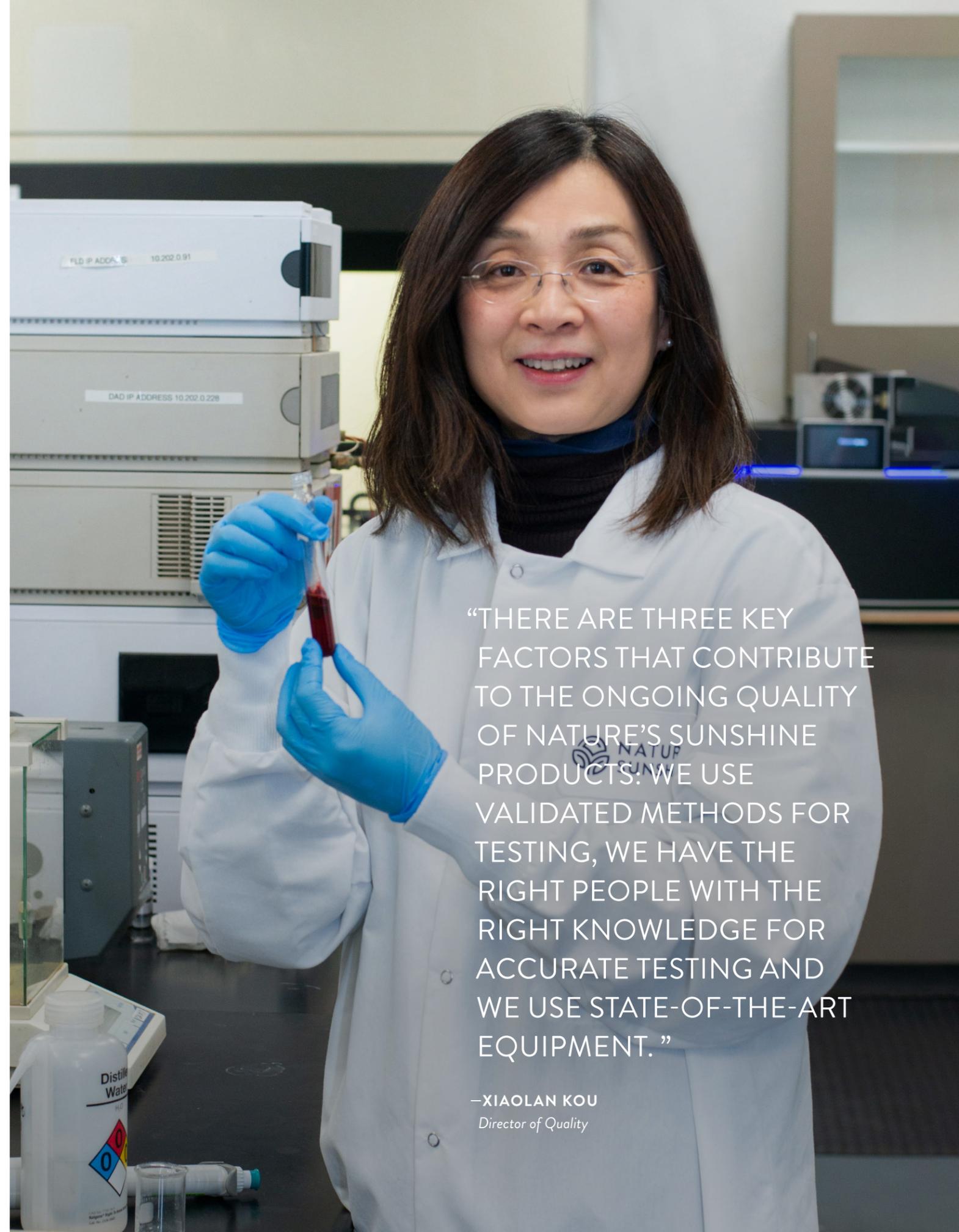
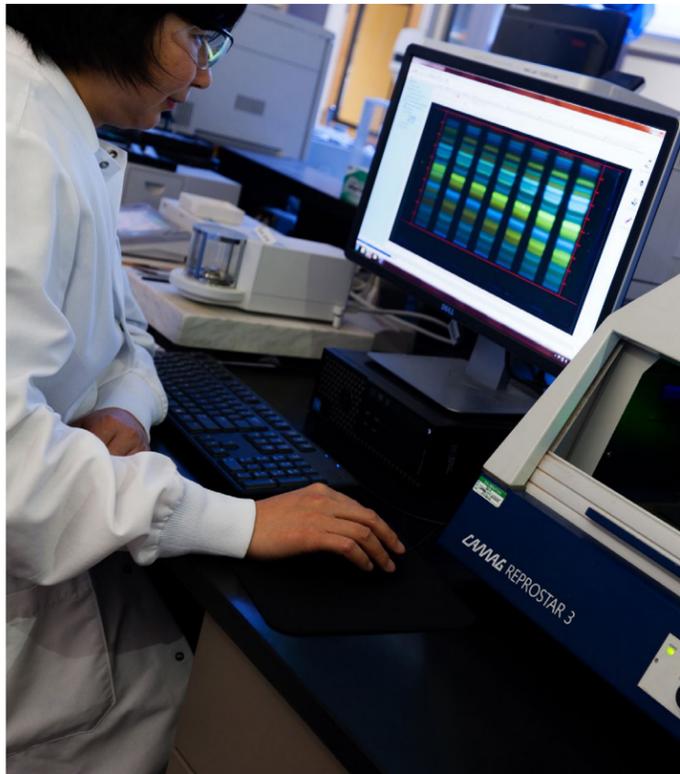
## QUALITY AUDITS AND REGULATIONS

The dedicated quality professionals at Nature's Sunshine are constantly working to not only maintain compliance with existing standards, but also to proactively manage new regulatory developments. For example, over the past year, the team has been working to ensure better compliance with new Food Safety Modernization Act (FSMA) standards for microhazards in food-grade ingredients. These efforts led to updated qualification sheets for vendors.

## RIGOROUS PRODUCT TESTING

Nature's Sunshine employs a group of experts who have developed and continue to improve our testing protocols. They ensure we test our products accurately and get meaningful results. Because our products are herbal and botanical, our testing protocols require very specific types of expertise.

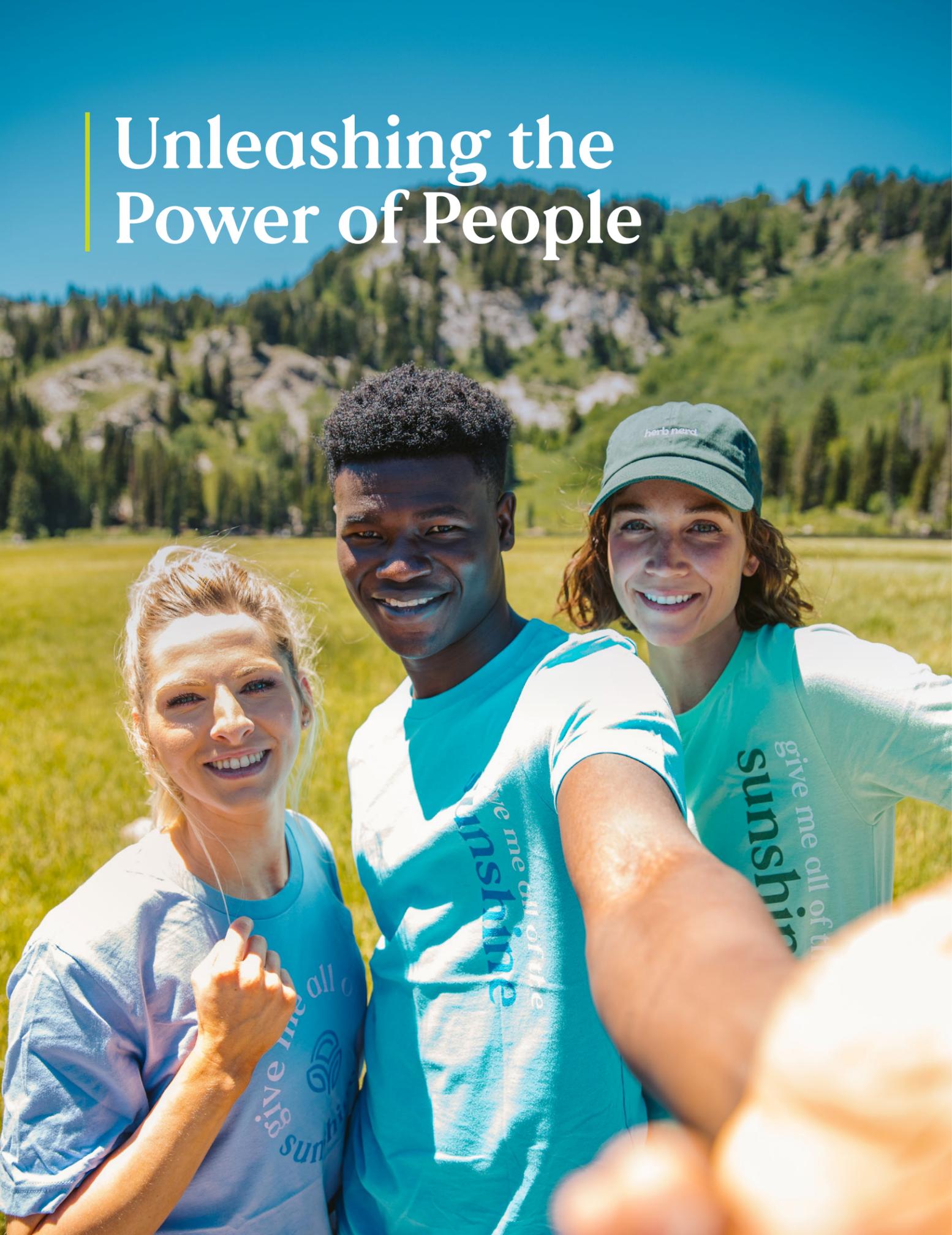
Over the years, we have developed a testing protocol to ensure that before any finished goods are put to market, every raw material and product is tested numerous times for factors like identity, purity and strength. We perform these tests in-house so we can be even more confident in the efficacy of our products.



“THERE ARE THREE KEY FACTORS THAT CONTRIBUTE TO THE ONGOING QUALITY OF NATURE'S SUNSHINE PRODUCTS: WE USE VALIDATED METHODS FOR TESTING, WE HAVE THE RIGHT PEOPLE WITH THE RIGHT KNOWLEDGE FOR ACCURATE TESTING AND WE USE STATE-OF-THE-ART EQUIPMENT.”

—XIAOLAN KOU  
Director of Quality

# Unleashing the Power of People



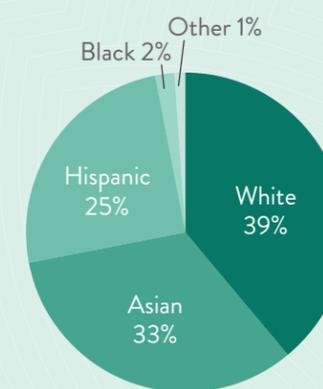
## OUR PEOPLE MAKE A DIFFERENCE

As one of the first companies to encapsulate herbs, Nature's Sunshine has a tremendous legacy that has been built by our incredible people. That's why we are focused on creating a great place to work, where employees feel they belong; feel heard; feel well and balanced; and can grow professionally and personally.

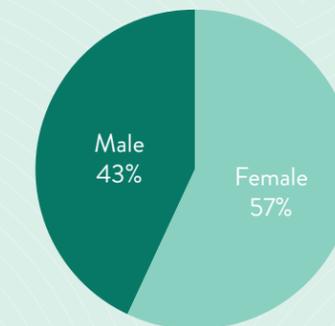
Our culture also encourages every employee to make taking care of their well-being a priority, engage in their health and wellness, live a more active lifestyle and become brand ambassadors. It's a culture where we work together as a team and every employee contributes to our overall success.

We welcome diverse talent and intentionally build a workforce of people with viewpoints and backgrounds as diverse as the customers we serve. Our diversity makes us better, stronger, and happier in both work and life.

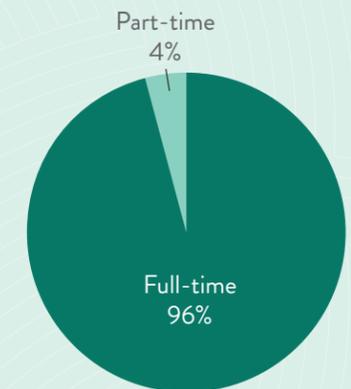
### 2022 EMPLOYEE BREAKDOWN



RACE



GENDER



EMPLOYMENT TYPE

## 2022 STEVIE AWARDS

The American Business Awards—or Stevie Awards—honor organizations and the people behind them, recognizing outstanding performances in the workplace worldwide. Nature’s Sunshine received 3 Stevie Awards in 2022.



### GOLD STEVIE WINNER

Marketing Campaign of the Year, Health, Fitness & Wellness



### SILVER STEVIE WINNER

Re-Branding / Brand Renovation of the Year



### SILVER STEVIE WINNER

Company of the Year, Health Products & Services

## 2022 COMPARABLY AWARDS

The American Business Awards—or Stevie Awards—honor organizations and the people behind them, recognizing outstanding performances in the workplace worldwide. Nature’s Sunshine received 2 Comparably Awards in 2022.

- Best Product + Design Departments 2022
- Best Operations Departments 2022

## CEO TODAY 2022 USA AWARD

Our own CEO, Terrence Moorehead, was named the CEO Today top business leader of 2022 for his demonstrated ability to navigate the Company through the challenges of recent years by implementing innovations and creative business approaches, as well as by ensuring a focus on and commitment to the people of Nature’s Sunshine.



## DIVERSITY, EQUITY, & INCLUSION

At Nature’s Sunshine, we champion diversity, equity, and inclusion throughout our company and our communities globally. We are passionate about health and wellness and our people are our greatest strength. We have a great community made up of diverse individuals who truly care about each other. Regardless of position, we all share in the responsibility of building a positive culture and community where everyone is included and treated with fairness, respect and equal opportunities for employment or advancement.

When our people feel safe and supported, they are better able to channel this positivity into the world around them. We want our employees to know their viewpoints are heard and valued, so they can be better equipped to serve our diverse global customers.



## UNIVERSITY PARTNERSHIP

Nature’s Sunshine partners with the Eccles School of Business at the University of Utah to provide financial aid to a number of diverse or underrepresented students to support their education pursuits. In 2022, the scholarships were awarded to three deserving students.

1. E. Amin—Business Major
2. N. Taha—Finance Major
3. A. Obi—Information Systems Major

## POSITIVE EMPLOYEE EXPERIENCE

One of our main focus areas in 2022—and every year—has been creating a more positive, engaging employee experience. We even developed and distributed a new leadership and employee handbooks detailing our leadership strategies and comprehensive total rewards including our benefit offerings.

One metric we use to demonstrate success in the way we care for our people is how long they choose to stay with Nature’s Sunshine. As of 2022, our average employee tenure is 10.2 years.

We are also working to further integrate ESG into the way we do business, including in how we recruit and engage with our employees. We now include an ESG statement in our job postings and role descriptions. We want to clearly articulate our priorities to the people who want to work with us, and we want to attract those whose values align with our own.

### OUR INCLUSIVE CULTURE

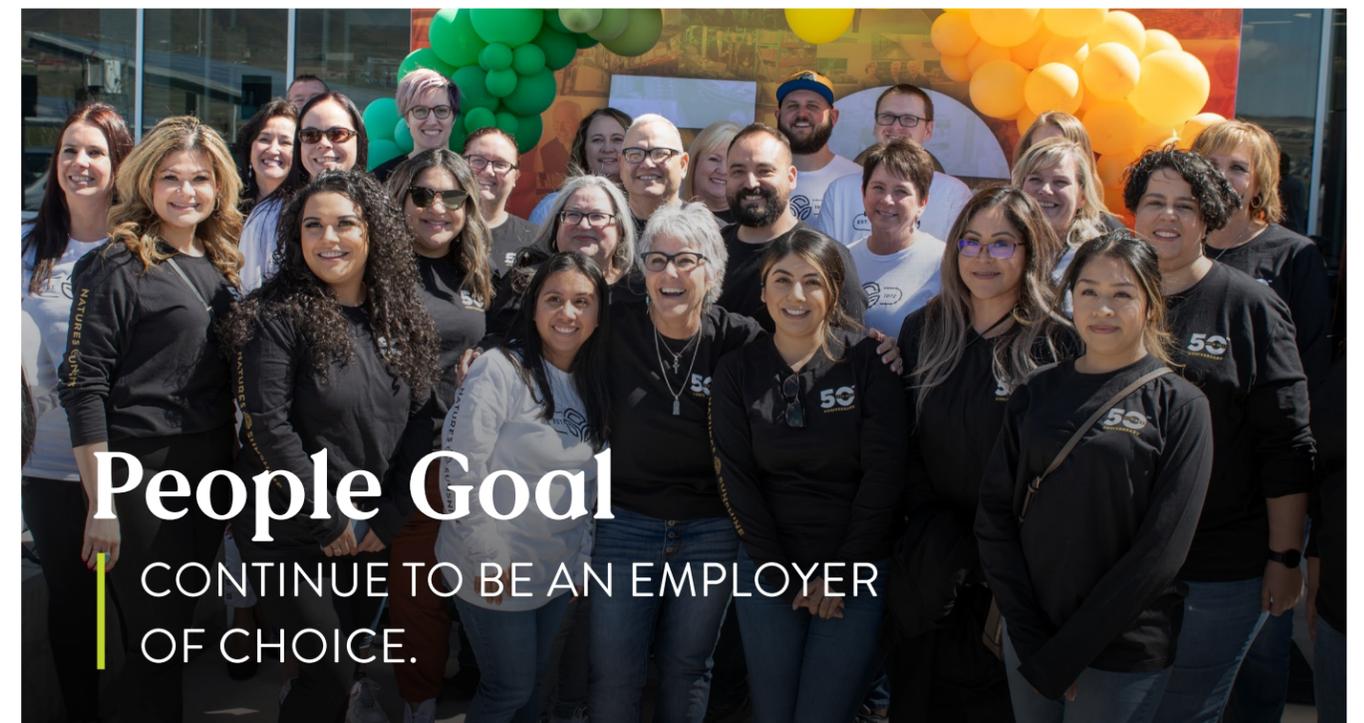
Nature’s Sunshine is dedicated to leveraging the diverse backgrounds and experiences of our team to champion social and environmental wellness. And through sustainable processes, renewable energy and waste reduction, we’re devoted to preserving nature’s power for future generations.

We believe integrity—doing what’s right, in the right way—is how we succeed as a company and a society. We are stronger together, and we celebrate the unique perspectives of our diverse workforce. Our commitment to diversity, equality, inclusion and belonging ensures that every employee is treated with fairness and respect.



“ESG HAS COME TO THE FOREFRONT OF HOW NATURE’S SUNSHINE DOES BUSINESS; IT’S NOT JUST AN AFTERTHOUGHT. IT’S IMPORTANT TO US AND TO OUR EMPLOYEES, AND IT HAS BECOME A MAJOR PART OF OUR DECISION-MAKING PROCESS.”

—TRACEE COMSTOCK  
Vice President of Human Resources



## People Goal

CONTINUE TO BE AN EMPLOYER OF CHOICE.

## HEALTH, SAFETY & WELL-BEING

At Nature's Sunshine, we are always working to maintain a culture of safety at all of our sites. We primarily demonstrate these efforts through reductions in our Experience Modification (EMOD) safety rates. In 2022, we achieved an EMOD safety rating of 0.76 compared to 0.84 in 2021 (lower is better, less than 1.0 is ideal).

## MYFLEX WORK SCHEDULE

We want our people to feel safe, supported, and able to do their best work. Introduced at the beginning of 2022, the MYFLEX work schedule enables employees to design a flexible working schedule that best accommodates their needs, the needs of their department and the needs of their families.

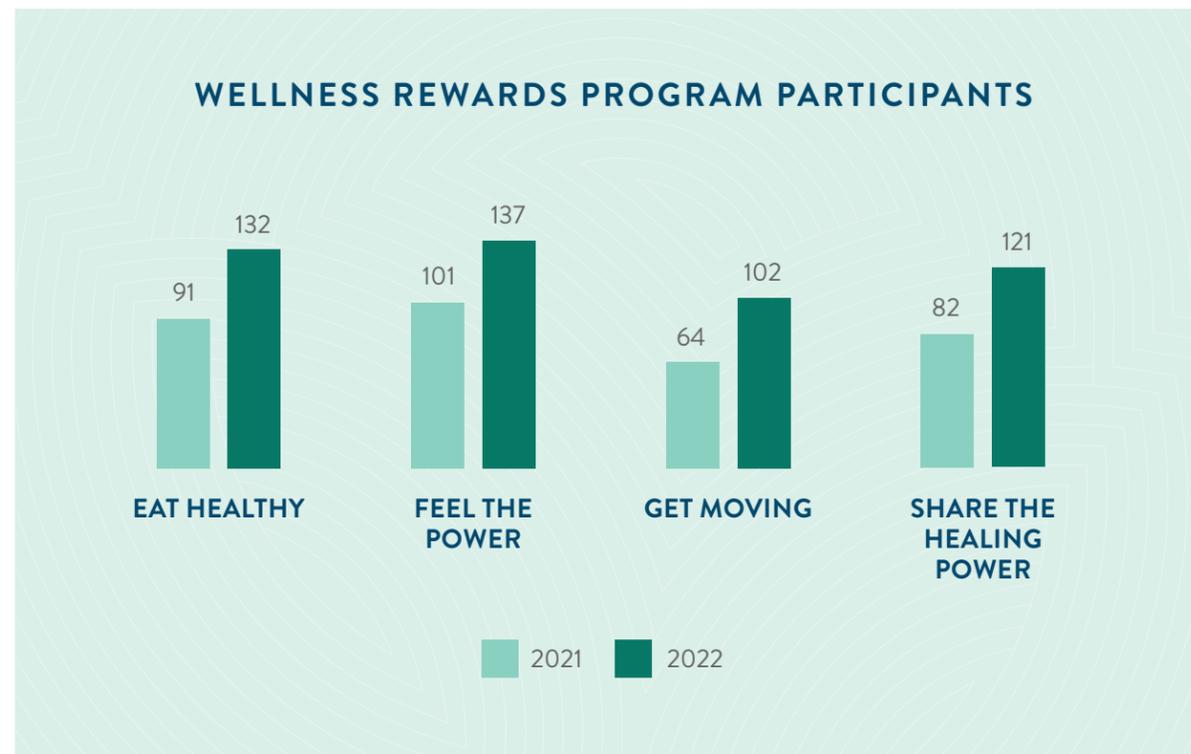
## LEADERSHIP EDGE AND INSPIRING EXCELLENCE

We have a responsibility to invest in the development of our people to help them reach their potential. Created to help leaders learn best practices, the Leadership EDGE inspires excellence and helps employees lead more effectively. Leaders who prioritize continuous learning will be prepared to take on greater challenges in the future.

When it comes to training, each leader works with their direct reports to create a Personal Development Program (PDP) that they work on throughout the year. This program is designed to help every employee learn, grow, and add greater value to our organization.

## WELLNESS REWARDS PROGRAM

We launched our Total and Wellness Rewards programs in 2021, offering competitive wellness benefits and a system for rewarding employees who make it a priority to engage in healthy habits, commit to continuous learning, and take steps to live a more active lifestyle. The Wellness Rewards program includes four main initiatives: Eat Healthy, Get Moving, Feel the Power and Share Healing Power. From 2021 to 2022, we saw an increase in participation across all four initiatives:



“THE LEADERSHIP EDGE HELPED ME LEARN BEST PRACTICES TO MULTIPLY THE TALENTS OF MY TEAM. IT TAUGHT ME HOW TO ASK BETTER QUESTIONS, CHALLENGE THE TEAM TO OVERCOME STATUS QUO, AND STRETCH HIGHER TO ACHIEVE GREATER RESULTS.”

—DUSTIN SIMONS  
Executive Director, Manufacturing

## MAKING AN IMPACT

Many women and children around the world struggle to get the nourishment they need to live a happy, healthy life. Through the Impact Foundation, we are working to help provide women and children with the essential vitamins and nutrition they need to thrive.

Our people are closely involved with the Impact Foundation—funding primarily originates from employees, distributors and customers, many of whom have helped plan and execute projects in their local communities. The Foundation represents an outstanding example of global collaboration among our people, as Nature's Sunshine and Synergy teams come together to further our shared mission.

### IMPACT FOUNDATION

Founded in 2019 by Nature's Sunshine Products Inc., the Impact Foundation, is a 501c3 organization. It serves as the philanthropic arm of Nature's Sunshine and Synergy Worldwide, directing funding, products and volunteer resources in support of our mission to share the healing power of nature.

EVERYONE DESERVES THE CHANCE TO LIVE A HAPPY AND HEALTHY LIFE. WE FEEL AN OBLIGATION TO PROVIDE THAT OPPORTUNITY, ESPECIALLY TO THOSE WHO ARE LESS FORTUNATE.

## Foundation Goal

SHARE THE HEALING POWER OF NATURE WITH 1,000,000 WOMEN AND CHILDREN BY 2025.



656,468  
LIVES IMPACTED



## VITAMIN ANGELS

In 2022, we continued our ongoing partnership with Vitamin Angels, a global organization that provides lifesaving vitamins to women and young children at risk for malnutrition.

Because the nutritional needs of expecting mothers and children cannot be put on hold, Nature's Sunshine and Impact Foundation matched donations throughout the week of Mother's Day 2022 to Vitamin Angels to support the health of women and children in underserved

communities, across the U.S. and around the world. This resulted in funding that was able to provide life-changing nutrients to 60,000 women and children.

Some of our global teams, such as Nature's Sunshine Canada, also conducted smaller, more localized fundraising campaigns for Vitamin Angels in 2022.



Since our partnership with Vitamin Angels began in 2020, the Impact Foundation has helped more than 495,000 women and children receive essential vitamins and nutrients. Since the announcement of our 2025 goal, we have impacted 239,328 lives—more than one-fourth of the way toward our goal.

## FEED MY STARVING CHILDREN

In partnership with the nonprofit organization Feed My Starving Children, Nature's Sunshine hosted a two-day event at our manufacturing facility where about 300 team members volunteered to pack more than 108,000 meals for families in need around the world.



## SERVING OUR KIDS FOUNDATION

In 2022, Nature's Sunshine and Synergy Worldwide hosted 1,000 distributors from the Asia-Pacific region at a Synergy Leadership Retreat in Las Vegas, Nevada. During the summit, in partnership with the Serving Our Kids Foundation, volunteers packed more than 4,200 crisis weekend meal kits for children facing food insecurity and living in underserved communities.



## SUPPORTING UKRAINIAN CHILDREN & FAMILIES

Ukraine is home to Nature's Sunshine associates, distributors, customers and dear friends. Together with the Impact Foundation, we are committed to supporting those affected by the ongoing conflict in the region. Nature's Sunshine Board of Directors have come together in solidarity to aid victims of the conflict by donating \$20,500 to the Impact Foundation; Nature's Sunshine has matched these donations. Additionally, the Impact Foundation has committed \$40,000 to Ukraine relief efforts to bring the total to \$80,000.

Nature's Sunshine Poland has been working to support the children and families impacted by the ongoing crisis in Ukraine. In 2022, the team gathered more than \$17,000 in donations to the SOS Children's Villages Association in Poland to help families receive essential

supplies like food, water, and medicine. Additionally, the Nature's Sunshine office in Poland serves as a meeting point and information center for Ukrainian distributors and customers arriving in Poland.

Starting in December of 2022, Nature's Sunshine Poland has also been fundraising in partnership with the Latvian foundation "Your Friends," gathering funds to support the needs of Ukrainian school children and their families living on the front lines and who are directly affected by military action.



## WORLD HEART DAY IN SOUTHEAST ASIA

To celebrate World Heart Day, Synergy Thailand, Malaysia, and Indonesia raised funds by donating a portion of proceeds from Synergy product packs to local organizations in their communities. To fundraise for the campaign, each region focused on product pack sales of Synergy's Heart Health product packs, which included various heart health products such as Pro-Argi9 and donated the proceeds of those nearly 200 Heart Health product packs sold across the region.

Synergy Thailand partnered with the Cardiac Children's Foundation of Thailand to help provide children living in poverty with access to free healthcare check-ups.

Synergy Malaysia partnered with the Malaysian Association for The Welfare of Mentally Challenged Children and visited their local center.



SYNERGY INDONESIA PARTNERED WITH THE LITTLE HEART FOUNDATION TO SUPPORT A LIFE-CHANGING HEART SURGERY FOR A YOUNG CHILD IN THEIR COMMUNITY.



## PRIMARY CHILDREN'S HOSPITAL

Synergy Worldwide and the Impact Foundation completed their annual Heart Health Month campaign in 2022, which culminated in the presentation of a check for \$30,000 to the Heart Center at Intermountain Primary Children's Hospital (PCH). This is an ongoing partnership that we began in 2021, and the 2022 campaign brings the total donated amount to \$55,000.

# Doing the Right Thing, The Right Way

## BUSINESS ETHICS & BEHAVIORS

We are committed to living by our Code of Conduct—and sharing our Supplier Code of Conduct with our suppliers—to ensure a shared focus on ethical behavior, quality, service, integrity and compliance. This is crucial for our sustained future success.

Our Code of Conduct is part of a broader compliance program that includes policies, awareness campaigns and regular training programs that are conducted annually (at minimum). We also maintain a confidential silent

whistle report system through which employees can anonymously report any concerning activity they suspect might violate our Code of Conduct or policies. Our silent whistle reporting system is operated by an independent third party, and we have a strict no-retaliation policy for any reports submitted in good faith.

We also uphold compliance with the Foreign Corrupt Practices Act (FCPA) through our Anti-Corruption Policy.

## CONSULTANT BEST PRACTICES

As a company that works with a vast global network of independent consultants, we expect these consultants to adhere to numerous best practices when operating their business and supplying Nature's Sunshine products to customers. These include a Code of Ethics, as well as guidelines for handling personal information, processing and shipping orders, product care and quality controls, upholding our 100% Satisfaction Guarantee, and more.

We provide descriptive and educational material for our distributors regarding our guidelines and policies to mitigate regulatory risks and promote compliant consultant business practices. Training is delivered through various channels including, but not limited to, online videos and guides, company events, and one-on-one coaching.

All independent consultants agree to conduct business as independent Nature's Sunshine product distributors, with honesty and fairness, acting ethically, legally, and professionally at all times, and in accordance with our stated policies, with the understanding that independent consultants are acting as representatives of our business. We conduct consultant audits for retail sales and compliance with our Policies and Procedures.



## PROTECTING PRIVACY AND DATA

Securing personal data remains a top priority at Nature’s Sunshine. We comply with all applicable privacy and data protection laws in the countries and markets where we operate. We take the appropriate administrative, technical and physical measures to ensure the personal data we collect remains both accurate and secure.

Our legal and compliance departments oversee our privacy policies; they are also responsible for the global

implementation and oversight of our privacy program. Additionally, our internal Privacy and Cybersecurity Committee meets regularly to monitor our privacy- and cybersecurity-related practices and to ensure all functional teams are aligned and committed to the appropriate privacy and cybersecurity protections.

Find out more about our governance practices, policies and committees on our website.



## BOARD OF DIRECTORS

Our Board of Directors is made up of eight independent Directors and our President and CEO, Terrence Moorehead. The Nature’s Sunshine Board is committed to maintaining the highest standards for our employees, officers, and directors. The various committees are responsible for prioritizing appropriate corporate governance practices. These committees include:

- Audit Committee
- Compensation Committee
- Governance Committee (The Governance Committee’s responsibilities include oversight of ESG initiatives)
- Risk Management Committee

Board Diversity Matrix	
<b>Total Board Members</b>	<b>9</b>
Gender	
<b>Male</b>	<b>6</b>
<b>Female</b>	<b>3</b>
Ethnicity	
<b>African American</b>	<b>1</b>
<b>Asian</b>	<b>1</b>
<b>White</b>	<b>7</b>

# Appendix

# SASB INDEX

## PROCESSED FOODS SUSTAINABILITY ACCOUNTING STANDARDS

METRIC	SASB CODE	RESPONSE	PAGE	ADDITIONAL INFORMATION
<b>Energy Management</b>				
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	FB-PF-130a.1	In 2022, Nature's Sunshine purchased a total of 7,191,423 kilowatt-hours (kWh) of energy, with 2,684,186 kWh coming from renewable sources; beginning in July of 2022, we operated using 100% solar energy at our sole manufacturing facility in Spanish Fork, Utah. This site accounts for nearly 70% of our total operational energy consumption.		
<b>Water Management</b>				
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	FB-PF-140a.1	Total 2022 water consumption:16.7 million gallons (63,216 cubic meters)		Based on WRI Baseline Water Stress labels; 94.7% of Nature's Sunshine water consumption comes from regions of Low or Low-Medium water stress.
Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-PF-140a.2		p. 25	
Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	FB-PF-140a.3			Metric not currently tracked
<b>Food Safety</b>				
Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-PF-250a.1			Nature's Sunshine is not subject to GFSI audits, but we received zero citations of noncompliance for quality audits conducted in 2022 (including NSF and FDA audits).
Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	FB-PF-250a.2			
(1) Total number of notices of food safety violation received, (2) percentage corrected	FB-PF-250a.3	None		
(1) Number of recalls issued and (2) total amount of food product recalled	FB-PF-250a.4	One product recall issued in 2022; 8,662 pounds recalled		Out of an abundance of caution for the health and safety of our consumers, Nature's Sunshine conducted this voluntary recall in July of 2022.

<b>Health &amp; Nutrition</b>				
Revenue from products labeled and/or marketed to promote health and nutrition attributes	FB-PF-260a.1			Metrics not currently tracked
Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-PF-260a.2	Nature's Sunshine demonstrates a commitment to the health of our customers in a number of ways, including maintaining the ISO 9001:2015 standard for our robust quality management system, as well as ongoing compliance with the regulatory standards (e.g. 21 CFR Part 111). We conduct rigorous in-house testing of all products, and we ensure that our products adhere to other national and international standards, such as NSF International, Australia TGA, and Certified Good Manufacturing Practice.	p.29, 40-45	
<b>Product Labeling &amp; Marketing</b>				
Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	FB-PF-270a.1			Metrics not currently tracked
Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	FB-PF-270a.2		p. 29	While currently 97% of our ingredients are GMO-free, we do not acquire third-party certification for our non-GMO labeling, and we do not currently track the revenue from ingredients and products classified as non-GMO.
<b>Packaging Lifecycle Management</b>				
(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	FB-PF410a.1	(1) Total weight of plastic packaging in 2022 was 1.21m pounds. (2) The percentage made from recycled and/or renewable materials in 2022 was 40%. (3) The percentage that is recyclable, reusable, and/or compostable in 2022 was 85%.		
Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF-410a.2		p. 28	

Environmental & Social Impacts of Ingredient Supply Chain				
Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard	FB-PF-430a.1		p. 29	
Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-PF-430a.2			Metrics not currently tracked
Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	FB-PF-140a.3		p. 36-39	
Ingredient Sourcing				
Identification of principal crops and description of risks and opportunities presented by climate change	FB-PF-440a.1	Nature's Sunshine acquires herbs and other ingredients from around the world, including the U.S., Brazil, China, Russia, many European countries and more. We source ingredients from a wide variety of terrains and environments, from the Appalachian Mountains to the Tibetan Plateau. We recognize that virtually all of these regions face risks related to the changing global climate, including droughts, floods, extreme weather, wildfires and more. We support the farmers and suppliers we engage with in their endeavors to implement and maintain sustainable agriculture and growing practices.		
Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	FB-PF-440a.2			Metric not currently tracked
Activity Metric				
Weight of products sold	FB-PF-000.A			Metric not currently tracked
Number of production facilities	FB-PF-000.B	One		Manufacturing facility in Spanish Fork, Utah

## GRI APPENDIX

DISCLOSURE	LOCATION/RESPONSE
GRI 2: General Disclosures 2021	
2-1 Organizational details	p. 6
2-2 Entities included in the organization's sustainability reporting	p. 6, 16-17
2-3 Reporting period, frequency and contact point	p. 6, 10-11
2-4 Restatements of information	p. 6
2-5 External assurance	Nature's Sunshine obtained limited third-party assurance on our 2022 reported GHG emissions and operational water and waste data.
2-6 Activities, value chain and other business relationships	Nature's Sunshine 10-K, page 4
2-7 Employees	Nature's Sunshine 10-K, page 9
2-8 Workers who are not employees	Nature's Sunshine partners with a vast global network of independent consultants who sell Nature's Sunshine products directly to customers.
2-9 Governance structure and composition	Nature's Sunshine Proxy Statement, pages 19-21
2-10 Nomination and selection of the highest governance body	Nature's Sunshine 10-K, page 80
2-11 Chair of the highest governance body	Nature's Sunshine 10-K, page 73
2-12 Role of the highest governance body in overseeing the management of impacts	Nature's Sunshine 10-K, page 10
2-13 Delegation of responsibility for managing impacts	Nature's Sunshine 10-K, page 10
2-14 Role of the highest governance body in sustainability reporting	Nature's Sunshine 10-K, page 10
2-15 Conflicts of interest	Nature's Sunshine Proxy Statement, page 22
2-16 Communication of critical concerns	
2-17 Collective knowledge of the highest governance body	Nature's Sunshine Proxy Statement, pages 15-17
2-18 Evaluation of the performance of the highest governance body	Nature's Sunshine Proxy Statement, page 23
2-19 Remuneration policies	Nature's Sunshine Proxy Statement, beginning on page 30
2-20 Process to determine remuneration	Nature's Sunshine Proxy Statement, beginning on page 30
2-21 Annual total compensation ratio	Nature's Sunshine Proxy Statement, beginning on page 30
2-22 Statement on sustainable development strategy	p. 10-11
2-23 Policy commitments	p. 61
2-24 Embedding policy commitments	p. 61
2-25 Processes to remediate negative impacts	Nature's Sunshine Corporate Code of Conduct, page 4-5
2-26 Mechanisms for seeking advice and raising concerns	Nature's Sunshine Corporate Code of Conduct, page 4-5
2-27 Compliance with laws and regulations	p. 61

2-28 Membership associations	p. 31
2-29 Approach to stakeholder engagement	p. 13
2-30 Collective bargaining agreements	
<b>GRI 3: Material Topics 2021</b>	
3-1 Process to determine material topics	p. 13
3-2 List of material topics	p. 13
3-3 Management of material topics	p. 13
<b>GRI 205: Anti-corruption 2016</b>	
205-1 Operations assessed for risks related to corruption	
205-2 Communication and training about anti-corruption policies and procedures	
205-3 Confirmed incidents of corruption and actions taken	None
<b>GRI 206: Anti-competitive Behavior 2016</b>	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None
<b>GRI 207: Tax 2019</b>	
207-1 Approach to tax	Nature's Sunshine 10-K pages 8, 14, 17, 23, 28, 38-55
207-2 Tax governance, control, and risk management	Nature's Sunshine 10-K pages 8, 14, 17, 23, 28, 38-55
<b>GRI 301: Materials 2016</b>	
301-1 Materials used by weight or volume	
301-2 Recycled input materials used	p. 28
301-3 Reclaimed products and their packaging materials	Metric not currently tracked
<b>GRI 302: Energy 2016</b>	
302-1 Energy consumption within the organization	p. 64, SASB Code FB-PF-130a.1
302-2 Energy consumption outside of the organization	
302-3 Energy intensity	Metric not currently tracked
302-4 Reduction of energy consumption	p. 22-23
302-5 Reductions in energy requirements of products and services	p. 22-23
<b>GRI 303: Water and Effluents 2018</b>	
303-1 Interactions with water as a shared resource	p. 25
303-2 Management of water discharge-related impacts	
303-3 Water withdrawal	16.7 million gallons (63,216 cubic meters)
303-4 Water discharge	Metric not currently tracked

303-5 Water consumption	p. 63, SASB Code FB-PF-140a.1
<b>GRI 305: Emissions 2016</b>	
305-1 Direct (Scope 1) GHG emissions	2022 Scope 1 emissions were 1,025 tCO <sub>2</sub> e
305-2 Energy indirect (Scope 2) GHG emissions	2022 Scope 2 emissions from purchased electricity totaled 1,723 tCO <sub>2</sub> e.
305-3 Other indirect (Scope 3) GHG emissions	2022 Scope 3 emissions totaled 52,681 tCO <sub>2</sub> e and included the following categories: <ul style="list-style-type: none"> <li>• Purchased goods and services</li> <li>• Upstream fuel emissions</li> <li>• Market-based T&amp;D losses</li> <li>• Upstream transportation and distribution</li> <li>• Offsite waste</li> <li>• Business travel</li> <li>• Employee commute</li> <li>• Upstream leased assets</li> <li>• Product transport</li> </ul>
305-4 GHG emissions intensity	Metric not currently tracked
305-5 Reduction of GHG emissions	p. 22-23
305-6 Emissions of ozone-depleting substances (ODS)	Metric not currently tracked
305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	Metric not currently tracked
<b>GRI 306: Waste 2020</b>	
306-1 Waste generation and significant waste-related impacts	p. 24-25
306-2 Management of significant waste-related impacts	p. 24-25
306-3 Waste generated	p. 24-25
306-4 Waste diverted from disposal	p. 24-25
306-5 Waste directed to disposal	p. 24-25
<b>GRI 401: Employment 2016</b>	
401-1 New employee hires and employee turnover	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Detailed on Nature's Sunshine careers webpage
401-3 Parental leave	Detailed on Nature's Sunshine careers webpage
<b>GRI 403: Occupational Health and Safety 2018</b>	
403-1 Occupational health and safety management system	
403-2 Hazard identification, risk assessment, and incident investigation	Nature's Sunshine Corporate Code of Conduct, page 6
403-3 Occupational health services	p. 52
403-4 Worker participation, consultation, and communication on occupational health and safety	Nature's Sunshine Corporate Code of Conduct, page 6

403-5 Worker training on occupational health and safety	
403-6 Promotion of worker health	p. 52
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
403-8 Workers covered by an occupational health and safety management system	
403-9 Work-related injuries	2022 Total Recordable Injury Rate (TRIR): 0.7; zero work-related fatalities were recorded in 2022.
403-10 Work-related ill health	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	
405-1 Diversity of governance bodies and employees	p. 47, 62
405-2 Ratio of basic salary and remuneration of women to men	
<b>GRI 413: Local Communities 2016</b>	
413-1 Operations with local community engagement, impact assessments, and development programs	p. 54-59
413-2 Operations with significant actual and potential negative impacts on local communities	
<b>GRI 416: Customer Health and Safety 2016</b>	
416-1 Assessment of the health and safety impacts of product and service categories	p. 40-45
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	p. 40-45
<b>GRI 417: Marketing and Labeling 2016</b>	
417-1 Requirements for product and service information and labeling	Nature's Sunshine 10-K, pages 6-7, 11-12
417-2 Incidents of non-compliance concerning product and service information and labeling	None
417-3 Incidents of non-compliance concerning marketing communications	None
<b>GRI 418: Customer Privacy 2016</b>	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None

## ABOUT THIS REPORT

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.”



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