

NATURES  SUNSHINE

LIVE ON THE BRIGHT SIDE

2025 IMPACT REPORT



“

OUR IMPACT
BEGINS WITH NATURE,
GROWS THROUGH
THE EXPERTISE
AND COMMITMENT
OF OUR PEOPLE,
AND REACHES
THE WORLD THROUGH
EVERY PRODUCT,
PARTNERSHIP,
AND COMMUNITY
WE SUPPORT.

KEN ROMANZI
Chief Executive Officer



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MESSAGE FROM THE CEO

BUILDING A BRIGHTER FUTURE

At Nature’s Sunshine, we believe the best solutions begin with nature—and nature thrives with sunshine. That’s why we Live on the Bright Side, helping people around the world do the same.

For more than 50 years, we’ve traveled the world—from the Amazon rainforest to the Himalayan mountains—searching for Earth’s most powerful botanicals. But finding remarkable ingredients is only part of our responsibility. Protecting the people, communities, and ecosystems that make them possible is equally important.

We remain committed to our mission, to bring nature and science together to elevate lives through the power of nature while caring for the world we all share. Every decision we make, from responsibly sourcing botanicals to manufacturing with 100% solar power, reflects our belief that true wellness should create a healthier future for both people and the planet.

This report highlights the meaningful progress we’ve made toward that future. We’ve achieved many of the ambitious goals we set for ourselves, while continuing to raise

the bar for environmental stewardship, responsible innovation, and operational excellence. Just as important, it reflects our commitment to never stop improving.

We believe Living on the Bright Side is a way of life. It’s choosing progress over shortcuts, caring for the world that cares for us, and creating opportunities for people everywhere to thrive.

Thank you for joining us on this journey. Together, we can continue building a healthier, more sustainable future—and we invite you to Live on the Bright Side with Nature’s Sunshine.

A handwritten signature in black ink, appearing to read 'Ken Romanzi'.

KEN ROMANZI
Chief Executive Officer

ABOUT NATURE'S SUNSHINE

We are a natural health and wellness company based in Utah, serving customers in 40 markets worldwide. With over 50 years of experience as herbal experts, we create and distribute nutritional and personal care products through wholesale, practitioners, specialty retailers, and direct-to-consumer channels.

Nature's Sunshine Products, Inc. includes two brands—Nature's Sunshine and Synergy Worldwide—and operates across Asia, Europe, North America, and Latin America. Our portfolio includes more than 800 products in six categories: digestive, general health, cardiovascular, immune support, sports and energy, and weight management.

We use more than 300 botanicals and other raw materials, testing each for quality before formulation, production, packaging, and shipment. In 2025, approximately 80% of our 16.3 million units were manufactured at our Spanish Fork, Utah, facility. The remaining 20% were produced by contract manufacturers operating to our specifications and quality standards.

OUR PROFESSIONAL PARTNERSHIPS STRENGTHEN OUR EFFORTS

We are proud to be long-time members and active participants in both local and national herbal product trade associations and sustainability organizations.

- ☑ American Botanical Council (ABC)
- ☑ Sustainable Herbs Initiative
- ☑ U.S. Environmental Protection Agency (EPA)
- ☑ Australia's Therapeutic Goods Administration (TGA)
- ☑ International Aloe Science Council (IASC)



6P QUALITY GUARANTEE

BEYOND QUALITY. TOTAL INTEGRITY.

While everyone claims “Quality,” few define it. Nature’s Sunshine does. Our 6P Quality Guarantee encompasses six measurable standards that have guided everything we’ve done since 1972, creating an unparalleled level of excellence in the industry.

1

PURITY

Pure by Nature. Proven by Science.

We go beyond industry standards to verify the authenticity, purity and safety of every ingredient.

- ▣ Purity is never assumed. It's proven through rigorous testing.
- ▣ ISO 17025-accredited in-house laboratory
- ▣ Advanced testing confirms plant identity & active compounds
- ▣ Screens for heavy metals, pesticides, microbes & contaminants



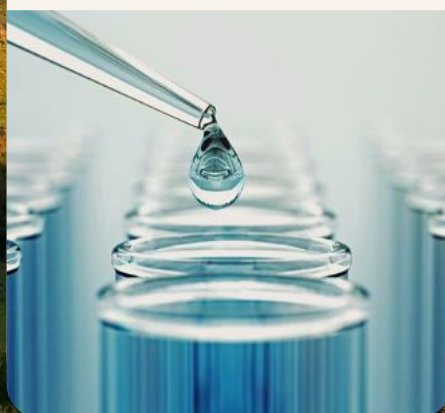
2

POTENCY

Precision Formulated for Meaningful Results.

We formulate using advanced research and ingredient synergy testing to deliver consistent, targeted support.

- ▣ Cellular, biochemical & real-time analysis validates ingredient performance
- ▣ Advanced technologies isolate and measure active compounds
- ▣ Formulas designed for optimal ingredient synergy
- ▣ Potency and stability verified throughout shelf life



3

PROOF

Wellness Backed by Evidence.

Every formula is supported by scientific validation, clinical evaluation and measurable performance testing.

- ▣ DNA authentication and phytochemical fingerprinting
- ▣ Mechanism of action and biological efficacy testing
- ▣ Human clinical studies validate measurable outcomes
- ▣ Research-driven formula refined through continuous testing



4

PLANET & PEOPLE

Caring for Wellness at Every Level.

We responsibly source botanicals and support healthier communities through sustainable, ethical partnerships around the world.

- ▣ Direct partnerships with growers and wildcrafters
- ▣ Sustainable sourcing that protects biodiversity
- ▣ Support for local communities and traditional harvesting practices
- ▣ 100% solar-powered manufacturing facility



5

PRODUCTION

Crafted by Us. Controlled by Us.

Unlike most supplement brands, we oversee every step of production to ensure unmatched quality, consistency and transparency.

- ▣ Complete vertical integration from sourcing to manufacturing
- ▣ In-house formulation, testing and quality control
- ▣ Every batch tested to meet strict standards
- ▣ Flexible infrastructure supports innovation without compromise



6

PIONEERS

Leading Herbal Wellness Since 1972.

We didn't join the natural wellness movement; we helped create it in 1972. And we continue to elevate human wellness through innovation in every product we create.

- ▣ First company in the world to encapsulate herbs
- ▣ Over five decades of herbal and scientific expertise & innovation
- ▣ Our pharmaceutical-grade research laboratory analyzes and validates natural compounds and herbal formulas



OUR 2025 GOALS

A FIVE-GOAL COMMITMENT TO PEOPLE AND PLANET.

As our 2025 impact goals come to a close, we take time in this report to celebrate our achievements and the people who have contributed to our progress over the years. In the coming months, we will announce our 2030 goals and targets designed to honor the legacy of Nature's Sunshine and grow our impact for years to come.

“

I'm proud of the meaningful progress we've made in caring for people and the planet. Our 2025 achievements reflect the passion and commitment of employees around the world and demonstrate that purpose is at the heart of how we do business. As we look ahead to our 2030 goals, we're excited to continue building a healthier future for people, communities, and the planet.”

Samantha Thee | Sr. Manager, Social Impact & Sustainability

1 100% renewable energy at owned manufacturing by 2023

100% ACHIEVED
Our owned manufacturing source 100% of its electricity needs from solar energy.

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

SIGNIFICANT PROGRESS
By the end of 2025, we achieved an impressive 41% reduction in global GHG emissions. The success of our efforts will be the foundation for 2030 goals.

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

100% ACHIEVED
Our U.S. distribution centers achieved a TRUE Zero Waste certification valid through 2025.

4 35% waste reduction at owned manufacturing by 2025

SIGNIFICANT PROGRESS
Growth in global production resulted in a shift of strategic priorities. We continue to assess and improve on the efforts that led us to achieve 94% of this goal in 2024.

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

100% ACHIEVED
We achieved this goal early through donations, events, and our Impact Foundation's global partners.

NATURE KNOWS THAT SIMPLE IS BEST.

We are getting back to our roots by distilling our material topics to those with the greatest potential for impact. Our new six impact topics will be the bright center of our impact program and everything we do:



**RESPONSIBLE
SOURCING**



**EMPLOYEE ENGAGEMENT
& DEVELOPMENT**



**ENERGY, WATER,
AND WASTE**



**SUSTAINABLE
PACKAGING**



**PRODUCT TRANSPARENCY
& EDUCATION**



**COMMUNITY IMPACT
& INVESTMENT**

JOIN US AS WE TAKE A JOURNEY ON THE BRIGHT SIDE, AND SEE HOW NATURE, SUN AND SCIENCE WORK IN HARMONY TO CREATE SOMETHING REMARKABLE.

GROWN IN NATURE

We begin with Mother Nature's creativity. We travel the planet for the purest of the pure ingredients and steward the source.

PIONEERED BY EXPERTS

With an uncompromising eye for quality, we refuse to settle for good enough. We bring our industry-leading expertise to every aspect of our process.

WELLNESS, SHARED WITH THE WORLD

We believe feeling good should be shared. We nurture the holistic health of people and our planet through meaningful community initiatives.



GROWN IN NATURE

We believe brighter living begins at the source. By bringing nature and science together, we responsibly steward Earth's most potent ingredients—helping strengthen, restore and renew body and mind while protecting the environments and communities they come from. Because caring for nature today helps ensure its benefits can be shared for generations to come.



SUPPLY CHAIN OVERSIGHT

Helping people Live on the Bright Side starts long before a product reaches their hands. It begins with thoughtful stewardship of every ingredient we source and every partnership we build, which is why we’re committed to protecting the resources that make whole-person wellness possible.

Our in-house experts manage our sourcing strategy and supplier relationships. In 2025, our teams worked to improve ingredient transparency, use more responsible harvesting practices, and lower the environmental impact of our products. These efforts help us protect natural resources and build stronger supply chains and communities for the future.

At Nature’s Sunshine, our Materials Review Board regularly evaluates and gives feedback on how we select and source ingredients. This team looks at environmental impact, traceability, and consistency. We incorporate sustainability criteria early in product development to ensure we source responsibly and maintain a steady supply of natural ingredients.

Our procurement team sources ingredients and manages supplier relationships in accordance with our company’s approved criteria. These criteria assess ingredients, sourcing practices, and supply chain risks through thorough risk assessments and supplier mapping.

RESPONSIBLE SOURCING

Nature’s Sunshine source our ingredients from the places where they naturally thrive, whether that’s the rich biodiversity of the Amazon or the rugged elevations of the Himalayas. As stewards of the source, we believe that preserving these ecosystems is essential—not only for the future of our business, but for the future of whole-person wellness.

We source hundreds of unique raw ingredients and botanicals, both cultivated and wild-crafted, from ecosystems around the world. We believe sustainable, ethical sourcing is more important than ever as demand for natural health and wellness grows. Our botanicals are known for their potency and purity and are carefully collected by expert communities who respect the plants they harvest.

In our business, botanicals are harvested using one of two main methods:

CULTIVATED BOTANICALS

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We don't deal with suppliers where we don't feel comfortable with their practices or where they haven't proven to be responsible stewards of botanicals. Simply put, if the supply isn't sustainable, we won't buy it.”

Scott Cogswell | Manager, Strategic Sourcing



BIODIVERSITY

Every remarkable botanical begins in a thriving ecosystem. That's why protecting biodiversity isn't simply an environmental priority—it's how we help preserve nature's extraordinary potential for generations to come. Our commitment to continual discovery starts by respecting the places where wellness begins.

Since our botanical ingredients come from nature, healthy ecosystems are essential to our business. We source ingredients from some of the world's most biodiverse regions, recognizing that resilient landscapes are essential to maintaining a reliable supply of high-quality botanicals.

To protect these natural resources, we evaluate the geographic origin of our ingredients, harvesting and cultivation methods, ecosystem sensitivity, regeneration times, and potential for overharvesting. We also require suppliers to demonstrate compliance with international trade agreements and to follow management plans that protect biodiversity.



THE CONVENTION ON INTERNATIONAL TRADE IN ENDANGERED SPECIES OF WILD FAUNA AND FLORA (CITES)

CITES is an international agreement among governments to ensure that international trade in specimens of wild animals and plants does not threaten the survival of the species. Many of our ingredients fall under the medicinal and aromatic plants (MAPs) category and are subject to regulations designed to balance trade demands and harvesting practices. Our teams regularly review informational materials, scientific research, and regulations to ensure compliance across our supply chain.

HUMAN RIGHTS

We know these botanicals don’t harvest themselves, and we are grateful to our sourcing communities who commit their livelihoods to sharing these ingredients with the world. We care deeply about these communities and are committed to protecting their human rights, safety, and well-being.

We review our Supplier Code of Conduct with all current and potential supply chain partners, which outlines our baseline expectations regarding the treatment of their employees, the prohibition of child labor, and compliance with international labor standards.



We apply a risk-based due diligence model across our global supply base for assessing human rights through three lenses:

GEOGRAPHY

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forced-labor and child-labor risk flags. Regions identified to have elevated risk will trigger enhanced monitoring by Nature’s Sunshine.

RAW MATERIAL & SUPPLY CHAIN EXPOSURE

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important. Depending on the ingredients and ete e ee e et assurances of quality and sourcing practices.

SUPPLIER RISK SCORING

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and grievance mechanisms. Direct engagement t te tte e t compliance is a common tool in our supply chain.

INGREDIENTS SPOTLIGHT

Baobab, derived from the fruit of the iconic Adansonia digitata tree, is native to Africa’s dry savannahs. Often referred to as the “Tree of Life,” the baobab tree is instantly recognizable by its massive trunk and long lifespan. In an environment defined by heat, drought, and seasonal scarcity, baobab has served as a reliable and valued resource for local communities, providing nourishment and support in challenging conditions. Because it is naturally high in fiber, vitamins, minerals, and phytonutrients, Nature’s Sunshine baobab is a perfect fit for our Power Balance formula, helping provide whole-food, fiber-based nutrition.

Baobab represents true sustainability by supporting social, environmental, and economic benefits for the communities that harvest it:

SOCIAL

The tree itself also holds cultural significance, often serving as a gathering place and symbol of resilience within the landscape. Healthy trees and the demand for traditional collection methods preserve the region’s culture.

ECONOMIC

Local women collect and deliver baobab fruit to nearby manufacturing sites, creating economic opportunities through sustainable harvesting and supporting local families and communities.

ENVIRONMENTAL

Unlike many modern fruits that need harvesting and processing to stay fresh, baobab dries naturally on the tree. This means the fruit pulp can be harvested, separated, and milled with less need for energy-intensive processing.





SUPPLIER RELATIONSHIPS

Choosing the right supply partners is key to our supply chain. We build long-term relationships with wildcrafters, farmers, and distributors who share our passion for botanicals. The best supplier relationships support the financial, physical, and cultural well-being of sourcing communities and ensure sustainable harvests for the future.

The strongest supply chains aren't built through transactions—they're built through relationships.

BALANCING SUPPLY & DEMAND

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can create a financial burden, especially for smaller
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TRADITIONAL HARVESTS

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SUSTAINABLE HERBS INITIATIVE

Since 2023, Nature's Sunshine has participated in the Sustainable Herbs Initiative with industry peers who specialize in botanical ingredients. The program brings together competitors to address the shared, complex issues within our industry.



MEASURING WHAT MATTERS

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 the environmental impacts of specialized botanical ingredients, our industry must rely on generic product categories and industry-average data, or secondary data, due to a lack of insight into specific ingredients.

SHARING KNOWLEDGE. CREATING IMPACT.

Throughout 2025, Nature's Sunshine had the opportunity to participate in monthly gatherings to share knowledge and build on best practices throughout the herbal products industry. Membership with Sustainable Herb Initiative continues to enable us to support our procurement team and program partners, better engage with suppliers, reduce our impacts, and identify areas for overall industry improvement.

Building Better Botanical Impact Data



COLLABORATE

Industry peers join through the Sustainable Herbs Initiative.



MEASURE

Collect primary environmental data on 20 high-volume medicinal herbs.



LEARN

Build ingredient-specific insight instead of relying only on generic category data.



IMPROVE

Support procurement teams and strengthen supplier engagement.



SUSTAIN

Reduce impacts and drive broader industry improvement.

PIONEERED BY EXPERTS

The unwavering commitment to product sustainability, purity, and quality is driven by our team of herbal experts. From employee training and manufacturing efficiency to testing methods and state-of-the-art equipment, we are investing in sustainability for our business and our people.

EMPLOYEE ENGAGEMENT & DEVELOPMENT

We believe that a thriving organization is built on engaged employees, strong leadership, and a culture of continuous growth. In 2025, we strengthened our commitment to developing our people by investing in leadership capabilities, expanding performance training, and deepening employee engagement across the company.

Collaboration is a cornerstone of Nature's Sunshine's culture. Throughout the year, teams across functions shared knowledge, aligned priorities, and worked together to accelerate innovation. These efforts strengthened relationships, enriched the employee experience, and helped drive stronger business results.



Engaged people build stronger teams, drive innovation, and create lasting impact.

LEADERSHIP TRAINING

Beginning in 2025 and continuing through 2026, we prioritized performance development through targeted training and evolving leadership expectations by rolling out a new Performance Management System as well as leadership and contributor success behaviors. Our leadership training begins by outlining the company's strategic objectives over the next several years and aligning them with individual and team initiatives.

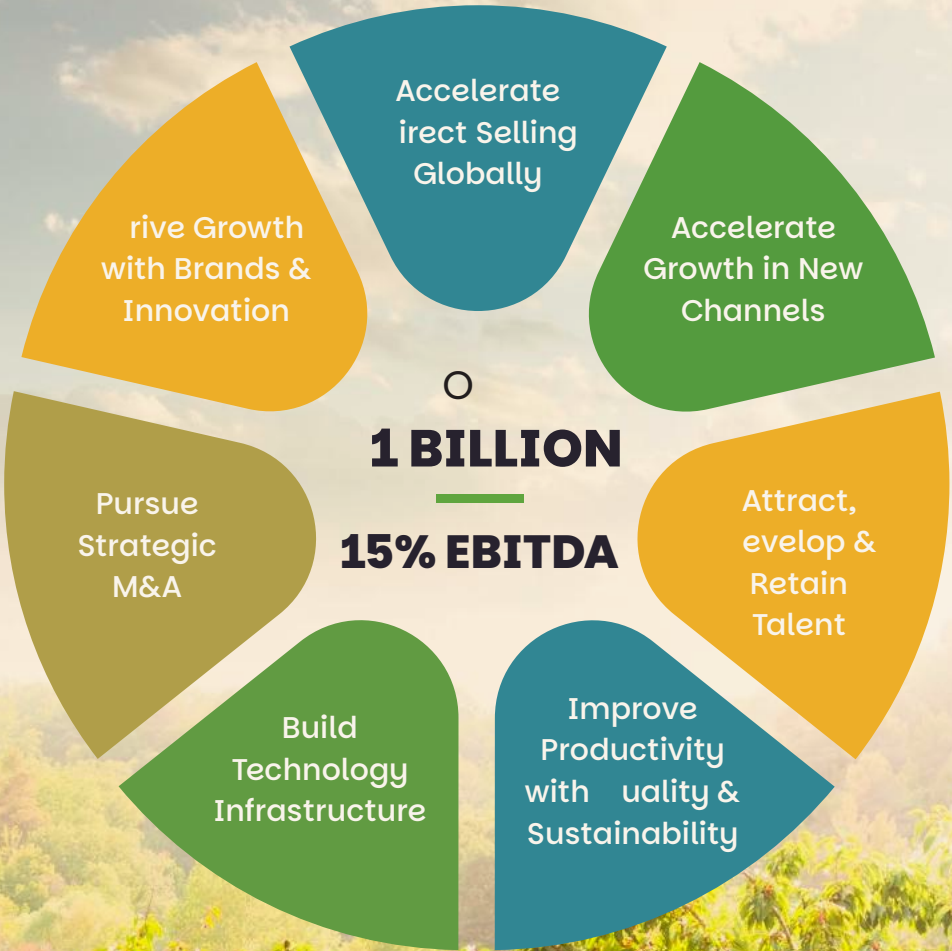
We strongly believe in the principles of "servant leadership" and never expect anything of our employees that we wouldn't expect of our leaders. Our updated leadership framework has been launched in four parts, beginning at the highest levels of our organization before moving to the next steps of leaders and managers.

We expect our leaders to show a commitment to employees' success by exemplifying these key behaviors:

- ☐ Clear and consistent communication
- ☐ Empowering individuals and teams
- ☐ Leading by example
- ☐ Coaching for high performance
- ☐ Fostering a positive, inclusive culture

At the same time, we reinforced employee expectations centered on accountability and adaptability, including:

- ☐ Clear communication
- ☐ Results orientation
- ☐ Collaboration
- ☐ Problem-solving
- ☐ Adaptability in a dynamic environment



VISION FOR GROWTH

As we entered 2026, we launched our Vision for Growth, which includes our Mission, Vision, and Goals through 2032. Our Vision for Growth laid out seven strategic imperatives along with our new aligned N.A.T.U.R.E.S. values developed in alignment with our global teams to guide our efforts. This process has led to the creation of 26 key initiatives and the formation of 14 key initiative teams that are working toward these overall goals. Each employee has established objectives and key results (OKRs) aligned to our initiatives that will be part of the annual performance evaluation at the end of 2026.

Looking ahead, we are committed to implementing a comprehensive leadership training program and updated performance indicators by the end of 2026, fully integrating these principles across the organization.

GUIDED BY OUR VALUES

- Nature**
- Accountability**
- Trust**
- Unity**
- Respect**
- Excellence**
- Sustainability**



2025 GLOBAL EMPLOYEE SURVEY

As a global company, it is important that we hear from all our employees, not just those closest to our headquarters. In 2025, we conducted a global engagement survey that achieved an 88% participation rate, reflecting feedback from more than 800 employees.

Insights from our highest-scoring areas guide ongoing initiatives to strengthen culture, communication, and career development. Our lowest-scoring areas provide a roadmap for improvements that would have the greatest impact on employee well-being. Immediately after analyzing the survey, our HR leadership held in-person meetings with employees in each region to better understand their concerns and priorities.

PERFORMANCE INDICATORS

With an average employee tenure of 10.8 years, we benefit from deep institutional knowledge and long-term commitment. At the same time, we are focused on developing top talent through data-driven insights and targeted development plans. Our evolving Performance Management Plan, along with the introduction of new performance indicators, aims to provide clearer pathways for growth, recognition, and accountability.

In-person and virtual team off-sites provided valuable opportunities for connection, alignment, and strategic planning. These meetings reinforce our shared purpose and help cultivate a strong, unified culture.



EMPLOYEE BENEFITS

Health and well-being are not just promises we extend to our customers—they are commitments we make to our employees as well. Our Total Rewards program provides meaningful benefits that support employees' overall well-being, both now and in the future.

This comprehensive program is designed to help our employees succeed at work and at home. More than 98% of our U.S. employees participate in the company's 401(k) program, reflecting the value of benefits built around three key areas:



**INVESTMENT IN OUR
EMPLOYEES' FINANCIAL
SECURITY**



**INVESTMENT IN OUR
EMPLOYEES' WELL-BEING**



**INVESTMENT IN OUR
EMPLOYEES' FUTURE**

A FAMILY COMPANY

We want our employees to feel proud of the company, their coworkers, and the work they do here every day. Throughout the year, we invite employees to bring their families to company-hosted events, from celebrating holidays to manufacturing plant tours.



ENGINEERING BETTER WORK

Our business lives in two worlds, one deeply rooted in honoring traditional practices, the other on the cutting edge of technological innovation. Every team has a unique approach to honoring and balancing tradition and technology.

“Automation isn’t about replacing people—it’s about empowering them to do their best work.”
Russell Holman | Dir. Engineering – Supply Chain



DESIGNED FOR PEOPLE

By automating repetitive lifting, filling,

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BUILT TOGETHER

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FOCUSED ON CONTINUOUS IMPROVEMENT

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This ongoing collaboration uses two resources that play an important role in how we develop capability, solve problems, and ultimately create better systems for our operators and the company:

TECHNICAL SUPPORT

We maintain a living internal document that acts as a running FAQs list for the robotic system at Nature’s Sunshine. Team members can submit real-world challenges, and their solutions, to build institutional knowledge and share troubleshooting. We review this document regularly as a team to reinforce knowledge sharing and provide context for problems encountered.

ROBOTICS TRAINING

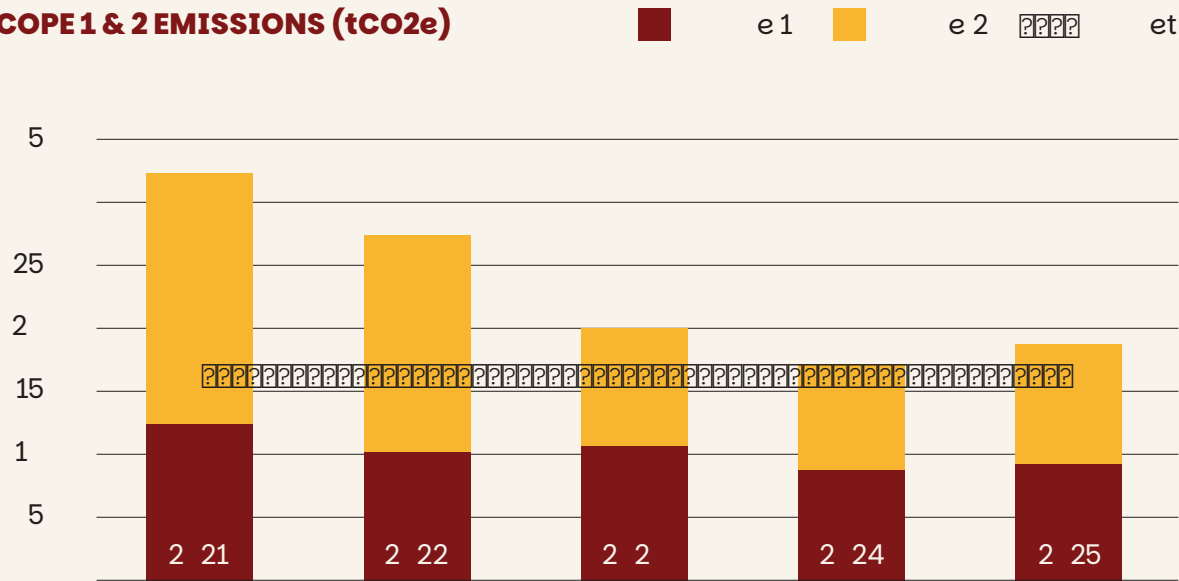
We use a collection of training materials provided by the manufacturer, tips developed by the internal teams, and formal courses. Our teams begin their learning journey with a foundational guide to robotic programming that equips them with the skills needed to scale our systems.

ENERGY, WATER, AND WASTE

From renewable energy sourcing to technology-driven improvements, we continue to find sensible ways to reduce our energy consumption, lower costs, and cut GHG emissions.

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SCOPE 1 & 2 EMISSIONS (tCO2e)



ENERGY EFFICIENCY

At the end of 2024, we replaced three boilers that were over 25 years old with brand-new 150 BHP burners to heat our manufacturing facility. The heat produced by these boilers is critical to manufacturing our liquid and capsule products and to keeping our buildings warm. Since that installation, the new boilers have helped us reduce emissions and improve our overall energy footprint.

Since 2019, we have been converting incandescent lights in our manufacturing plant to LED lighting. By the end of 2025, we had converted 100% of our exterior lighting and over 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 traditional lighting, last up to 25 times longer, and reduce operating costs.



YEAR	SCOPE 1	SCOPE 2
2021	1,245	1,991
2022	1,021	1,723
2023	1,072	936
2024	873	860
2025	932	966

Reflecting on 2025 and looking ahead, we are exploring opportunities to upgrade old evaporative coolers to new air-conditioning units, retrofitting exterior doors, and designing remodels with efficiency in mind.

POWERED BY THE SUN

Our primary manufacturing facility in Spanish Fork, Utah sources 100% of its electricity through renewable solar contracts. By harnessing Utah's abundant sunshine, we avoided ~1,390 tons of CO2 emissions. These contracts also support the growing contribution of solar to the overall Utah electrical grid, where approximately 12% of energy is derived from solar, the 4th-highest percentage of any state in the country.*

*State Resource Mix (eGRID2023) was last provided by the U.S. EPA for 2023. Source: <https://www.epa.gov/egrid/summary-data>



CUTTING WASTE, CONSERVING WATER

At Nature's Sunshine, we take waste seriously. In our manufacturing, reducing waste means making the most out of our resources, including raw materials, ingredients, water, and employee time. Anything that doesn't add value to the final product, such as excess inventory, materials, and wastewater, can be considered waste. Through a commitment to waste reduction, our teams directly decrease operating costs, increase profitability, and avoid pollution and resource depletion.

Impactful ways our team tackles waste and saves water:

REDUCING WATER USE

Through automation, equipment upgrades, and employee training, we significantly reduced the changeover time of our liquid line products—cutting cleaning water needs and product loss.

REUSING & RECYCLING

In efforts to reuse materials, we provide 11 recycling bins throughout our facility to collect liquid, tubing, and plastic pallet wrap—extending the life of materials traditionally considered waste.

BUILDING AWARENESS

We recognize our dependency on water and acknowledge that we operate in several drought-prone areas. We're taking steps to conserve the water used in our offices and reduce water needs in our manufacturing processes.

SUSTAINABLE PACKAGING

We deliver the healing power of nature in many packages, each with its own story. When developing our sustainable packaging strategy, we balance product quality, streamlined production, shipping requirements, and customer demands for recyclability.

By owning our supply chain and manufacturing, we oversee every aspect of production, down to the packaging our products are delivered in. Packaging is just another way we live our commitment to sustainability and share it with our customers. In pursuit of continuous improvement, our manufacturing, procurement, and marketing teams work together to find the right packaging for each product.

OUR PACKAGING PRIORITIES

- ☑ Protect product quality
- ☑ Reduce material use
- ☑ Choose recyclable materials
- ☑ Optimize shipping efficiency
- ☑ Meet customer expectations



CUSTOMER EXPECTATIONS

Our customers care about the environment and are always looking for ways to recycle or reduce waste at home. We know this because they reach out to our customer service team to learn about packaging materials, ask how to recycle our products, and make suggestions for improvement.

As a global company, our customers can be found in countless markets, each with slightly different recycling or waste management infrastructure. Our teams use feedback from customers and export partners to design packaging that meets market expectations for sustainability and quality. To keep this conversation going, we are exploring ways to include recycling guidance on our packaging and to share our sustainable packaging story with a broader audience beyond the annual sustainability report.

LIGHTER BY DESIGN

The first step in the Reduce–Reuse–Recycle hierarchy is to reduce overall material use. Wherever possible, we thoughtfully reduce the packaging used for our most popular products. For years, we have prioritized overhauling product lines and finding new ways to deliver the same product quality in a lighter package.

CHANGE THE PACKAGING

Dry products and powders that were historically delivered in rigid plastic jars are now being shipped in lightweight plastic pouches. The pouches are 66% lighter than the jars, reducing shipping weight by 90% and resulting in 90% less post-consumer waste.

BEFORE
Rigid plastic jar

AFTER
Flexible pouch



BEFORE
Liquid in plastic bottle

AFTER
Concentrated stick packs

CHANGE THE PRODUCT

Large plastic bottles are heavy to ship and can be inconvenient for customers to use and recycle responsibly. Rather than redesign the packaging to fit the product, Nature's Sunshine reformulated select liquid products into powders packaged in stick packs. This innovation opened new packaging possibilities while reducing plastic use, saving space during shipping and storage, and lowering transportation emissions.

Previously available only as a liquid, Chlorophyll is now offered in convenient stick packs that provide 25% more chlorophyll per serving, twice as many servings, and cost approximately 70% less than our Liquid Chlorophyll. Stick packs also use 90% less energy to produce, require significantly less energy and water during manufacturing, and send 98% less waste to landfill at the end of their life.

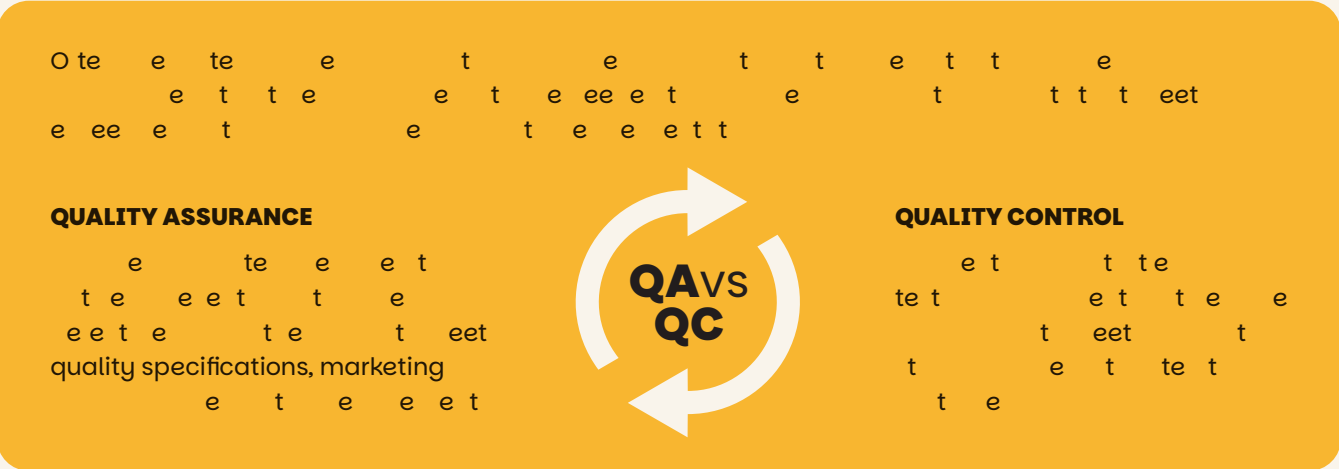
Rather than changing the packaging to fit the product, Nature's Sunshine changed the product to fit better packaging options.



PRODUCT TRANSPARENCY & EDUCATION

It is a common misconception that our industry is unregulated or untested. At Nature’s Sunshine, our teams work together to dispel any question regarding our product quality through rigorous quality control testing, quality assurance processes, and third-party certifications. We test our ingredients for potency, purity, and composition and transparently share the results. We host training

for our employees so they can confidently and consistently deliver messaging on our commitment to quality and share our passion for elevating lives through the power of nature. From procuring only the highest quality ingredients at the source to product innovation and testing, we hold ourselves to the highest standards.



THE METHOD DEVELOPMENT GROUP

We run hundreds of tests on our ingredients, processes, and products to ensure the highest quality. However, sometimes we develop products so innovative that no tests exist for them. When a test does not exist, our Method Development Group designs one that ensures quality and raises industry standards. The Method Development Group is a cross-functional, collaborative effort that includes representatives from the Sourcing, Product Development, Quality Assurance & Control, and Manufacturing teams. Each of these representatives

brings expertise and perspective from their department and applies them to develop analytical testing methodologies and validate them for new and existing products.

In fact, this team is so good at developing testing methodologies; some of these tests are being evaluated as industry standards and may be adopted by other companies, raising the bar for quality throughout our industry.

LABORATORY TESTING

We operate an industry-leading lab and continuously invest in equipment and process upgrades to ensure that our ingredients and finished goods undergo the most accurate and rigorous testing to validate label claims. Some of the ways we test ingredient quality include:



IDENTIFICATION & COMPOSITION

Is this ingredient what it claims to be? With many of our ingredients already processed, it can be hard to determine the exact composition by visual inspection. To confirm these are the ingredients we sourced, we analyze the components using High Performance Liquid Chromatography (HPLC), High Performance Thin Layer Chromatography (HPTLC), Inductively Coupled Plasma Mass Spectrometry (ICP-MS), and Gas Chromatography (GC). We maintain a testing library of regional ingredient attributes, which we compare to what we receive from suppliers to confirm ingredient identity.



POTENCY

Does this ingredient have the right properties? Our formulations are designed to maintain exact concentrations of active ingredients and compounds. We conduct tests to evaluate the potency of an ingredient's compounds and determine whether it meets our specifications. For example, we require Vitamin C to have a potency of 99% to meet formulation specifications and our marketing claims.



PURITY

Are there impurities in the ingredient? We test all our ingredients for impurities that can be introduced during harvest or processing. Impurities can include solvents resulting from liquid extraction, heavy metals, microbes, pesticides, or dirt in powdered botanicals. We do not tolerate impurities in our ingredients, and when found, we pursue corrective action with the supplier.

“

It has taken a couple of years to get things ready, but we are excited to have our data be more organized and accessible. LIMS gives us the capacity to keep pace with growth that was difficult with a paper-based system. Being digital will allow us to work more efficiently, so we can get products released faster. The software will allow us to spot trends early—so we can prevent issues before they occur.”

Sarah Korb | Sr. Manager, Quality Assurance - Chemistry Lab



PIONEERED BY EXPERTS

ADVANCING LAB QUALITY

Nature's Sunshine recently completed the full implementation of a Laboratory Information Management System (LIMS), transforming our analysis workflows from paper-based processes to a more organized and accessible digital system. LIMS helps reduce human error, track samples more comprehensively, and make test results easier for scientists and other employees to access and analyze—supporting faster decisions and helping ensure our ingredients meet our high standards.

At the same time, several members of our quality team completed advanced Hazard Analysis Critical Control Point (HACCP) training to become certified as Preventive Controls Qualified Individuals (PCQIs). These certifications expand the knowledge and resources dedicated to strengthening our internal and supplier-partner food safety programs.

PRODUCT AND PROCESS CERTIFICATIONS

We don't expect customers to just take our word for the quality of our industry-leading quality testing. We stand behind our products and processes with a collection of third-party certifications. With each certification having its own audit schedule, our quality team consistently upholds the highest standards and is audit-ready at any time.

We hold certifications for our quality management system, including ISO 9001 and ISO 17025 for our labs. We are recognized for our good manufacturing practices (GMP) through certifications from the National Sanitation Foundation (NSF), Therapeutic Goods Administration (TGA), and Utah Department of Agriculture.

NSF

A third-party, voluntary seal ensuring products – particularly food equipment, water filters, and supplements – meet strict safety, quality, and health standards.

TGA

Certification of a product or manufacturing facility that meets strict Australian standards for safety, quality, and efficacy.

Hallal and Kosher

Certificated approval that product ingredients, our production facilities, and production practices adhere to strict dietary requirements.

To learn more about specific certifications, see our website.

ISO 9001
ISO 17025
CERTIFIED



PIONEERED BY EXPERTS

THE INTERNATIONAL ALOE SCIENCE COUNCIL (IASC)

The International Aloe Science Council (IASC) is a not-for-profit trade organization with the mission to advance, promote, and represent the aloe vera industry by providing educational, scientific, and self-regulatory leadership and guidance.

The IASC serves as a forum for establishing and sharing practices and creating common standards among aloe growers, processors, finished-goods manufacturers, testing laboratories, physicians, scientists, and others. Nature's Sunshine maintains an active membership with IASC, contributing to industry research, and was even featured in a member spotlight series in early 2025.

To receive an IASC certification, Nature's Sunshine submits its facilities and products to an audit program and rigorous tests designed to assure our customers of:

- ☐ Truth in labeling of aloe vera products.
- ☐ The quantity of aloe vera in the product meets IASC aloe vera content requirements.
- ☐ The quality and purity of aloe vera in the product meets IASC standards.
- ☐ The aloe vera used in the products comes from a certified source.



Nature's Sunshine products bearing the IASC certification include our popular Aloe Vera Gel and Aloe Vera Juice.



Education builds confidence—in our products, our people, and every customer conversation.



PRODUCT EDUCATION & CUSTOMER SERVICE

We share our passion for nature and our products through targeted, thoughtful, and transparent outreach.

For our employees, our greatest champions, we offer opportunities to become experts in our products, industry, suppliers, and processes. Our subject matter experts (SMEs) host educational presentations, training on new product launches, internal focus groups, and even job shadowing. We equip our customer-facing teams with product training and FAQ responses to common questions and provide a clear channel to direct more complex inquiries to the right internal experts.

For customers looking to learn more, we offer extensive information on our ingredients, products, and the industry. On our website, we include information on product efficacy, health benefits, and detailed information on active ingredients.

Customers who are curious about our work are encouraged to learn more on our website, through customer service chats, publications, events, podcasts, blog posts, social media, and through in-person consultations with distributors.

We review our customer feedback and evaluate our responses to improve customer experience. We use multiple key performance indicators (KPIs) tied to our employees' customer service and satisfaction-related achievements to measure our progress and performance.

Our teams hold weekly presentations for sales, distributors, and industry partners to update them on progress on customer feedback and customer satisfaction issues.

A person wearing a blue short-sleeved shirt is holding a small white daisy flower in their right hand. They are standing in a field of tall grass and other wildflowers. The background is a bright, hazy sunset with the sun low on the horizon, creating a warm, golden glow. The overall mood is peaceful and connected to nature.

WELLNESS, SHARED WITH THE WORLD

We believe that giving back to the world is the best way to honor our company's legacy and those who built it. Through donations, volunteering, and engagement initiatives, we are investing in communities and sharing the inspiring power of the natural world.

OUR GLOBAL IMPACT

In 2025, we celebrated giving through initiatives like these:

CANADA

Assembled and donated 250 children's backpacks, water bottles, and pencil cases to the Knight's Table, an organization dedicated to addressing issues of poverty and homelessness in Canada.



JAPAN

Donated funds from product sales to Tokyo Zeni Ginko to support programming to help prevent child abuse.

THAILAND

Donated funds for essential relief supplies to victims of flooding and earthquakes in Mandalay, Myanmar. The relief items included survival kits (rice, canned food, medicine, etc.), bottled drinking water, basic eating utensils (spoons, bowls, plates, cups), and hygiene supplies (soap, sanitary pads, toothpaste).



INDONESIA

Held a blood donor event with 100 participants. Synergy Indonesia also provided free product samples, snacks, and drinks for all blood donors and independent distributors who supported this event.



Driven by purpose and powered by people,
we continue building healthier communities
and a brighter future for generations to come.

COMMUNITY IMPACT & INVESTMENT

Wellness has always meant more than products at Nature's Sunshine—it's about creating a lasting positive impact on the planet, our communities, and the people we serve. In 2024, we celebrated a remarkable milestone: over 1 million lives touched globally through our programs, partnerships, and initiatives. This achievement inspires us to aim even higher with our new goals for the Impact Foundation and expand the ways we nurture health, protect the environment, and empower communities worldwide.

711

2025 VOLUNTEER HOURS

460

2025 VOLUNTEERS



UNITED STATES

Packed and shipped 105,624 meals, enough to feed 289 children a meal every day for one year, for distribution to vulnerable communities in Cambodia and Zambia.

PRESERVE THE PLANET

On Earth Day, Nature’s Sunshine came together for a first-ever company-sponsored community clean-up in Lehi, Utah. Sixty-four employees from every department rolled up their sleeves to collect trash, recycle responsibly, and restore local green spaces. It was more than just an event—it was a tangible demonstration of how our shared actions help preserve the planet we all call home.

Looking ahead, we are formalizing environmental giving as one of our community impact pillars, opening the opportunity to support clean water initiatives, reforestation efforts, and conservation programs worldwide.



COMMUNITY PARTNERS

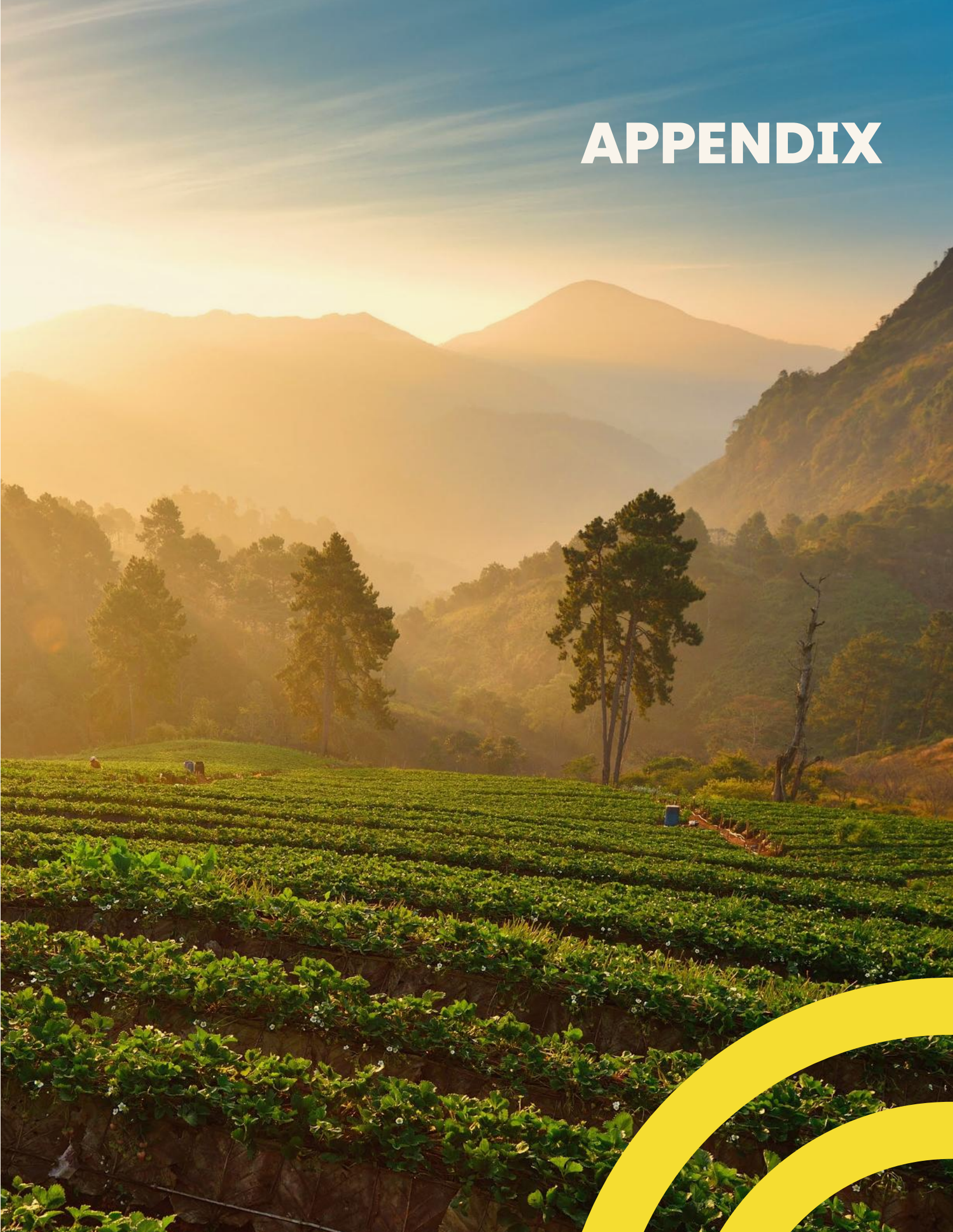
Nature’s Sunshine goes beyond our own operations—creating partnerships that exemplify how thoughtful business practices can directly support meaningful social change. In 2025, our continued collaboration with Vitamin Angels brought life-changing nutritional support to 100,000 people, addressing malnutrition and fostering wellness in vulnerable communities.

Globally, our approach is both diverse and strategic. Some initiatives involved donations of funds. Other partnerships include product contributions or support for grassroots programs with smaller-scale contributions—such as wellness kits, local food drives, and community workshops—demonstrating that no effort is too small to make a difference.

As we look to the future, our goal is to establish additional long-term partnerships that advance our Foundation’s mission.



APPENDIX



SUSTAINABILITY ACCOUNTING
STANDARDS BOARD (SASB) INDEX

SASB PROCESSED FOODS INDUSTRY STANDARD

CODE	ACCOUNTING METRIC	DISCLOSURE
Energy Management		
FB-PF-130a.1	(1) Total energy consumed	Scope 1: 4,829,522 kWh Scope 2: 7,198,751 kWh Energy, Water, and Waste p. 32
	(2) Percentage grid electricity	60% Energy, Water, and Waste p. 32
	(3) Percentage renewable	42% Powered by the Sun p. 33
Water Management		
FB-PF-140a.1	(1) Total water withdrawn	67,447 m3
	(2) Total water consumed, percentage of each regions with High or Extremely High Baseline Water Stress (%)	Extremely High: 873 m3 (1%) High: 54,981 m3 (82%) Medium – High: 4,992 m3 (7%) Low – Medium: 882 m3 (1%) Low: 5,718 m3 (8%) Energy, Water, and Waste p. 32
FB-PF-140a.2	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Nature’s Sunshine 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.
FB-PF-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Nature’s Sunshine 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.
Food Safety		
FB-PF-250a.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 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. 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.2	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	

CODE	ACCOUNTING METRIC	DISCLOSURE
FB-PF-250a.3	(1) Total number of notices of food safety violation received, (2) percentage corrected	Nature’s Sunshine did not receive any notices of food safety violations in 2025.
FB-PF-250a.4	(1) Number of recalls issued and (2) total amount of food product recalled	Nature’s Sunshine did not issue any product recalls in 2025.
Health & Nutrition		
FB-PF-260a.1	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Nature’s Sunshine 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.
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 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.
Product Labeling & Marketing		
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 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 that meet dietary guidelines to children.
FB-PF-270a.2	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Nature’s Sunshine does not currently track revenue from products labeled as containing genetically modified organisms (GMOs) or non-GMOs. While the majority of our ingredients 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 labeling and/or marketing codes	Nature’s Sunshine 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-270a.4	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	Nature’s Sunshine has not incurred any monetary losses from legal proceedings related to labeling or marketing practices.
Packaging & Lifecycle Management		
FB-PF-410a.1	(1) Total weight of packaging	Sustainable Packaging p. 35
	(2) Percentage made from recycled and/or renewable materials	Sustainable Packaging p. 35
	(3) Percentage that is recyclable, reusable, and/or compostable	Sustainable Packaging p. 35

CODE	ACCOUNTING METRIC	DISCLOSURE
FB-PF-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Sustainable Packaging p. 35
Environmental & Social Impacts of Ingredient Supply Chain		
FB-PF-430a.1	Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard	Nature’s Sunshine 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 sourcing program, Nature’s Sunshine collaborates with suppliers to encourage regenerative, organic, and environmentally responsible practices. During manufacturing, the company engages with recognized certification bodies to ensure product quality and environmental responsibility. Responsible Sourcing p. 16 Product and Process Certifications p. 41
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 non conformances	Responsible Sourcing p. 16
Ingredient Sourcing		
FB-PF-440a.1	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	Nature’s Sunshine does not explicitly track ingredients sourced from water-stressed regions, however water is considered as part of the risk-based due diligence model across its global supply chain. Responsible Sourcing p. 16
FB-PF-440a.2	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	Responsible Sourcing p. 16
Activity Metrics		
FB-PF-000.A	Weight of products sold	Nature’s Sunshine measures activity by the number of finished good units manufactured. In 2025, 16.3 million finished good units were manufactured by Nature’s Sunshine’s operations.
FB-PF-000.B	Number of production facilities	Nature’s Sunshine products are sold in the United States and are shipped directly from our manufacturing and warehouse facilities located in Spanish Fork, Utah, as well as from our regional warehouses located in Columbus, Ohio; Dallas, Texas; and Atlanta, Georgia. Each international operation maintains warehouse facilities with inventory to supply its customers. Nature’s Sunshine Products, Inc. 10-K (2025)

GLOBAL REPORTING INITIATIVE (GRI) INDEX

GRI 2: GENERAL DISCLOSURES

NO.	REPORTING REQUIREMENT	DISCLOSURE
The organization and its reporting practices		
2-1	Organizational details	About This Report p. 58
2-2	Entities included in the organization’s sustainability reporting	Reporting Scope p. 58
2-3	Reporting period, frequency, and contact point	For More About This Report p. 58
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.
Activities and workers		
2-6	Activities, value chain and other business relationships	About Nature’s Sunshine p. 6
2-7	Employees	As of December 31, 2025, we employed 806 individuals. - APAC: 245 - North America: 432 - EMEA: 39 - LATAM: 90 Nature’s Sunshine Products, Inc. 10-K (2025) p. 9
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. More details are available in financial reporting. Nature’s Sunshine Products, Inc. 10-K (2025) p. 5
Governance		
2-9	Governance structure and composition	For full details on Board structure and composition, refer to Nature’s Sunshine Products’ Proxy Statement 2026.
2-10	Nomination and selection of the highest governance body	For full details on Board structure and composition, refer to Nature’s Sunshine Products’ Proxy Statement 2026.
2-11	Chair of the highest governance body	Heidi Wissmiller serves as the Chairman of the Board and Director. For full details on Board structure and composition, refer to Nature’s Sunshine Products’ Proxy Statement 2026.
2-12	Role of the highest governance body in overseeing the management of impacts	The Governance Committee and the Risk Committee are primarily responsible for overseeing the management of sustainability-related impacts. The responsibilities are detailed in the Governance Committee Charter and the Risk Management Committee Charter.

NO.	REPORTING REQUIREMENT	DISCLOSURE
2-13	Delegation of responsibility for managing impacts	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.
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’ 2026 Proxy Statement
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’ 2026 Proxy Statement
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’ 2026 Proxy Statement.
2-19	Remuneration policies	Nature’s Sunshine Products’ 2026 Proxy Statement.
2-20	Process to determine remuneration	Nature’s Sunshine Products’ 2026 Proxy Statement.
2-21	Annual total compensation ratio	Nature’s Sunshine Products’ does not disclose annual total compensation ratio.
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Letter from Kenneth Romanzi, President and CEO p. 5
2-23	Policy commitments	Policies are available on the Investor Relations page of the Nature’s Sunshine website. - Governance - Environmental - Social

NO.	REPORTING REQUIREMENT	DISCLOSURE
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. Implementation responsibilities are assigned across the organization, with commitments reflected in company policies, procedures, and supplier expectations. Training and compliance programs are implemented as necessary.
2-25	Processes to remediate negative impacts	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. For more information, refer to the Corporate Code of Conduct and Supplier Code of Conduct.
2-26	Mechanisms for seeking advice and raising concerns	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 https://naturesunshine.alertline.com , 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. For more details, refer to the Corporate Code of Conduct.
2-27	Compliance with laws and regulations	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. For more detailed information, please refer to Nature’s Sunshine Products’ 2025 Annual Report and 2026 Proxy Statement.
2-28	Membership associations	Our Professional Partnerships Strengthen Our Efforts p. 6
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	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.
2-30	Collective bargaining agreements	Nature’s Sunshine Products is committed to maintaining a fair and supportive work environment by adhering to all applicable labor laws. For more information, please refer to our Corporate Code of Conduct.

GRI 3: MATERIAL TOPICS

CODE	REPORTING REQUIREMENT	DISCLOSURE
3-1	Process to determine material topics	Nature’s Sunshine first published an impact materiality assessment and topics in the 2023 Impact Report. The assessment was updated in 2026; refer to Our Impacts for more details.
3-2	List of material topics	2026 Material Topics – Responsible Sourcing – Employee Engagement & Development – Energy, Water, and Waste – Sustainable Packaging – Product Transparency & Education – Community Impact & Investment Our Impacts p. 12
3-3	Management of material topics	For management details of the individual material topics, refer to the labeled sections of this report.
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Scope 1: 4,829,522 kWh Scope 2: 7,198,751 kWh Scopes 1 & 2: 12,028,273 kWh
302-2	Energy consumption outside of the organization	–
302-3	Energy intensity	0.74 kWh per finished good units produced.
302-4	Reduction of energy consumption	Energy Efficiency p. 33
302-5	Reductions in energy requirements of products and services	Energy Efficiency p. 33
GRI 303: Water and Effluents		
303-1	Interactions with water as a shared resource	Cutting Waste, Conserving Water p. 34
303-2	Management of water discharge-related impacts	Cutting Waste, Conserving Water p. 34
303-3	Water withdrawal	67,447 m3
303-4	Water discharge	–
303-5	Water consumption	–
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	932 tCO2e
305-2	Energy indirect (Scope 2) GHG emissions	966 tCO2e
305-3	Other indirect (Scope 3) GHG emissions	–
305-4	GHG emissions intensity	0.00012 tCO2e per finished good units produced.

CODE	REPORTING REQUIREMENT	DISCLOSURE
305-5	Reduction of GHG emissions	Emissions Reduction p. 32
305-6	Emissions of ozone-depleting substances (ODS)	–
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	–
GRI 308: Supplier Environmental Assessment		
308-1	New suppliers that were screened using environmental criteria	Supply Chain Oversight p. 17 Biodiversity p. 19
308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Oversight p. 17 Biodiversity p. 19
GRI 401: Employment		
401-1	New employee hires and employee turnover	Employee Engagement & Development p. 26
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Refer to Nature's Sunshine Careers page for more information about roles and benefits.
401-3	Parental leave	Refer to Nature's Sunshine Careers page for more information about roles and benefits.
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	Employee Engagement & Development p. 26
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Engagement & Development p. 26
404-3	Percentage of employees receiving regular performance and career development reviews	Performance Indicators p. 28
GRI 413: Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Community Impact & Investment p. 47
413-2	Operations with significant actual and potential negative impacts on local communities	Community Impact & Investment p. 47
GRI 413: Local Communities		
414-1	New suppliers that were screened using social criteria	Human Rights p. 20
414-2	Negative social impacts in the supply chain and actions taken	Human Rights p. 20

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 with our financial reporting period. The official reporting period of this report spans from January 1, 2025, to December 31, 2025.

ORGANIZATIONAL DETAILS

Nature’s Sunshine Products, Inc. is a publicly traded corporation incorporated in Utah. 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/ Other. Each of the geographic segments operates under Nature’s Sunshine Products and Synergy Worldwide brands. The Latin America/Other segment includes our wholesale business in which we sell products to various locally managed entities, independent of the company, for which 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, 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





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