

NATURES  SUNSHINE

Building a Legacy

2023 IMPACT REPORT






TABLE OF CONTENTS

- 4 Message from the CEO
- 6 About Nature's Sunshine
- 8 Impact and Sustainability Values
- 10 Progress Toward 2025 Goals
- 12 2023 Awards & Recognition
- 14 Improving Our Environmental Impact
- 18 True Zero Waste Gold Certification
- 20 Chlorophyll: Less Is More
- 26 It's Food, Not Food Science: Power Meal
- 28 There's a Lot of Nature Out There
- 30 Community Impact & Investment
- 34 Our Global Reach
- 38 Employee Engagement & Well-Being
- 46 Shaping Leadership Impact
- 48 Business Ethics & Procedures
- 49 Appendix

NATURE'S SUNSHINE POWER GREENS

With two servings of vegetables and over 200 plant-based nutrients—plus adaptogens and upcycled fibers—Power Greens offers unbeatable foundational nutrition you can feel.



POWER GREENS FEATURES
UNIQUE BOTANICAL BLENDS THAT
ADDRESS NUTRITION, DIGESTION,
IMMUNE HEALTH, MOOD AND
OXIDATION WHILE PROVIDING
NOURISHING WHOLE FOODS
AND UPCYCLED FRUIT FIBER.



Sustainability Is the New Quality

IN 1972, WE STARTED OUR SUSTAINABILITY JOURNEY AS WE SET OUT TO SHARE THE HEALING POWER OF NATURE WITH THE WORLD.

We scoured the globe for the most effective herbs and botanicals while investing in testing and manufacturing to ensure purity, potency and transparency. From the outset, we recognized the power of doing things the right way to preserve nature's power and build trust with farmers, distributors and customers.

Today, we continue to build on our legacy of sustainability and transparency as we set bold goals around emissions, waste reduction, renewable energy and more. We've made significant progress with 100% solar power at our manufacturing facility and Zero Waste certified U.S. distribution centers. We're also on track to reduce manufacturing waste by 35% and to cut our scope 1 and scope 2 emissions in half! As we near the completion of our 2025 goals, we know there's much more to do, and we're looking forward to making additional strides that will take us to a whole new level in the coming years.

Doing things the right way—and for the right reasons—is the only way to make a difference for both our planet and its people. Our sustainability and transparency initiatives strengthen our quality leadership and demonstrate our commitment to making a difference. We are excited to share our 2023 Impact Report with you, and as we continue to add to our legacy, we're even more excited for what the future holds.

Regards,

A handwritten signature in black ink that reads "Terrence Moorehead". The signature is fluid and cursive, written over a thin horizontal line.

TERRENCE MOOREHEAD
President & Chief Executive Officer



About Nature's Sunshine

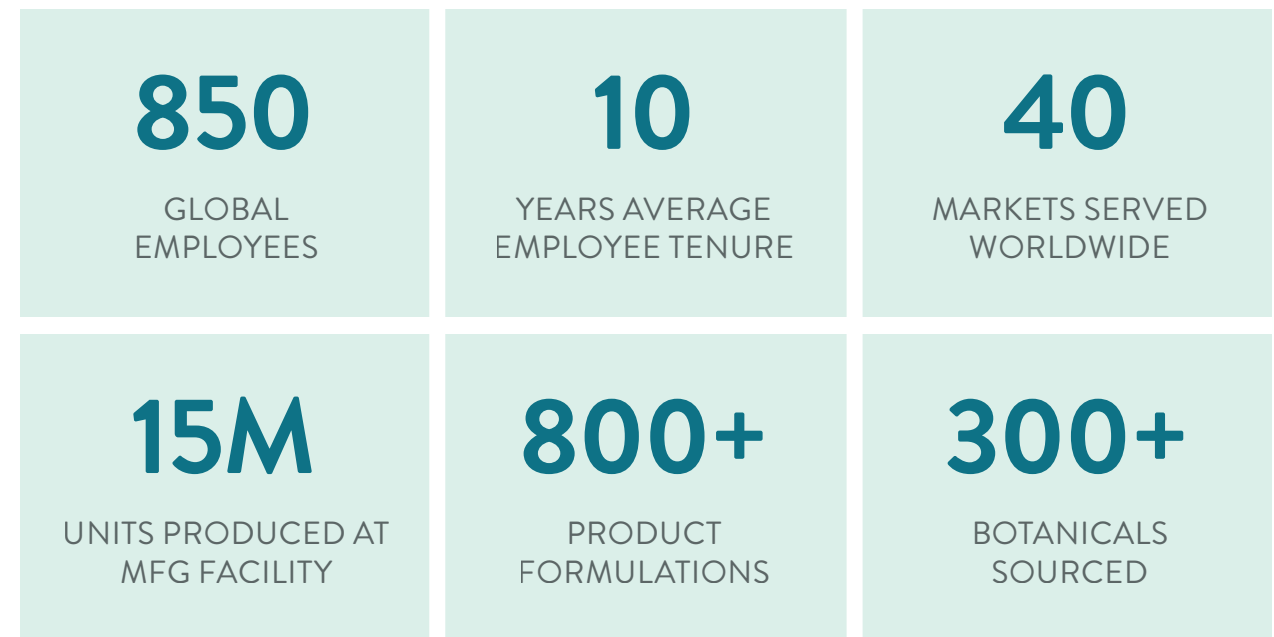
SINCE 1972, NATURE'S SUNSHINE HAS BEEN SHARING THE HEALING POWER OF NATURE WITH THE WORLD.

Based in Utah, we are a global natural health and wellness company, operating in 40 markets with more than 50 years of experience as herbal experts. We develop and distribute nutritional and personal care products through an omni-channel business model that includes wholesale, practitioner, specialty retail and direct-to-consumer offerings.

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

We offer a robust portfolio of more than 800 products across six categories—digestive, general health, cardiovascular, immune support, sports/energy and weight management—providing effective, high-quality natural solutions to ensure health and longevity.

The following annual Impact Report covers our activities and initiatives in 2023 and is aligned with the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI).



Impact and Sustainability Values



AS WE'RE ROOTED IN NATURE, BEING ENVIRONMENTALLY MINDFUL IS INGRAINED INTO OUR COMPANY.

In 2023, we conducted a materiality assessment to help us better understand and align on the topics that matter most to our business and stakeholders. These topics are prioritized using our values to guide our impact and sustainability efforts for 2024 and the coming years.

- Protecting Nature
- Minimizing Waste to Landfill
- Nurturing Natural Healers
- Supporting Farmers and Collectors
- Elevating Employee Wellness
- Embracing Diversity

Progress Toward 2025 Goals



“AS OUR ENTIRE BUSINESS RELIES ON THE HEALTH AND RESILIENCE OF NATURAL ECOSYSTEMS WORLDWIDE, PROTECTING AND PRESERVING THE HEALING POWER OF NATURE MUST BE AMONG OUR HIGHEST PRIORITIES.”

—TRENT MCCAUSLAND
Vice President of Global Impact & Sustainability

2023 UPDATE

100% renewable energy at owned manufacturing by 2023

100% ACHIEVED

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

85% COMPLETED

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

100% ACHIEVED

35% waste reduction at owned manufacturing by 2025

66% COMPLETED

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

86% COMPLETED

2023 Awards & Recognition

IN 2023, NATURE'S SUNSHINE WON FOUR AMERICAN BUSINESS STEVIE AWARDS:



SILVER STEVIE WINNER

Two Silver Awards for Product Innovation and Achievement for our Personalization Products and our ESG work



BRONZE STEVIE WINNER

Two Bronze Awards, one for Energy Industry Innovation of the Year, recognizing our 100% solar transition in our manufacturing facility, and one for Achievement in Corporate Social Responsibility, awarded to our Impact Foundation in recognition of its efforts



PROFESSIONAL PARTNERS AND MEMBERSHIP ORGANIZATIONS

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

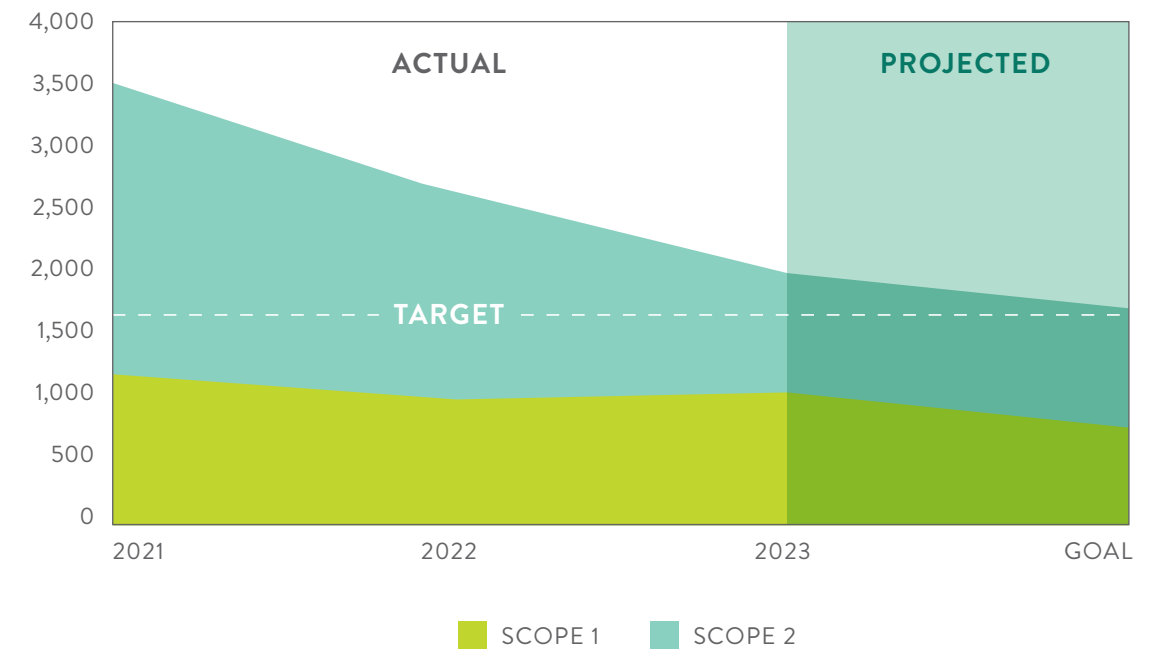
- American Herbal Products Association (AHPA)
- American Botanical Council (ABC)
- Sustainable Herbs Program
- United Natural Products Alliance (UNPA)
- Utah Clean Air Partnership (UCAIR)
- Utah Sustainable Business Coalition (USBC)
- U.S. Green Building Council (USGBC)
- EPA Green Power Partner



Improving Our Environmental Impact



GHG REDUCTION PATH TO 2025 GOAL



SCOPE 1 & 2 EMISSIONS

In 2021, when we set our goal to reduce emissions by 50%, our manufacturing facility accounted for 78% of our total scopes 1 and 2 emissions.

In 2022, we achieved our 2025 goal of 100% renewable energy at our manufacturing facility. This change reduced our emissions by 40% (1,392 tonnes of CO2e). In addition, by transitioning to 100% wind power at our Poland distribution facility, we reduced our emissions by another 3% (98 tonnes of CO2e).

In order to reach our goal, we need to reduce our emissions by another 7% (255 tonnes of CO2e).

In January of 2023, we partnered with the University of Utah's Stepwise program to do a thorough assessment of our manufacturing facility to identify opportunities to

improve our efficiency and further reduce our emissions. Based on the programs assessment, we identified a number of opportunities to modernize our facility to increase efficiencies while decreasing emissions. These include several capital investments aimed at reducing our use of natural gas and their resultant emissions, as well as equipment upgrades that would increase output while minimizing waste and labor.

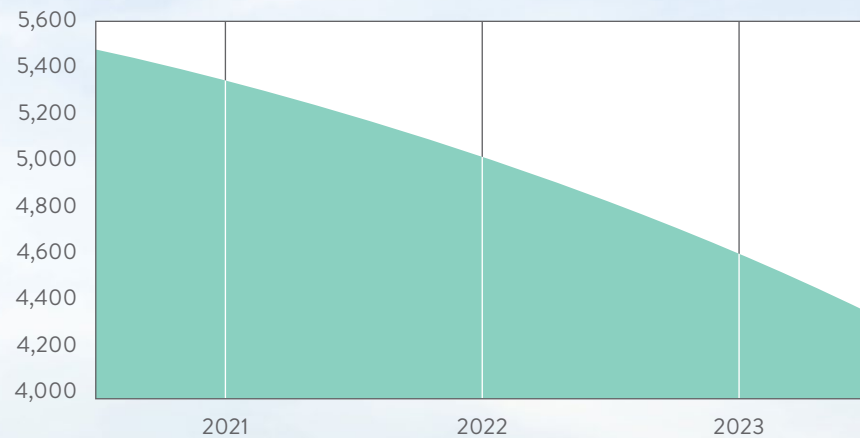
By implementing these improvements, we will not only address the reductions needed to meet our emissions goals, but also position our manufacturing facility to support sustained growth in the future!

ENERGY EFFICIENCY PROGRAM

Even though our facility is run on 100% clean energy, we are always striving to reduce our energy consumption. In 2023, we made great strides by transitioning from a five-day workweek to a four-day work week. Despite reducing our weekly operating days by 20%, our manufacturing team was able to increase throughput by 15%!

In fact, since we began actively reporting our sustainability initiatives in 2021, our U.S. manufacturing facility has reduced its electricity usage by 15%. These improvements have come through a combination of productivity enhancements, the use of LED lighting and motion sensors, equipment efficiencies and technology.

ELECTRICITY USAGE (MWh)



15%
REDUCTION IN
ELECTRICITY
USAGE
SINCE 2021

For Bart Pulsipher, Manager of Facilities & Grounds, the many little steps we've taken add up to big benefits for both our environment and our costs.



“THE CLIMATE CRISIS IS CHANGING HOW WE WORK TOGETHER.”

—ANN ARMBRECHT
Founder and Director of the Sustainable Herbs Program

SCOPE 3 EMISSIONS: INNOVATION BLOOMS IN COLLABORATION

In 2023, Nature’s Sunshine joined an innovative collaboration to improve emissions data and accuracy and, more importantly, to determine how to reduce and mitigate the emissions associated with growing, processing and transporting herbs. Facilitated by the Sustainable Herbs Program, this group consists of Nature’s Sunshine and six other companies—including Traditional Medicinals, Pukka Tea, Yogi, Pacific Botanicals, Pure Synergy and Banyan Botanicals—who share similar ingredients and materials. By pooling resources, we can accomplish much more together than individually.

Most of the effort in 2023 focused on outlining the details of the partnership and identifying a capable consultant to help collect and analyze the data throughout 2024. This groundbreaking, multi-company partnership shows that competitors can work together to solve important issues, serving as a model for tackling big issues. Natural ExpoWest spotlighted this collaboration on its Climate Day in March of 2024, as representatives of four of the partner companies took part in a panel facilitated by Ann Armbricht, the Director of the Sustainable Herbs Program.



One of the goals of this project is to “footprint” 20 high-volume medicinal herbs—meaning to collect actual emissions data from the farms and processors—currently this type of data is not available. This will help to establish a standardized process to footprint additional herbs; build a comprehensive database for botanicals; and, most importantly, use this data to reduce emissions within our supply chains.

NOTE ON SCOPE 3 EMISSIONS:

We did not update our Scope 3 emissions this year. Instead, we decided to wait until we get more data from this project, in order to improve the accuracy of our accounting, identify opportunities for improvement and set meaningful reduction targets.

TRUE ZERO WASTE GOLD CERTIFICATION

In our 2021 ESG Report, we aggressively challenged our U.S. distribution centers with a goal to become zero waste facilities by 2025. Through their dedication, they've accomplished this goal more than one year ahead of schedule! During 2023, our three U.S.-based distribution centers significantly reduced waste and implemented procedures to ensure that these improvements will be sustained and part of the way we do business.

Encouraged by these results, we applied for TRUE Zero Waste Certification in late 2023 and were awarded with certification in early 2024.



A ZERO WASTE CERTIFIED FACILITY

REDUCE
0.4%

ACHIEVEMENT HIGHLIGHTS

- 1 Achieving a 95% diversion rate, up from 48% in 2021 and 71% in 2022
- 2 Reducing landfill waste removal from 16 yards to 2 yards per week for each distribution center
- 3 Implementing a Zero Waste policy and training



TRUE ZERO WASTE IS AIMED AT CHANGING HOW MATERIALS FLOW, RESULTING IN NO WASTE.

REUSE
55.7%

RECYCLE
38.9%



LANDFILL
5.0%

CHLOROPHYLL: LESS IS MORE

In 2023, we focused on converting more of our liquid products to powdered form in stick packs—meeting consumer demands for more convenient ways to use and store our products. Like flexible pouches, stick packs use less plastic and take up far less space in storage and shipping, leading to reduced emissions in transportation and distribution.

In recent years, we have converted our capsule and tablet bottles to 100% post-consumer recycled material, reducing the use of virgin plastic by over 500,000 pounds a year. We've also worked to pioneer new and improved packaging designs for our products, such as converting hard plastic bottles to flexible pouches that use less plastic and decrease shipping space and weight.



A NEW LEVEL OF "GOING GREEN"

- 90% less energy and water to produce
- 90% fewer pallets
- 1 carton = 2 bottles
- 89% less shipping weight
- 98% less post-consumer weight



"WE CARE ENOUGH TO DO OUR PART. WE ARE ALWAYS WORKING WITH OUR SUPPLIERS TO REDUCE PLASTIC CONTENT, IMPROVE RECYCLABILITY AND MORE."

—UNARRA CUNNINGHAM
Strategic Sourcing Manager



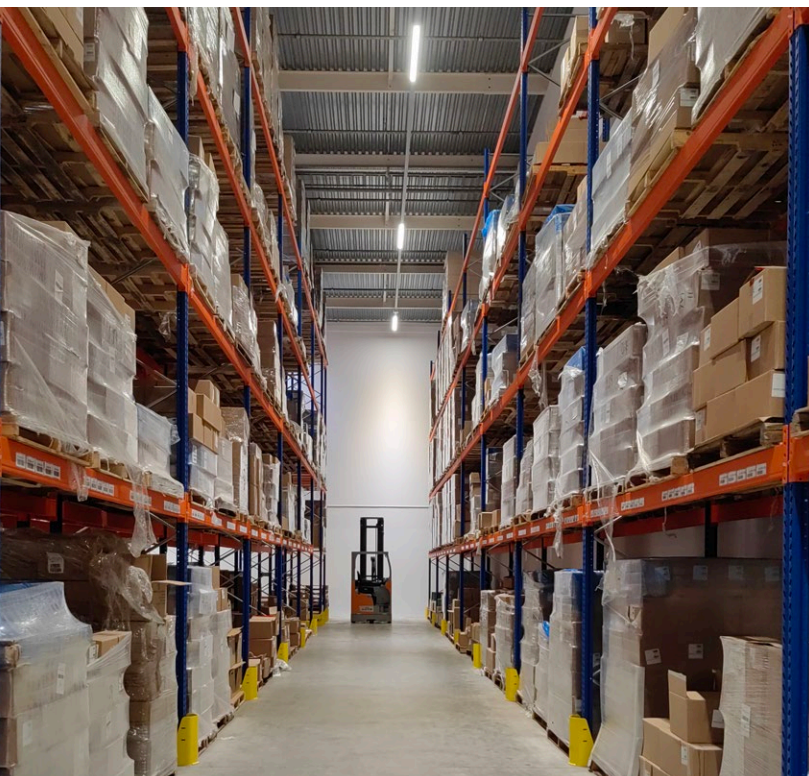
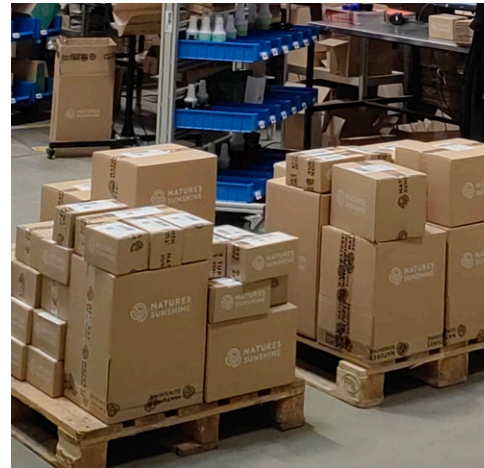
Our new Extra Strength Chlorophyll stick packs are a great example of this. Previously available only in liquid form, these powdered stick packs offer 25% more chlorophyll than our regular Liquid Chlorophyll per serving. Additionally, one box of stick packs provides twice the servings of our Liquid Chlorophyll for ~70% of the cost. From a consumer standpoint, that's more potency and more servings for significantly less cost.

And the environment comes out as a winner, too! The packaging uses 90% less energy to produce, and the product uses significantly less energy and water to manufacture while sending 98% less waste to landfill at the end of its life!

LEADING THE WAY: SUPPLY CHAIN CONSOLIDATION IN EUROPE

As we shared in our 2022 ESG Report, our Poland market constructed a new warehouse and distribution center that is powered using 100% renewable (wind) energy. Throughout 2023, the Nature's Sunshine and Synergy teams in Central and Western Europe consolidated their distribution operations to this facility, allowing us to drastically simplify our supply chain, minimize unnecessary shipping and reduce our reliance on third-party logistics providers in the region.

This has also provided us with more autonomy and control, allowing sustainability values to be integrated into our everyday operations and decisions. We've switched from dyed shipping boxes to natural cardboard, reduced the use of plastic filler and transitioned from printed to digital invoices.



THE BENEFITS FROM THIS CONSOLIDATION INCLUDE:

- Reduction in emissions by using wind power and reduced transportation
- Significant savings on shipping costs
- Improved workplace productivity
- Decreased production errors
- Better overall customer satisfaction

The energy behind our European sustainability initiatives has inspired our teams around the world, and we are excited to work with employees, distributors, suppliers and customers who value the contributions we make to better our planet and communities.

“WE’RE REALLY WORKING TO INTEGRATE NSP’S GLOBAL GOALS AND VALUES INTO THE STRATEGIES WE USE EVERY DAY; WE ASPIRE TO MAKE SUSTAINABILITY ACTIONABLE AND ADD VALUE AT EVERY STEP OF THE PROCESS.”

—ALIDA HUSBY
Marketing and Communication Manager, Synergy Europe



“OUR SOURCING TEAM CHAMPIONS SUSTAINABILITY, FROM OUR INGREDIENT CERTIFICATIONS TO OUR COMMUNITY PARTNERSHIPS AND OUR ENVIRONMENTALLY FRIENDLY PRACTICES, WE ARE ALWAYS ALIGNING OUR CORPORATE VALUES FOR A HEALTHIER, MORE RESPONSIBLE FUTURE.”

—SCOTT COGSWELL
Manager, Sourcing & Procurement



CONNECTING VALUES TO VALUE CHAINS

We hold ourselves accountable for the planet and the people impacted throughout our value chain. We work to support local sourcing communities, forming intentional partnerships with farmers and suppliers who share our passion for environmental stewardship.



ADAPTOGEN ADVANTAGE: CULTIVATED vs WILDCRAFTED?

Wildcrafting—the art of foraging for and collecting botanicals grown naturally in the wild—happens throughout the world, and wildcrafters are key to our business. We value the unique skills they possess and honor the traditions that they follow.

Our Sourcing and Sustainability teams recently traveled to China to audit and strengthen relationships with several suppliers and potential suppliers. Two of the materials we were interested in were rhodiola and schisandra—two important adaptogens used in Power Greens (and other products).

Currently, these botanicals are sourced from the wild. However, due to the increased popularity of adaptogens, wild sources of these ingredients are under pressure. We are always on the lookout for efficacious and sustainable alternatives, and while visiting China, we were interested in learning more about cultivated options. We saw firsthand how both of these plants are being grown on small farms.

The question of wildcrafted versus cultivated has a lot of complexities and must be addressed on a case-by-case basis. We’re excited to do the work to make sure the botanicals we use are the best for both our customers and our planet.



IT'S FOOD, NOT FOOD SCIENCE: POWER MEAL

Part of our Power Line, Power Meal is a superfood meal replacement that features premium plant protein, fiber, fruits and vegetables. What really sets this product apart is the care we've taken to ensure the nutritional value in Power Meal comes from traditional root vegetables and other whole foods, such as maca root, turmeric root, burdock root and more.

We've turned to carbohydrate sources that have not become over-agriculturalized—meaning they are not subject to practices like single-crop planting and excessive chemical usage that deplete nutrients in the soil—so they maintain more of their nutritional value. Our teams are passionate about identifying and using premium, wholefood ingredients to deliver the most nutritional value to consumers.



“WE DON'T NEED TO TURN TO FOOD SCIENCE OR FOOD ADDITIVES TO MAKE OUR PRODUCTS EFFECTIVE. WE TURN TO REAL, WHOLE FOOD AS OUR RAW MATERIAL SOURCE.”

—MICHAEL SAUNDERS
Vice President of Science and Innovation

POWER MEAL KEY INGREDIENTS



PREMIUM SUPERFOOD PROTEIN BLEND

- Chickpea Protein
- Pea Protein
- Spirulina
- Chlorella



GUT HEALTH FIBER BLEND

- Acacia Fiber
- Apple Fiber
- Carrot Fiber
- Blueberry Fiber
- Cranberry Fiber



WHOLE FOOD HERB & ROOT BLEND

- Burdock Root
- Ashwagandha Root
- Turmeric Root
- Dandelion Root
- Red Beet Root
- Ginger Rhizome
- Maca Root



ORGANIC SUPER IMMUNITY MUSHROOM BLEND

- Organic Reishi
- Organic Cordyceps
- Organic Turkey Tail
- Organic Chaga
- Organic Shiitake



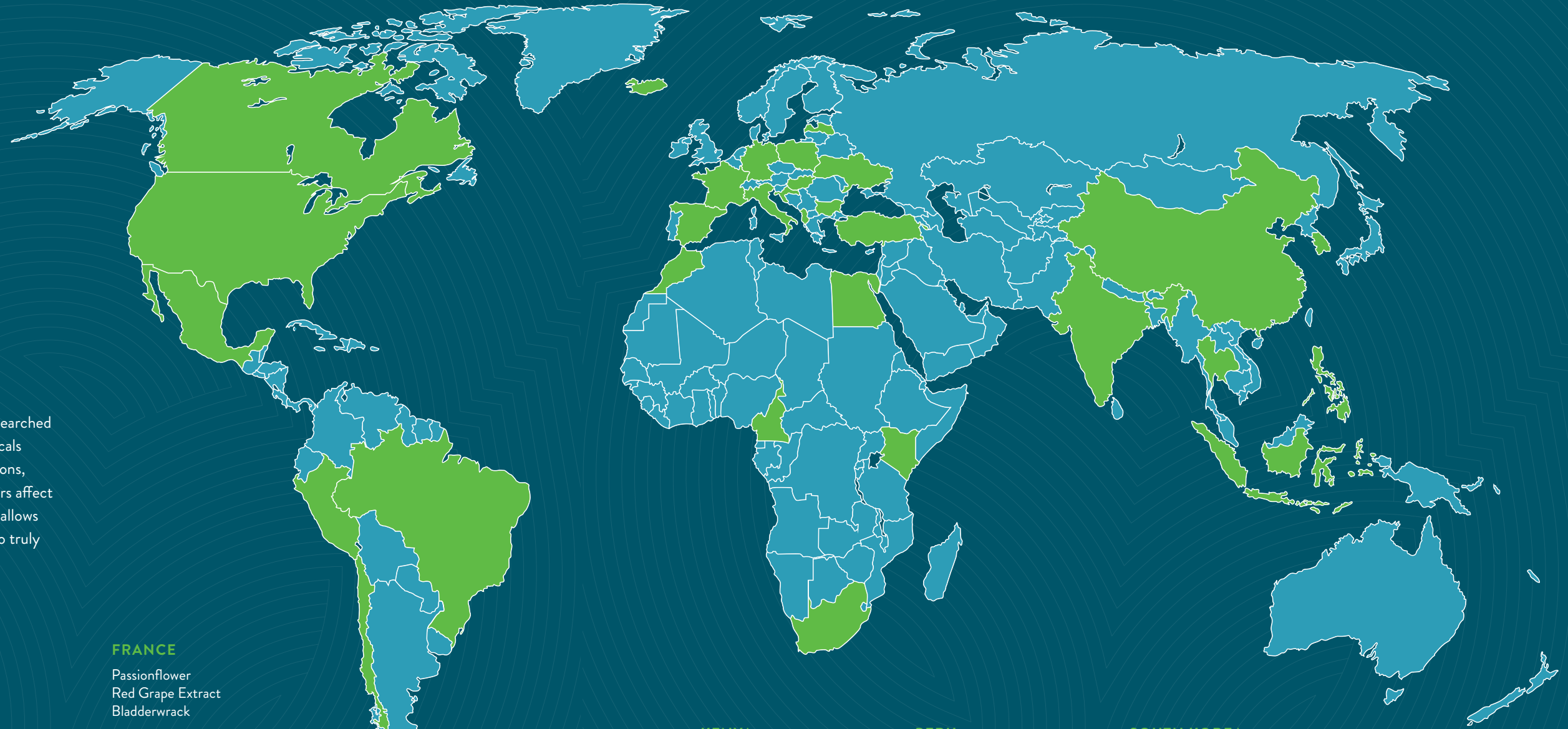
SUPERFOOD FRUIT BLEND

- Orange Peel Oil
- Organic Berries (Strawberry, Raspberry, Blueberry, Elderberry, Cranberry)
- Organic Tart Cherry
- Organic Tomato
- Pineapple Fruit Bromelain



SUPERFOOD GREENS BLEND

- Spinach
- Organic Broccoli
- Organic Broccoli Sprouts
- Organic Kale



THERE'S A LOT OF NATURE OUT THERE

From the very beginning, Nature's Sunshine has searched the world over for the purest, most potent botanicals to use in our supplements. As climate, soil conditions, precipitation, elevation and numerous other factors affect the viability of herbs and plants, sourcing globally allows us to acquire the best, most effective botanicals to truly share the healing power of nature with the world.

- ALBANIA**
Blessed Thistle
Red Clover
Feverfew
Mullein
- AUSTRALIA**
Tea Tree
- BRAZIL**
Pau D'Arco
Acai Berry
Yerba Mate Leaf
Acerola Fruit
- BULGARIA**
Clivers
Couch Grass
Motherwort
Hawthorn Berry
- CAMEROON**
Yohimbe Bark
- CANADA**
Dulse Fronds
Flax Seed
Kelp Leaf
- CHILE**
St. John's Wort
- CHINA**
Red Beet Root
Wheat Grass
Schisandra Fruit
Dong Quai Root
Rhodiola
- CROATIA**
Shepherd's Purse
- EGYPT**
Chamomile Flowers
Fennel Seed
Hibiscus Flowers
Thyme Leaf
- FRANCE**
Passionflower
Red Grape Extract
Bladderwrack
- FRENCH POLYNESIA**
Noni Fruit
- GERMANY**
Gentian Root
- HUNGARY**
Broccoli Flowers
Chickweed
Parsley Leaf
Bitter Fennel Seed
- ICELAND**
Seaweed
- INDIA**
Amaranth Seed
Shatavari Root
- INDONESIA**
Cassia Cinnamon Bark
Clove Flowers
Noni Fruit
- ITALY**
Bergamot Fruit
- KENYA**
Green Tea
Green Coffee Bean
- LATVIA**
Chokeberry Fruit
- MACEDONIA**
Juniper Berry
- MEXICO**
Damiana Leaf
Aloe Vera Leaf
Nopal Leaf
Sarsaparilla Root
- MOROCCO**
Rosemary Leaf
Chaste Tree Berry
- PERU**
Cat's Claw Bark
Maca Root
Quinoa Seed
- PHILIPPINES**
Banaba Leaf
- POLAND**
Marshmallow Root
Elderberry Fruit
Horehound Leaf & Flower
Valerian Root
White Willow Bark
- SOUTH AFRICA**
Buchu Leaf
Devil's Claw Root
Sceletium
Chlorella
- SOUTH KOREA**
Chlorella
- SPAIN**
Dandelion Root
Lemon Balm Leaf
Rosemary Leaf
Olive Leaf
Uva Ursi Leaf
- THAILAND**
Lemongrass
Black Ginger
Mangosteen Fruit
- TURKEY**
Licorice Root
- UKRAINE**
Echinacea
Horse Chestnut
- USA**
Black Cohosh Root
Saw Palmetto Fruit
Wild Yam
Skullcap
Oregon Grape Root
Goldenseal Root
Paw Paw Twig
Slippery Elm
- VANUATU**
Kava Kava Root

Community Impact & Investment

OUR CHINESE MARKET HAS EMBRACED THE MISSION OF THE IMPACT FOUNDATION AT EVERY OPPORTUNITY, PARTNERING WITH COMMUNITIES AND ORGANIZATIONS TO SUPPORT THE HEALTH AND WELL-BEING OF CHILDREN IN RURAL VILLAGES ACROSS CHINA.

In 2023, Nature's Sunshine China sponsored a Left-Behind Kids Companion Home to provide care for children whose parents must leave them to work for extended periods in larger cities.



IMPACT FOUNDATION

The Impact Foundation increases awareness of nature’s healing power, creates meaningful service opportunities and partners with other organizations that align closely with our cause.

IMPACT FOUNDATION GOAL:

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

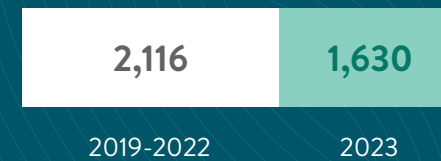
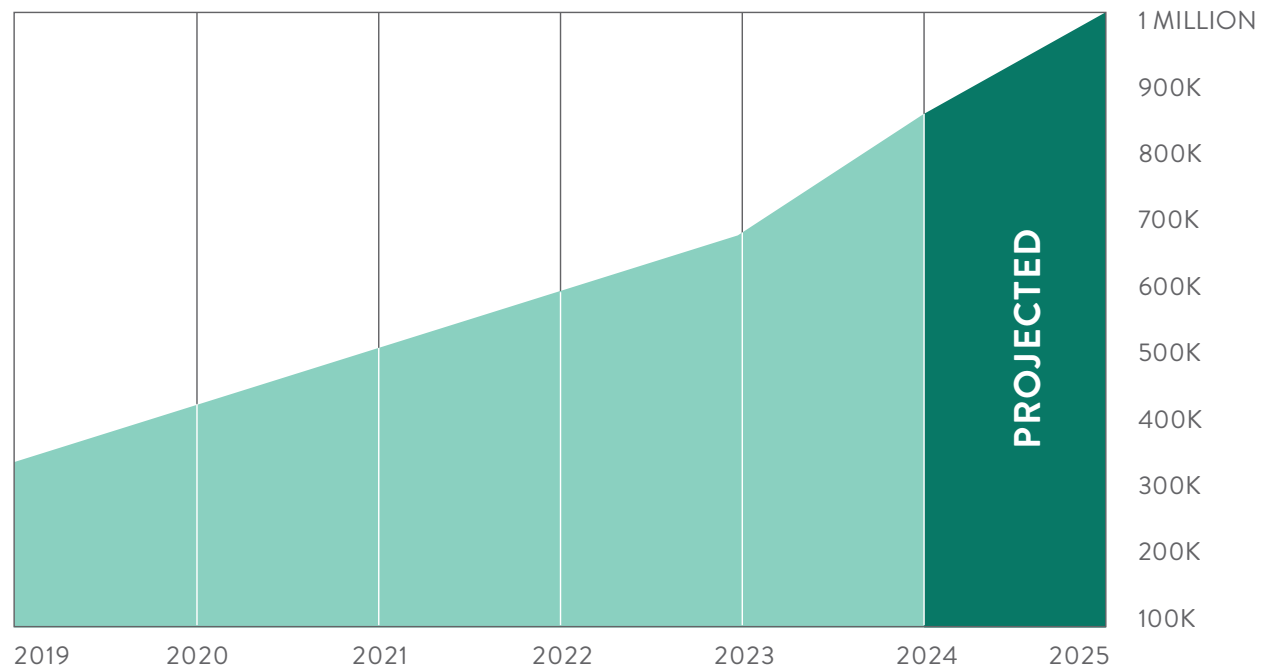
2023
PROGRESS

216,875

TOTAL LIVES
IMPACTED

863,167

LIVES IMPACTED SINCE 2019



TOTAL NUMBER OF
VOLUNTEERS

5,745

IMPACT
FOUNDATION

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.

OUR GLOBAL REACH

JAPAN

Over the past 10 years, Synergy Japan has been supporting children living at Tsukuba Aijien, a home for children without parents or whose parents are unable to raise them. In 2023, Synergy Japan generously donated 540,000JPY to help the children’s home.

In 2023, Synergy Japan also donated approximately 8,800 units of hand sanitizer across more than 80 facilities through its partnership with the Social Welfare Organization in Tokyo.

Since 2021, Synergy Japan has coordinated a semiannual food drive to collect food and other necessities for two districts in Tokyo. During that time, the team has donated nearly 2,000 items to their community.



KOREA

For 16 years—from 2008 to 2023—Synergy Korea has raised about 980 million KRW for the benefit of children from the Hansarang Community and other low-income areas, impacting the lives of an estimated 2,600 children.

Synergy Korea also presented a donation of 105,000,000 KRW (about \$80,800 USD) in 2023 to the Hansarang Village rehabilitation center for children with severe disabilities—the largest donation since the partnership began.

Throughout 2023, Synergy Korea employees participated in multiple meal projects, providing meals for 50 foster families during the Korean holiday “Chuseok,” as well as dedicating more than 100 hours of service to provide more than 500 meals to vulnerable and low-income children during Charity Week.



CHINA

The Nature’s Sunshine team in China unveiled an incredible project in 2023—Nature’s Sunshine’s first Left-Behind Kids Companion Home. We were the first company to co-sponsor such a children’s home in China, where parents are forced to leave their children in rural villages while they go to work for an extended time in the big cities. The program trains local women to act as “companion mothers” who can care for children for extended periods of time while their parents are away. The three-year program will culminate in a \$30,000 total sponsorship.



CANADA

In October of 2023, Nature’s Sunshine Canada held their annual Wellness Retreat in Toronto, during which volunteers worked together to pack 500 hygiene kits for women experiencing poverty and who lack access to basic health essentials. The team delivered the completed kits to the Knights Table, an organization that helps provide support for families experiencing poverty, hunger and homelessness in Canada.





UNITED STATES

In July of 2023, more than 300 Nature’s Sunshine employees, in partnership with Feed My Starving Children, volunteered on behalf of the Impact Foundation to help bring essential vitamins and nutrients to children experiencing hunger and malnutrition. Over the course of two days, volunteers packed more than 108,000 meals to be distributed to children and their families living in underserved communities.

Additionally, the Synergy North American team and Synergy U.S. brought awareness to cardiovascular disease during Heart Health Month in 2023, ultimately presenting a check for \$25,000 to the Intermountain Primary Children’s Hospital Center.



THE FUTURE DEPENDS ON HEALTHY MOMS

Vitamin Angels provides vulnerable and underserved groups—pregnant women, infants and children—with essential vitamins, resources and interventions that help to improve nutrition and health outcomes in low-resource settings worldwide.

Between May 5-14, 2023, Nature’s Sunshine and the Impact Foundation matched donations to Vitamin Angels to support the health of women and children in underserved communities in the U.S. and around the world. Through this campaign and its partnership with Vitamin Angels, the Impact Foundation was able to provide life-changing nutrients to 100,000 underserved pregnant mothers and young children.



EMPLOYEE ENGAGEMENT & WELL-BEING

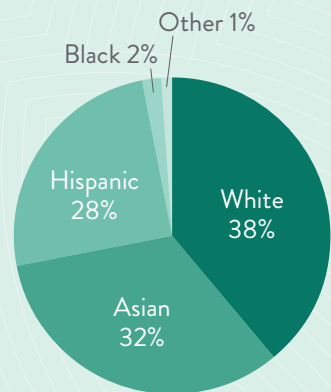
Nature's Sunshine's more than 50-year legacy of sharing the healing power of nature with the world is made possible by the more than 800 incredible individuals we employ, as well as our network of more than 500,000 independent consultants around the world.

In 2023, Nature's Sunshine was awarded four Comparably Awards, celebrating our company culture, our efforts to provide a thriving environment for our employees and our passion for improving the resilience and productivity of our business.

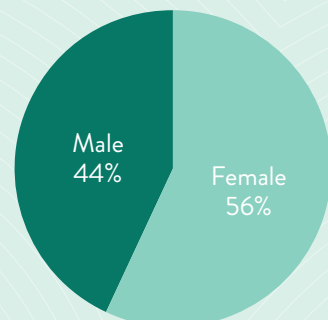


WE AIM TO EMPOWER THOSE WHO BRING DIFFERENT EXPERIENCES, CULTURES, SKILLS AND PERSPECTIVES TO OUR ORGANIZATION.

2023 EMPLOYEE BREAKDOWN



RACE



GENDER

At Nature's Sunshine, we recognize our people as our greatest asset, and we strive to build a community that embraces diversity, truly cares about each other and is passionate about the quality health supplements we manufacture.



“OUR EMPLOYEES SELECTING US AS BEST COMPANY CULTURE MEANS A GREAT DEAL. EVERYONE CONTRIBUTES TO FOSTERING A GREAT CULTURE HERE. LISTENING TO EMPLOYEE FEEDBACK HAS HELPED US BUILD A STRONGER COMPANY WITH AN INSPIRING CULTURE.”

—TRACEE COMSTOCK
Senior Vice President of Global Human Resources





LEADING A WINNING CULTURE

Beyond our programs, the day-to-day interactions and cross-functional collaborations between our leaders, teams and individual employees have established a culture of caring, connection and prosperity.

Our leaders are expected to have regular 1:1 and regular department meetings with their teams to align priorities and ensure everyone is working on the same goals. Monthly town hall meetings, featuring content and updates from our various global business units, keep employees informed on our progress and help teams prioritize projects.

It takes tremendous alignment and teamwork to achieve significant results, and 2023 was another record-breaking year for Nature’s Sunshine. From our frontline production workers to our leadership team, every employee is an important part of our success. And we must be doing something right, as our average employee tenure at Nature’s Sunshine is ~10 years, with some employees having been with the company for 20, 30, 40 and even 45 years.

TALENT RECRUITMENT & RETENTION

For over 50 years Nature’s Sunshine has been sharing the healing power of nature—as well as a tradition of healthy living—with the world, starting within our own company. We truly care about the overall health and wellness of our employees, having implemented programs to support their financial, physical, and mental well-being through our Total Rewards program.

Total Rewards details Nature’s Sunshine’s investment in one of our greatest assets—our employees. We are focused on three pillars:

1. Our Investment in “Your” **Financial Security**
2. Our Investment in “Your” **Well-Being**
3. Our Investment in “Your” **Future**

This comprehensive program is designed to take care of our employees now and in the future and to help our employees to be successful at work and beyond retirement. More than 98% of our employees participate in the company’s 401(k) program to prepare for their

financial future. Additionally, despite inflationary pressures throughout 2023, we were able to maintain our employee benefits package while decreasing its cost, helping employees address their current financial needs.

As a health and wellness company, we want every employee to engage in an active and healthy lifestyle. Employees who prioritize wellness, are passionate about their health goals and participate in daily activities to become healthier qualify for wellness rewards.

One of the benefits we are proud to offer is tuition reimbursement. This program encourages and supports our employees’ efforts to further their education through both undergraduate and graduate degrees. This benefits our employees, their families, and their community. Implemented in 1985, this program has helped hundreds of employees achieve their educational goals and improve their financial well-being and future. In 2023, Nature’s Sunshine had 12 employees enrolled in the program.

FLEX4 SCHEDULE FOR COLLABORATION, INNOVATION AND BALANCE

In 2023, Nature’s Sunshine introduced the FLEX4 schedule at our Spanish Fork facility, which allows employees to work a four-day work week and enjoy a three-day weekend. The schedule was designed to increase efficiency and encourage greater collaboration, communication, and innovation while offering a better work-life balance for employees.

Since phasing in this new, flexible schedule, we have seen benefits on numerous fronts:

- Improved workforce morale and overall satisfaction, as seen in feedback gathered from the program’s 90-day review
- Increased productivity and efficiency, including a 15% increase in throughput
- Energy and electricity savings due to the elimination of a fifth day of manufacturing



45 YEARS, COUNTLESS FRIENDSHIPS: HARLEY'S ENDURING LEGACY AT NATURE'S SUNSHINE

In 2023, one of our own celebrated his 45th anniversary with Nature's Sunshine. Harley's tenure with the company, which began as a way for him to put himself through college, blossomed into a remarkable, decades-long career. From production supervisor to materials manager to IT expert, Harley has tackled every challenge with a passion for continuous improvement and helping others, earning him the respect and friendship of hundreds of colleagues.

"I really enjoy it when I can make someone's life easier," he says, reflecting on his journey. His keen problem-solving skills and expertise in multiple departments has made him invaluable at Nature's Sunshine, especially during times of growth and transition. From navigating industry shifts to embracing new markets, Harley has

both witnessed and actively shaped the evolution of our company. Even now, he enjoys mentoring and staying connected with different departments, demonstrating his dedication to the company's overall success.

As he contemplates what's next, one thing is clear: Harley's legacy is woven into the very fabric of Nature's Sunshine, and his dedication and expertise have left a mark on the company he calls home. "There's a lot of value in this company from the friendships you make. And when I retire, I think that will be what I miss most."

Harley's story is a testament to the power of the enduring value of human connection and the culture that has been created at Nature's Sunshine. And his 45 years with us serve as an inspiration to us all.



"THERE'S A LOT OF VALUE
IN THIS COMPANY FROM
THE FRIENDSHIPS YOU
MAKE. AND WHEN I
RETIRE, I THINK THAT WILL
BE WHAT I MISS MOST."

—HARLEY HURST
Manager, IT-Enterprise Applications



**EMPOWERING
BRIGHTER FUTURES**

Through our partnership with the University of Utah, we are excited to plant seeds of opportunity and potential for future generations.

*Pictured from left:
Mia Tadesse and Miles Gage*

SCHOLARSHIP RECIPIENTS

Nature’s Sunshine continues to partner with the David Eccles School of Business at the University of Utah to provide financial aid to underrepresented students in support of their educational pursuits.

MIA TADESSE, a first-generation Ethiopian American college student, expresses profound gratitude for the Nature’s Sunshine Scholarship, which has opened doors she previously thought unattainable due to financial constraints.

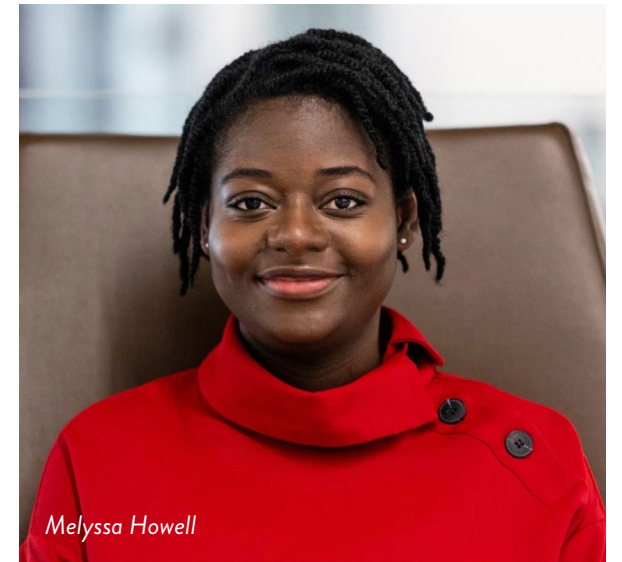
Now part of the Opportunity Scholar program at the University of Utah’s David Eccles School of Business, Mia is determined to utilize her education to create positive change, inspired by the generosity that has transformed her life and ignited a desire to give back.

She shares, “Your belief in me has rekindled my hope and determination,” highlighting the scholarship’s impact in igniting her passion for uplifting marginalized individuals and communities.

MILES GAGE, a senior at the University of Utah and recipient of the Nature’s Sunshine Scholarship, expresses profound gratitude for the opportunity to contribute to his college community.

Engaged in various campus activities, including leadership roles in the Union Programming Council and the Freshman Ambassador Board, Miles has also been involved in student experience initiatives and athletics, showcasing his dedication to enhancing campus life.

With a degree in business management, Miles aims to pursue graduate school, supported by the scholarship, and hopes to continue working in collegiate athletics while utilizing the skills acquired from the David Eccles School of Business to create positive change in any environment.



Melyssa Howell

MELYSSA HOWELL, a determined finance student from the Democratic Republic of the Congo, expresses sincere gratitude for the Nature’s Sunshine Scholarship, which has provided crucial financial stability amidst personal challenges, including overcoming lupus and a kidney transplant.

As a peer advisor at the Eccles School, Melyssa demonstrates leadership and a commitment to helping others, inspired by her own journey of resilience.

With aspirations to establish a fintech company serving underserved communities, Melyssa eagerly anticipates engaging deeply with her coursework and extracurricular activities, empowered by this scholarship to pursue academic excellence and make a positive impact.

Shaping Leadership Impact



BOARD OF DIRECTORS

The Nature’s Sunshine Board of Directors is committed to high standards for our employees, officers and directors. An important element of our Board’s commitment is prioritizing appropriate corporate governance. It is the duty of our Board to serve as a fiduciary for shareholders and to oversee the management of the company’s business. The Board of Directors follows the procedures and standards set forth in the company’s corporate governance guidelines in the fulfillment of its fiduciary responsibilities.

BOARD DIVERSITY MATRIX	
Total Board Members	9
Gender	
Male	6
Female	3
Ethnicity	
African American	1
Asian	1
White	7

DIRECTOR SKILLS & EXPERTISE

EXPERIENCE, SKILLS & QUALIFICATIONS							
Director	Management & Business Operations	Risk Management	Technology	Finance & Accounting	International Business	Consumer Marketing	Strategy Development
Richard Moss	•	•		•			•
Curtis Kopf	•		•				•
Terrence Moorehead	•			•		•	•
Tess Roering	•				•	•	
Robert Straus	•	•		•			•
J. Christopher Teets	•			•			•
Heidi Wissmiller	•					•	•
Rong Yang	•				•	•	•

TRUE LEADERS AREN'T MEASURED BY THE NUMBER OF INDIVIDUALS THEY LEAD; THEY'RE MEASURED BY THE INFLUENCE THEY HAVE IN INDIVIDUAL LIVES.



BUSINESS ETHICS & PROCEDURES

Our people are committed to living by our Code of Conduct, ensuring we conduct business ethically and with integrity. The Nature's Sunshine Code of Conduct applies to all employees of Nature's Sunshine and Synergy WorldWide, and we also expect our distributors, suppliers, agents, business partners, consultants and licensees to follow similar principles.

CONSULTANT BEST PRACTICES

We maintain a repository of Policies and Procedures to help ensure that each independent consultant adheres to our values and best practices when conducting business. These policies and procedures include guidelines for handling personal information, processing and shipping orders and ensuring product quality and proper care, as well as upholding our 100% Satisfaction Guarantee, and more.

You can find more information about our responsible business practices, including our Board committee charters and other governance documents, on our website at ir.naturessunshine.com

DATA PRIVACY AND CYBERSECURITY

We take care to follow all applicable security measures and internal controls for our computer systems and other devices in the countries where we operate, as securing personal and customer data remains a top priority at Nature's Sunshine. Our legal and compliance departments oversee our privacy policies, and they are responsible for the implementation of our privacy program.

Our Privacy and Cybersecurity Committee meets regularly to monitor and evaluate our practices. This committee also receives annual training to assess potential scenarios and discuss solutions. Each year, the committee presents a cybersecurity report to the Board Risk Management Committee, the results of which can be found in our Annual Report.



Appendix

SASB INDEX

PROCESSED FOODS SUSTAINABILITY ACCOUNTING STANDARDS

TOPIC	CODE	CATEGORY	UNIT	2023
Energy Management				
(1) Total energy consumed	FB-PF-130a.1	Quantitative	GJ / KWh	In 2023, Nature's Sunshine purchased a total of 6,808,804 kilowatt-hours (kWh) of energy, with 4,935,631 kWh coming from renewable sources.
(2) percentage grid electricity	FB-PF-130a.1	Quantitative	%	
(3) percentage renewable	FB-PF-130a.1	Quantitative	%	72.5% (see above)
Water Management				
(1) Total water withdrawn	FB-PF-140a.1	Quantitative	Thousand cubic meters	Total 2023 water consumption: 15.0 million gallons (56,781.2 cubic meters)
(2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	FB-PF-140a.1	Quantitative	%	In 2023, 84.7% of Nature's Sunshine's water use came from regions of High baseline water stress, as designated by the World Resources Institute (WRI), and 2.3% came from regions of Extremely High baseline water stress. In 2022, we were able to report that only 5.3% of our water use came from regions with High or Extremely High baseline water stress; the increase for 2023 is due to the region around our primary manufacturing facility in Spanish Fork, Utah, being newly designated as an area of High baseline water stress following an update to the WRI Aqueduct Water Risk Atlas dataset in 2023. (Spanish Fork is in a region previously designated as Low-Medium baseline water stress.)
Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-PF-140a.2	Qualitative/ Discussion	N/A	
Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	FB-PF-140a.3	Qualitative/ Discussion	N/A	Metric not currently tracked
Food Safety				
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	Quantitative	Rate	Nature's Sunshine is not subject to GFSI audits, but we received zero citations of noncompliance for quality audits conducted in 2023 (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	Quantitative	%	

(1) Total number of notices of food safety violation received, (2) percentage corrected	FB-PF-250a.3	Quantitative	%	None
(1) Number of recalls issued and (2) total amount of food product recalled	FB-PF-250a.4	Quantitative	Metric tonne	Nature's Sunshine issued no product recalls in 2023.
Health & Nutrition				
Revenue from products labeled or marketed to promote health and nutrition attributes	FB-PF-260a.1	Quantitative	Currency	Metric 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	Qualitative/ Discussion	N/A	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.
Product Labeling & Marketing				
Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	FB-PF-270a.1	Quantitative	%	Metric not currently tracked
Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	FB-PF-270a.2	Quantitative	Currency	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.
Number of incidents of non-compliance with industry or regulatory labeling or marketing codes	FB-PF-270a.3	Quantitative	Number	None
Total amount of monetary losses as a result of legal proceedings associated with labeling or marketing practices	FB-PF-270a.4	Quantitative	%	None
Packaging Lifecycle Management				
(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable, or compostable	FB-PF-410a.1	Quantitative	Metric tonnes, %	(1) Total weight of plastic packaging in 2023 was 1.19 million pounds. (2) The percentage made from recycled and/or renewable materials in 2023 was 40.5%. (3) The percentage that is recyclable, reusable and/or compostable in 2023 was 85.6%.
Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF-410a.2	Qualitative/ Discussion	N/A	2023 Impact Report, page 19-21

Environmental & Social Impacts of Ingredient Supply Chain				
Percentage of food ingredients sourced that are certified to third-party environmental or social standards, and percentages by standard	FB-PF-430a.1	Quantitative	%	SASB Codes FB-PF-260a.2; FB-PF-270a.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	FB-PF-430a.2	Quantitative	Rate	Metric not currently tracked
Ingredient Sourcing				
Identification of principal crops and description of risks and opportunities presented by climate change	FB-PF-440a.1	Quantitative	%	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	Qualitative/ Discussion	N/A	Metric not currently tracked
Activity Metric				
Weight of products sold	FB-PF-000.A	Quantitative	Metric tonnes	Metric not currently tracked
Number of production facilities	FB-PF-000.B	Quantitative	Number	One manufacturing facility in Spanish Fork, Utah



GRI APPENDIX

CODE	METRIC	CATEGORY/UNIT	2023
GRI 2: General Disclosures			
2-1	Organizational details	Qualitative / Discussion	2023 Impact Report, page 6
2-2	Entities included in the organization's sustainability reporting	Qualitative / Discussion	2023 Impact Report, page 6
2-3	Reporting period, frequency and contact point	Qualitative / Discussion	2023 Impact Report, pages 5-6
2-4	Restatements of information	Qualitative / Discussion	2023 Impact Report, page 6
2-5	External assurance	Qualitative / Discussion	Nature's Sunshine obtained limited third-party assurance on our 2023 reported GHG emissions data.
2-6	Activities, value chain and other business relationships	Qualitative / Discussion	Nature's Sunshine 2023 10-K, page 4
2-7	Employees	Qualitative / Discussion	Nature's Sunshine 2023 10-K, page 9
2-8	Workers who are not employees	Qualitative / Discussion	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	Qualitative / Discussion	Nature's Sunshine 2023 Proxy Statement, pages 11-24
2-10	Nomination and selection of the highest governance body	Qualitative / Discussion	Nature's Sunshine 2023 Proxy Statement, pages 19-20
2-11	Chair of the highest governance body	Qualitative / Discussion	Nature's Sunshine 2023 10-K, page 73
2-12	Role of the highest governance body in overseeing the management of impacts	Qualitative / Discussion	Nature's Sunshine 2023 Proxy Statement, page 11
2-13	Delegation of responsibility for managing impacts/ ESG	Qualitative / Discussion	Nature's Sunshine 2023 Proxy Statement, page 11
2-14	Role of the highest governance body in sustainability reporting	Qualitative / Discussion	Nature's Sunshine 2023 10-K, page 10
2-15	Conflicts of interest	Qualitative / Discussion	Nature's Sunshine 2023 Proxy Statement, page 15
2-16	Communication of critical concerns	Qualitative / Discussion	
2-17	Collective knowledge of the highest governance body	Qualitative / Discussion	Nature's Sunshine 2023 Proxy Statement, pages 21-24
2-18	Evaluation of the performance of the highest governance body	Qualitative / Discussion	Nature's Sunshine 2023 Proxy Statement, pages 13, 17, 19
2-19	Remuneration policies	Qualitative / Discussion	Nature's Sunshine 2023 Proxy Statement, begin page 26
2-20	Process to determine remuneration	Qualitative / Discussion	Nature's Sunshine 2023 Proxy Statement, begin page 26
2-21	Annual total compensation ratio	Qualitative / Discussion	Nature's Sunshine 2023 Proxy Statement, begin page 26

2-22	Statement on sustainable development strategy	Qualitative / Discussion	2023 Impact Report, pages 10-11, 15-16, 22
2-23	Policy commitments	Qualitative / Discussion	2023 Impact Report, page 48
2-24	Embedding policy commitments	Qualitative / Discussion	2023 Impact Report, page 48
2-25	Processes to remediate negative impacts	Qualitative / Discussion	Nature's Sunshine Corporate Code of Conduct, page 4-5
2-26	Mechanisms for seeking advice and raising concerns	Qualitative / Discussion	Nature's Sunshine Corporate Code of Conduct, page 4-5
2-27	Compliance with laws and regulations	Qualitative / Discussion	2023 Impact Report, pages 48, 59
2-28	Membership associations	Qualitative / Discussion	2023 Impact Report, page 13
2-29	Approach to stakeholder engagement	Qualitative / Discussion	2023 Impact Report, pages 8-9
2-30	Collective bargaining agreements	Qualitative / Discussion	
GRI 3: Material Topics			
3-1	Process to determine material topics	Qualitative / Discussion	2023 Impact Report, pages 8-9
3-2	List of material topics	Qualitative / Discussion	2023 Impact Report, pages 8-9
3-3	Management of material topics	Qualitative / Discussion	2023 Impact Report, pages 8-9
GRI 205: Anti-corruption			
205-1	205-1 Operations assessed for risks related to corruption	Qualitative / Discussion	
205-2	205-2 Communication and training about anti-corruption policies and procedures	Qualitative / Discussion	
205-3	205-3 Confirmed incidents of corruption and actions taken	Qualitative / Discussion	None
GRI 206: Anti-competitive Behavior			
206-1	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Qualitative / Discussion	None
GRI 207: Tax			
207-1	207-1 Approach to tax	Qualitative / Discussion	Nature's Sunshine 2023 10-K, pages 16-17, 25, 29-37
207-2	207-2 Tax governance, control, and risk management	Qualitative / Discussion	Nature's Sunshine 2023 10-K, pages 16-17, 25, 29-37
GRI 301: Materials			
301-1	301-1 Materials used by weight or volume	Quantitative / Number	
301-2	301-2 Recycled input materials used	Quantitative / Number	2023 Impact Report, pages 19-21
301-3	301-3 Reclaimed products and their packaging materials	Quantitative / Number	Metric not currently tracked

GRI 302: Energy			
302-1	Energy consumption within the organization	Quantitative / Number	SASB Code FB-PF-130a.1
302-2	Energy consumption outside of the organization	Quantitative / Number	
302-3	Energy intensity	Quantitative / Number	Metric not currently tracked
302-4	Reduction of energy consumption	Quantitative / Number	2023 Impact Report, pages 15-16
302-5	Reductions in energy requirements of products and services	Quantitative / Number	2023 Impact Report, pages 15-16, 21, 41
GRI 303: Water and Effluents			
303-1	Interactions with water as a shared resource	Qualitative / Discussion	2023 Impact Report, page 9, 20-21; SASB Code FB-PF-140a.1
303-2	Management of water discharge-related impacts	Qualitative / Discussion	
303-3	Water withdrawal	Quantitative / Number	15.0 million gallons (56,781.2 cubic meters)
303-4	Water discharge	Quantitative / Number	Metric not currently tracked
303-5	Water consumption	Quantitative / Number	SASB Code FB-PF-140a.1
GRI 305: Emissions			
305-1	Scope 1	Quantitative / Number	2023 Scope 1 emissions were 1,071.9 tCO ₂ e
305-2	Scope 2	Quantitative / Number	2022 Scope 2 emissions from purchased electricity totaled 936.3 tCO ₂ e.
305-3	Scope 3	Quantitative / Number	<p>Nature's Sunshine did not conduct a comprehensive updated Scope 3 assessment for 2023, but we did reevaluate 2022 emissions data. In our latest annual carbon emissions report, we have adopted revised emission factors, leading to a recalculated reduction of 25% in our reported carbon emissions. It's important to note that this adjustment is primarily due to changes in calculation methods rather than a physical decrease in emissions. Since the adjustment was material (>5%), we have recalculated our previous inventories, as well to ensure consistent reporting across all years. Specifically, these reductions are related to utilizing the EPA's Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities to replace the estimates created in the now-retired Quantis Scope 3 Evaluator (Scope 3 Evaluator (quantis-suite.com)). We remain committed to transparent reporting and continuous efforts toward actual emissions reduction in all our operations. Our updated Scope 3 total is 41,843 tCO₂e.</p> <p>Scope 3 Emissions Breakdown by category (tCO₂e):</p> <ul style="list-style-type: none"> • Purchased Goods and Services: 36,070 • Fuel and Energy-Related Activities (not included in Scope 1 & 2): 231 • Upstream Transportation and Distribution: 475 • Waste Generated in Operations: 638 • Business Travel: 97 • Employee Commuting: 474 • Upstream Leased Assets: 169 • Downstream Transportation and Distribution: 3,689

305-4	GHG emissions intensity	Quantitative / Number	Metric not currently tracked
305-5	Reduction of GHG emissions	Quantitative / Number	2023 Impact Report, pages 11, 15, 22
305-6	Emissions of ozone-depleting substances (ODS)	Quantitative / Number	Metric not currently tracked
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Quantitative / Number	Metric not currently tracked
GRI 306: Waste			
306-1	Waste generation and significant waste-related impacts	Quantitative / Number	2023 Impact Report, pages 11, 18-19
306-2	Management of significant waste-related impacts	Quantitative / Number	2023 Impact Report, pages 18-19
306-3	Waste generated	Quantitative / Number	2023 Impact Report, pages 18-19
306-4	Waste diverted from disposal	Quantitative / Number	2023 Impact Report, pages 18-19
306-5	Waste directed to disposal	Quantitative / Number	2023 Impact Report, pages 18-19
GRI 401: Employment			
401-1	401-1 New employee hires and employee turnover	Quantitative / Number	
401-2	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Quantitative / Number	Detailed on Nature's Sunshine careers webpage
401-3	401-3 Parental leave	Qualitative / Discussion	Detailed on Nature's Sunshine careers webpage
GRI 403: Occupational Health and Safety			
403-1	403-1 Occupational health and safety management system	Qualitative / Discussion	
403-2	403-2 Hazard identification, risk assessment, and incident investigation	Qualitative / Discussion	Nature's Sunshine Corporate Code of Conduct, page 6
403-3	403-3 Occupational health services	Qualitative / Discussion	2023 Impact Report, pages 38-41
403-4	403-4 Worker participation, consultation, and communication on occupational health and safety	Qualitative / Discussion	Nature's Sunshine Corporate Code of Conduct, page 6
403-5	403-5 Worker training on occupational health and safety	Qualitative / Discussion	
403-6	403-6 Promotion of worker health	Qualitative / Discussion	2023 Impact Report, pages 38-41
403-7	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Qualitative / Discussion	
403-8	403-8 Workers covered by an occupational health and safety management system	Qualitative / Discussion	

403-9	403-9 Work-related injuries	Qualitative / Discussion	2023 Total Recordable Injury Rate (TRIR): 4.09 Five-year TRIR average: 2.6
403-10	403-10 Work-related ill health	Qualitative / Discussion	
405: Diversity and Equal Opportunity			
405-1	405-1 Diversity of governance bodies and employees	Qualitative / Discussion	2023 Impact Report, pages 38, 47
405-2	405-2 Ratio of basic salary and remuneration of women to men	Quantitative / Number	
GRI 413: Local Communities			
413-1	413-1 Operations with local community engagement, impact assessments, and development programs	Qualitative / Discussion	2023 Impact Report, pages 30-37, 44-45
413-2	413-2 Operations with significant actual and potential negative impacts on local communities	Qualitative / Discussion	
GRI 416: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	Qualitative / Discussion	2023 Impact Report, pages 7, 25-27
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Quantitative / Number	SASB Code FB-PF-250a.1
GRI 417: Marketing and Labeling			
417-1	Requirements for product and service information and labeling	Qualitative / Discussion	Nature's Sunshine 2023 10-K, pages 4-7, 11-12
417-2	Incidents of non-compliance concerning product and service information and labeling	Quantitative / Number	None
417-3	Incidents of non-compliance concerning marketing communications	Quantitative / Number	None
GRI 418: Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Quantitative / Number	Synergy Japan experienced one incident of a fraudulent scheme, but there has been no evidence that the activity resulted in any unauthorized access to confidential consumer information or other data maintained by the Company.



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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