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Nu Skin Modern Slavery Act Statement

This statement is made pursuant to Section 54, Part 6 (a) of the U.K. Modern Slavery Act 2015 and sets out the steps Nu Skin has taken to ensure that slavery and human trafficking are not taking place in any part of its business or supply chain.

This statement is effective as of January 1, 2026.

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Nu Skin opposes and prohibits the use of human trafficking, child labor, slavery and slave labor, and it expects the same from its business partners and suppliers. Nu Skin is committed to compliance with all applicable labor laws, including the U.K.'s Modern Slavery Act.

Nu Skin's business and organizational structure

Nu Skin Enterprises is one of the leading direct selling companies, creating and selling high quality anti-aging personal care products and nutritional supplements. Nu Skin provides rewarding direct sales opportunities and supports its sales force, shareholders, consumers and employees in multiple ways to improve their quality of life.

Nu Skin develops its activity in more than 45 markets organized into five geographic regions: North America, Central & South America, Europe & Africa, Greater China, Asia Pacific Headquarters are located in Provo, state of Utah, U.S.A.

Nu Skin operates its business in the United Kingdom primarily out of its subsidiary Nu Skin Scandinavia A/S.

Nu Skin's policies and trainings

Nu Skin recognizes its social responsibility in the markets in which it operates. Nu Skin's commitment to human rights and ethical conduct is embedded in our Global Compliance and Ethics program. As part of Nu Skin's Compliance and Ethics program, Nu Skin and its employees receive training on and must adhere to a Code of Conduct. The Code of Conduct, and the various written policies that support it, is designed to create a culture of ethics and integrity within the business and supply chains and to facilitate compliance with the laws of all jurisdictions in which Nu Skin operates.

The Code of Conduct covers a range of topics relevant to the protection of human rights, including harassment and discrimination, workplace violence and protecting employee privacy, among

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others, and "prohibits the use of child labor, exploitation of children, forced labor, physical punishment or abuse, or involuntary servitude in any of its operations worldwide".

Nu Skin is also committed to conducting business with honesty and integrity, and in compliance with the laws of all the markets in which Nu Skin is active. Therefore, Nu Skin has also adopted a Global Anti-Corruption and Anti-Bribery Policy with which all employees and relevant business partners are required to comply. All employees receive training on Anti-Corruption and Anti-Bribery, adapted to the level of management and responsibilities, beyond the more general Code of Conduct.

Third-Party Management and Due Diligence

As part of our effort to identify and mitigate risk, Nu Skin has in place systems to:

- Identify and assess potential risk areas when considering taking on new suppliers, including anti-bribery and fraudulent practices, corporate compliance program controls, employment conditions and employee training conditions,
- Review and re-evaluate existing suppliers at regular intervals based on risk level, including the possibility of enhanced due diligence process, re-auditing a supplier or conducting spot checks, and
- Nu Skin also operates a Whistleblower Policy, which encourages all employees of Nu Skin to report any wrongdoing in relation to unethical or illegal behavior or to raise concerns confidentially.

Nu Skin's controls

Nu Skin strives to work with business partners who exemplify our own high standards of integrity and business conduct. Nu Skin is also committed to ensuring that modern forms of slavery and human trafficking are not present in our supply chains. The Code of Conduct prohibits Nu Skin from knowingly doing "business with vendors, suppliers, sales force members, consultants, or other service providers of any kind who are not similarly committed to operating in accordance with the laws and standards consistent with the Code of Conduct."
Accordingly, Nu Skin expects its stakeholders, vendors, suppliers, service providers, employees and distributors or sales force members to comply with relevant labor laws and, where applicable, the relevant provisions of the U.K. Modern Slavery Act through the supply chain. Therefore, prior to engaging with business partners, Nu Skin conducts varying levels of due diligence, depending on the potential risk presented by that relationship, to ensure that they meet our required standards.

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Nu Skin's Commitment

Nu Skin supports the provisions set out in the U.K. Modern Slavery Act 2015 and is committed to operating responsibly and establishing high ethical standards across the company.
This statement constitutes Nu Skin's slavery and human trafficking statement for the financial year ending 31 December 2025 and was approved by the Board of Directors of Nu Skin Scandinavia A/S.



Elna De Moraes
Director
Date 2026-01-05