



Sustainability Report 2025

Healthy Bodies, Healthy Planet

USANA®

About This Report

This report provides an overview of USANA's approach to sustainability and highlights our 2025 initiatives and achievements.

It is structured according to our three sustainability pillars:

Products

People

Planet

What to know about this report:

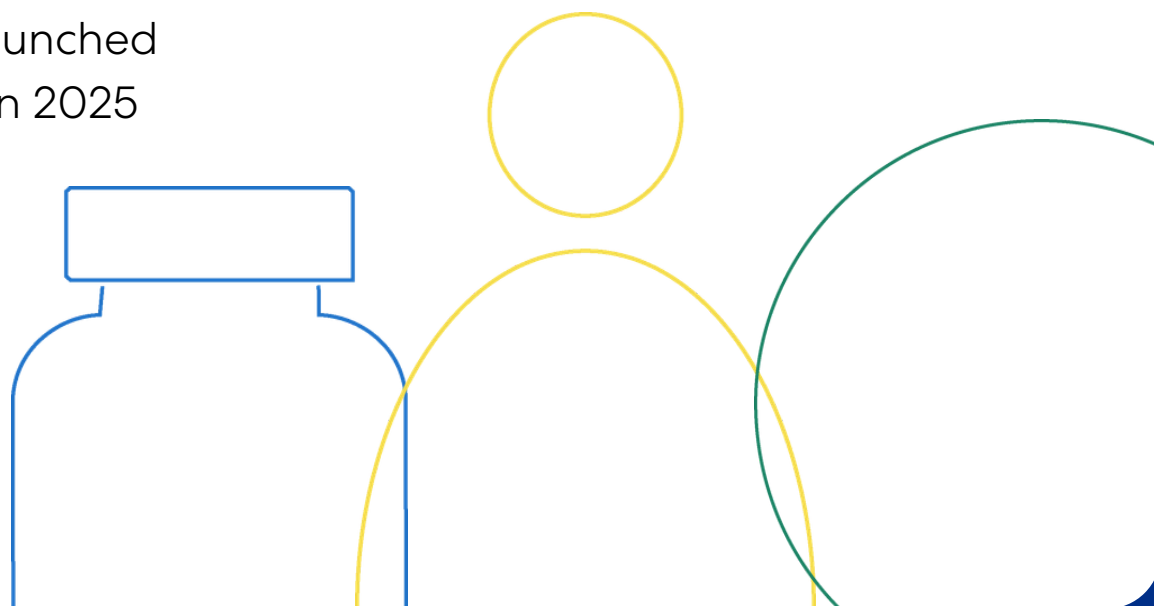
- The information covers the 2025 fiscal year ending January 3, 2026, unless otherwise stated.
- All information is based on sustainability issues deemed important through our comprehensive stakeholder assessment.
- All worldwide business operations are in the scope of our governance, management approach, and performance disclosures.
- Financial figures are in U.S. dollars unless specified.
- Throughout this report, we direct readers to additional information on our website.
- To view 2025's quantitative data, please see our [Sustainability Score Card](#).

We value and welcome feedback from all stakeholders. Please send comments or questions about this report to: sustainability@USANAinc.com.



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Letter From the CEO

At USANA, everything we do begins with a simple belief: when people are healthier, communities are stronger. That idea continues to guide us as we work toward our vision of creating the healthiest family on Earth.

In 2025, we saw that vision come to life in new ways—through the products we developed, the recognition we earned, and the people who make this work possible every day.

Our commitment to quality and innovation remained at the center of our progress. This year, we earned 15 product awards globally, reflecting the strength of our science and the care that goes into every product we bring to market. From advancements in our nutritionals to the evolution of our Celavive skincare line, we continued to push forward—refining formulations, improving performance, and delivering products that our customers can trust.

But what makes USANA truly distinct is not just what we create—it's how and why we create it.

For more than 30 years, we've built our business on a foundation of science, guided by our core values of Excellence, Community, Integrity, and Health. These values shape how we innovate, how we lead, and how we show up for one another. They are reflected in the rigor of our product development, the strength of our global teams, and the relationships we build with our customers and Brand Partners around the world.

This year also marked an important step forward in how we think about sustainability. Through our double materiality assessment, we took a closer look at where we can have the greatest impact—both in how we operate and how we create long-term value. That work sharpened our focus and will help guide our decisions as expectations continue to evolve.

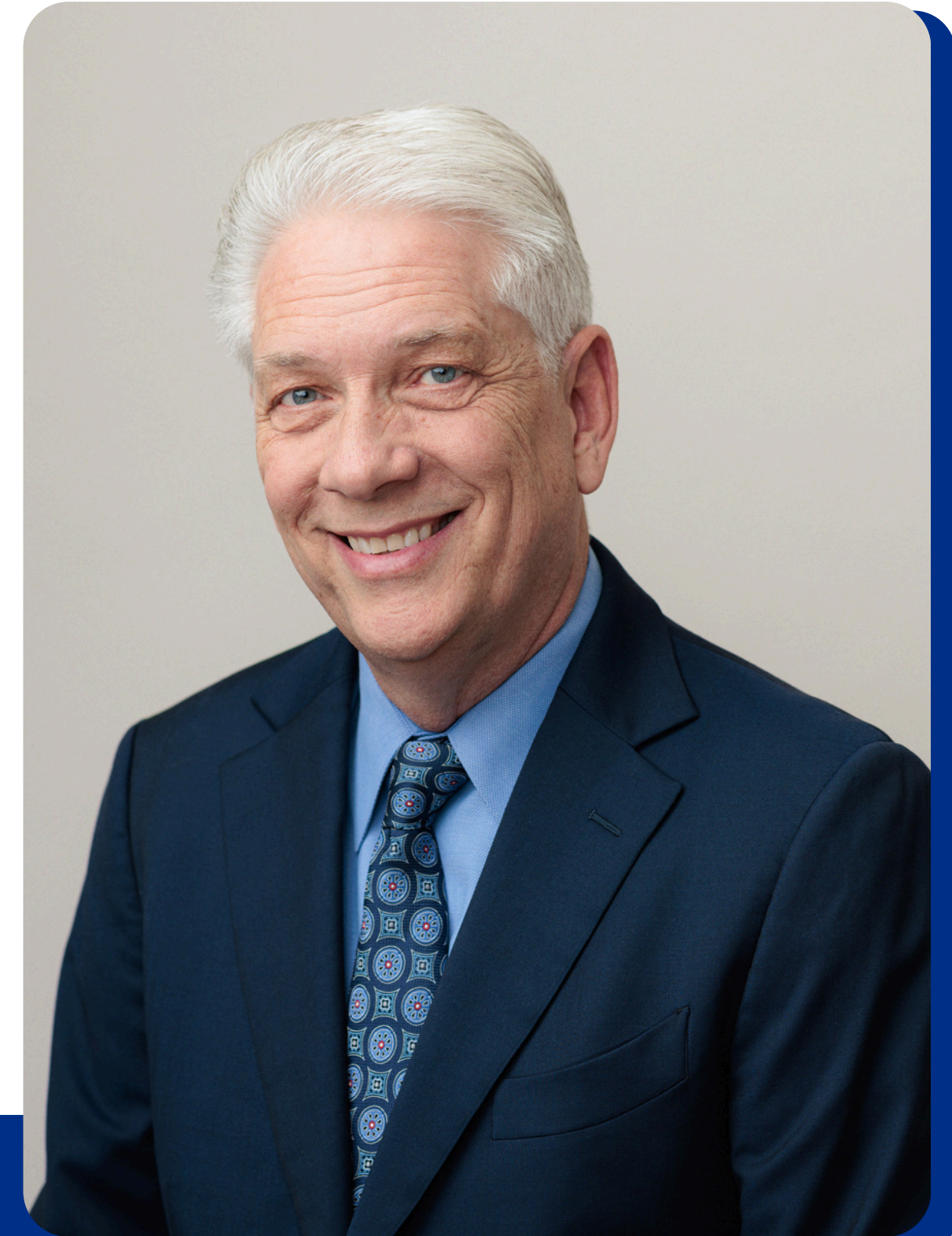
As you read this report, you'll see that 2025 was not defined by a single milestone, but by steady, meaningful progress across our business. It's a reflection of the people behind USANA—our employees, Brand Partners, and customers—who bring our mission to life every day.

Thank you for being part of that journey and for your continued trust in USANA.

Sincerely,



Kevin Guest
CEO & Chairman of the Board



2025 at a Glance



PRODUCT

15
Global Product Awards

100%
of Employees Received
cGMP Training

15
New Products Launched

PEOPLE

3,000
Food Packs Assembled to
Support Those Affected by
SNAP cuts in Utah

6.9 M
Total Meals Provided by
the USANA Foundation

40,000
Participants in China's
"Walk Together as a
Family"

PLANET

Malaysia Saved
~80%
of Plastic Bottles from
Landfill

Mexico Turned
1,113 Lbs.
of Plastic Bottles into
Homes

~63%
of operational waste
diverted from landfills

About USANA

Guided by our vision to create the healthiest family on earth, we work to improve the health and wellness of individuals and families worldwide, supporting healthier lives through personal nutrition and active lifestyles. Our business is grounded in four core values: Excellence, Community, Integrity, and Health, which shape how we innovate, lead, and serve. This commitment has been consistent across our sustainability reporting over the past several years.

Our Core Values:

Excellence

We never settle for status quo. We push boundaries through innovation and a commitment to continuous improvement.

Community

We uplift, empower, and grow stronger together.

Integrity

We hold ourselves to the highest ethical standards in everything we do.

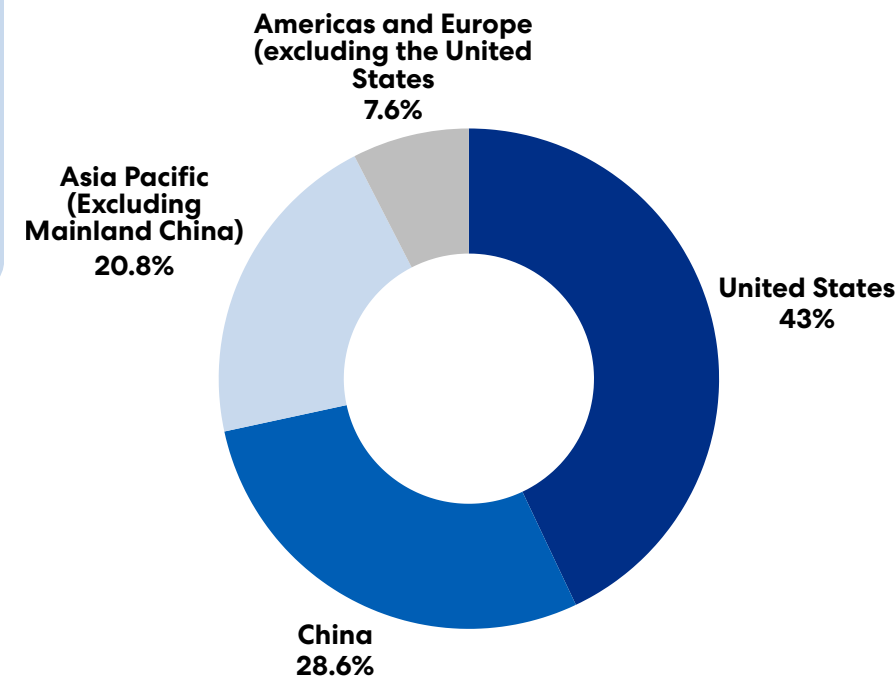
Health

We champion true health through informed choices and intentional living.

We sell nutritional products through our USANA core nutritional business, Hiya Health Products, and Rise Wellness through an omni-channel platform, which includes direct selling, direct-to-consumer, third-party marketplace (i.e., Amazon), and retail channels. We refer to our collective businesses throughout this report as “USANA”.



We operate in 25 markets globally and employ 1,570 people around the world.



How We Operate

We serve several different customer types: Brand Partners and Preferred Customers through our core nutritional business, and retail customers (through our core nutritional business, Hiya and Rise). Brand Partners may earn income by selling USANA products to customers.

Product quality and safety are central to our business. Our purpose is to develop and distribute high-quality nutritional and personal care products, supported by Brand Partners, and global operations. We produce and conduct quality control for approximately 56% of our products in-house, with manufacturing and quality control facilities at our corporate headquarters in Salt Lake City, as well as Beijing and Tianjin, China. The remainder is produced with qualified partners held to USANA standards through regular audits. Our research and development (R&D) and quality teams apply rigorous protocols across formulation, testing, and production—including adherence to cGMPs and robust supplier standards.



USANA Across the Globe

- | | | |
|-----------|--------------|----------------|
| Australia | India | Romania |
| Belgium | Indonesia | Singapore |
| Canada | Italy | South Korea |
| China | Japan | Spain |
| Colombia | Malaysia | Taiwan |
| France | Mexico | Thailand |
| Germany | Netherlands | United Kingdom |
| Hong Kong | New Zealand | United States |
| | Phillippines | |



25 Global Markets | **15** Product Awards Globally | **1,570** Employees Worldwide

Home Office: Salt Lake City, Utah, United States | Founded: 1992 | NYSE: USNA

Our Approach to Sustainability

We recognize that health and sustainability are closely connected.

At USANA, we organize our work around three pillars that help us focus our efforts where they matter most: Products, People, and Planet. These pillars guide how we support health, manage our impacts, and build a stronger business over time.

In 2025, we completed a double materiality¹ assessment with input from internal and external stakeholders. This process helped us identify the sustainability topics that are most significant both in terms of their impact on people and the environment and their influence on USANA's long-term value. The results confirmed our focus on the three pillars and sharpened the topics that sit under each one. We will continue to revisit these priorities as expectations evolve and as our business grows. For an in-depth look at our results, please see our [Score Card](#).



PRODUCTS

The Products pillar focuses on what we make and how we make it. Our products are solidly founded on real science that creates real results. We prioritize product quality and safety, and we work to ensure that our sourcing practices support responsible supply chains. Because our mission centers on health and nutrition, we look closely at how our products support overall well-being.

PEOPLE

The People pillar reflects our commitment to the individuals and teams who power USANA. We invest in talent management and development so employees and Brand Partners can grow their skills and careers. We also focus on employee health, safety, and well-being, recognizing that a healthy workforce is essential to our long-term success. Enhancing company culture is another priority, as we strive to create an environment where people feel valued, included, and connected to our mission.

PLANET

Through the Planet pillar, we manage our environmental footprint and look for ways to reduce our impacts over time. Our work includes sustainable packaging and waste management, as well as the management of greenhouse gas emissions. We continue to evaluate how our facilities and operations use energy and water.

¹ For purposes of our sustainability reporting, the concept of “material” topics identified through “materiality assessments” generally refers to ESG reporting guidance and does not correspond to the concept of materiality used in the securities laws and disclosures required by the U.S. Securities and Exchange Commission (SEC).

Stakeholder Engagement

At USANA, stakeholder engagement helps us understand expectations, strengthen accountability, and make better decisions across our business.

We engage with stakeholders through digital communications, educational forums, customer service interactions, and events, as well as through meetings, disclosures, and community-based activities. These relationships help inform how we communicate, operate, and respond as expectations evolve.



Business and Regulatory Relationships

We engage investors through regular disclosures, meetings, and ongoing dialogue about company performance and strategy. We also work closely with suppliers and other operational partners through day-to-day communication, site visits, and contract reviews that help align expectations around quality, service, and responsible business practices. In parallel, we communicate with government agencies and regulators through meetings, correspondence, filings, and compliance-related processes in the markets where we operate.

Community and Sector Relationships

Beyond our direct business relationships, we engage with community leaders, nonprofit and community organizations, and trade associations and other sector organizations. These relationships include philanthropic, nutrition, and wellness-focused support in local communities, as well as volunteer efforts that respond to local needs. We also participate in working groups, meetings, and conferences that help us stay informed and contribute to broader dialogue across the direct selling sector. A more detailed view of stakeholder groups and engagement channels is available in the scorecard.

United States Government Relations

We focus our bipartisan government relation efforts on education about USANA and the direct selling and dietary supplement industries. They are primarily directed toward members of Congress and the State Attorneys General and secondarily with Utah state, county, and local leaders. We connect with government leaders on key policy issues that may impact our company and industry. USANA and the USANA Political Action Committee (PAC) make political donations to the campaigns of individuals who support the direct selling industry and business model and the dietary supplements industry.

PRODUCTS

Our products begin with science and are brought to life through quality, innovation, and a commitment to results you can trust.

In this section:

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- 11 Quality You Can Trust
- 12 New Products Launched
- 13 Product Awards



15
New
Product
Launches

100%
Of Employees
Received cGMP
Training



15 Global
Product
Awards



From Cellular Science to Everyday Health

From the beginning, USANA has been built on a simple belief: that optimal cellular nutrition is key to maintaining long-term health, and that exceptional nutrition can help people live healthier, more rewarding lives. That philosophy still guides how we innovate today.

USANA's R&D team includes 150+ professionals spanning nutrition, biochemistry, molecular and cellular biology, pharmacy, and sports science; teams that collaborate to test, study, and continuously improve our products. In practice, that often means working side-by-side with third-party research institutions and independent researchers to strengthen the evidence behind what we make.

Partnership is an important part of how our science moves forward. Over time, our in-house research team has established relationships with scientists at **universities and research institutes across the globe.** Working with these collaborators, we select products at different stages of development for preclinical and clinical study, helping us translate research into formulas that are practical for everyday routines and meaningful for long-term wellbeing.

Our science-first mindset shapes our InCelligence approach, we start with how the body works at the cellular level, then formulate with intention so the science can show up in real life: better daily support, clearer product purpose, and quality customers can feel confident in. See [Score Card page 9](#) for details.

Finally, innovation only matters if quality is consistent. That's why we treat quality as a system spanning materials, formulas, manufacturing, monitoring, and continuous improvement. It's how we work to ensure each product delivers what it promises, long after it leaves the lab.



Our purpose is clear.
To develop and provide the highest-quality, science-based health products, and to earn trust by grounding every formula in credible research and uncompromising standards.

Quality You Can Trust

USANA's approach to quality starts long before a product ever reaches a bottle.

Every formula is developed with the expectation that it will stand up to a rigorous, science-driven quality program. To guarantee that, each product is built around four pillars of testing—Purity, Identity, Composition, and Strength—so customers can trust that what's on the label is exactly what's in the product.

For USANA, quality begins at the ingredient level. Every raw material is sampled, inspected, and analytically tested using methods such as HPLC, LCMS, and other advanced techniques to confirm that it's the right ingredient, in the right form, at the right concentration. This identity work is paired with extensive purity testing that screens for biological contaminants, heavy metals, pesticides, and residual solvents, helping ensure that concentrated ingredients deliver concentrated benefits.

Once ingredients are approved, **USANA focuses on how they come together in the finished product.** Each formula is designed so tablets or other dosage forms are not only durable but also break down properly in the body. Finished batches are checked for characteristics such as weight, thickness, disintegration time, and hardness to confirm they meet tight internal specifications. Composition testing verifies that key active ingredients are present in the proportions intended.

Quality doesn't stop once a product is manufactured. **Finished products undergo testing** to verify the strength and potency stated on the label, while stability testing helps ensure those levels are maintained throughout shelf life. Long-term studies assess each formulation over time, monitoring for physical, chemical, and microbiological changes that could affect product performance or compliance with label claims.

USANA's quality work is also supported by external oversight. The company's facilities and manufacturing processes are regularly audited by government agencies and respected third parties, and finished products carry a variety of certifications and validations. These include oversight or recognition from organizations such as the U.S. FDA, Australia's TGA, USP, NSF, ConsumerLab.com, Informed Choice, and kosher and halal certifiers, alongside USANA's internal goal of meeting applicable local laws and widely accepted international regulatory standards as it develops and produces global products.



New Products Launched

In 2025, we expanded and enhanced key products across our portfolio to give customers more targeted options for supporting everyday health and wellness.

New and updated offerings across Nutritionals and skincare reflect our continued focus on high-quality, science-based products that promote long-term well-being. This year's additions included products designed to support muscle health and function, healthy circulation, skin appearance, and joint health, while the Celavive relaunch advanced our skincare portfolio with updated formulations and new additions.

This year, USANA also refreshed its **Celavive skincare line** with updated formulas and new additions designed to deliver visible benefits. In an eight-week clinical trial, participants following a recommended Celavive skincare routine saw significant improvements in visible signs of aging, including smoother texture, increased radiance, and a reduced look of fine lines and wrinkles, with noticeable changes in as little as four weeks.



2025 New Products



Marine Collagen Peptides

offers a convenient, ready-to-drink option for customers seeking daily support for healthy skin appearance and joint health. Its benefits include support for skin hydration and elasticity, making it an easy addition to everyday wellness routines.



Core Aminos

provides targeted support for muscle health and function, as well as energy production in healthy individuals. With all nine essential amino acids, it offers practical daily support for strength, vitality, and healthy aging.



Circulate+

was introduced to support healthy blood flow, circulatory health, and overall wellbeing. As a simple daily drink mix, it gives customers another way to support cardiovascular wellness and active living.

Awards Earned in 2025

Utah's Best of State Awards

Utah's Best of State Awards recognizes outstanding individuals, organizations, and businesses in Utah. Candidates are evaluated by a panel of more than 100 judges based on three criteria: achievement in the field of endeavor; innovation or creativity in approaches, techniques, methods, or processes; and contribution to improving the quality of life in Utah. In 2025, USANA received two awards:

- Best of State - Merchandising & Consumer Services - Dietary Supplements - CellSentials
- Best of State - Merchandising & Consumer Services - Personal Care/Cosmetics - Celavive
- Best of State - Science & Technology - Research and Development - R&D
- Best of State - Community Development - Private Sector - USANA Foundation
- Best of State - Science & Technology - Best of State Statue



Consumer Lab

Consumer Lab is an independent testing organization that evaluates vitamins and dietary supplements purchased on the open market, and its Quality Certification Seal signifies that a product has met rigorous standards for identity, potency, purity, and label accuracy, providing a trusted mark of quality for consumers and healthcare professionals.

- ConsumerLab - Vitamin D
- ConsumerLab - MagneCal D
- ConsumerLab - USANA Probiotic



Euromonitor International

Leading the world in data analytics and market, industry, economy, and consumer research, Euromonitor International provides global insight into thousands of products and services. In 2025, the following USANA products received rankings:

- Euromonitor - No. 1 Direct Selling Brand for Calcium Supplements in Hong Kong
- Euromonitor - No. 1 Combination Dietary Supplement in Malaysia
- Euromonitor - No. 1 Calcium Supplements in Malaysia
- Euromonitor - No. 1 for Combination Dietary Supplements in Malaysia and Singapore when combined
- Euromonitor - No. 1 Dietary Supplements in the Philippines
- Euromonitor - No. 1 Dietary Supplements Brand in the Philippines
- Euromonitor - No. 1 Brand in Co-Enzyme Q10 in Taiwan
- Euromonitor - No. 1 Co-Enzyme Q10 Supplement in Taiwan for 5 consecutive years

Additional Product Awards

- Good Housekeeping Beauty Awards - Postbiotic Rescue Serum
- Beauty Insider - Malaysia - Best Sensitive Care; Bloggers' Choice Award - Postbiotic Soothing Moisturizer

PEOPLE

Our people build a culture of belonging—growing through connection, leadership, and service

In this section:

- 15** Supporting Our People
- 16** Championing Women in Leadership
- 17** Global Service
- 18** Expanding Community Impact
- 19** Inclusion and Belonging



Supporting Our People

At USANA, our employees are the heart of our mission.

In 2025, we continued to foster an inclusive, supportive workplace where every individual has the opportunity to thrive. We invest in our people through professional development, wellness initiatives, and a culture that values each person's contributions.



This commitment to inclusion isn't just policy— it's personal.

Project Manager Erin Bergstrom, for example, **has found both purpose and community through USANA.** An avid believer that “nature is literal medicine,” Erin integrates sustainability into her life, from practicing daily “forest bathing” in the outdoors to sewing her own clothes as a stand against fast fashion's waste.

After stepping away from a longtime dance group, she realized what she missed most was the sense of community. “Now I lean on USANA to find that community,” Erin says, noting how **she's built deep friendships with colleagues who share her values.** By nurturing an environment where employees feel safe, valued, and connected, USANA empowers people like Erin to bring their best selves to work. See scorecard for details on our workforce satisfaction and retention.

“Our goal at USANA is to create a workplace where every employee feels they belong, regardless of our differences. We don't just acknowledge those differences— we bring awareness to them and celebrate them. They're exactly what make USANA the great company we are.”

– Sheena Blauvelt
Executive Director of Human Resources



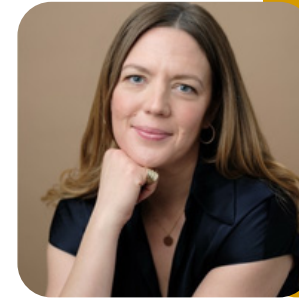
Championing Women in Leadership

At USANA, we believe diverse leadership strengthens innovation and performance.

Our Women in Leadership program helps create opportunities that increase education and awareness, foster career and leadership skills, and build meaningful connection across our global teams. As a participant in the Women in Leadership Institute’s ElevateHER Challenge, we commit to elevating women’s influence at USANA. This includes ensuring qualified women are included in candidate pools for senior leadership roles, improving retention, and investing in women’s leadership development. Across the United States, Canada, Mexico, Colombia, and our European markets, Women in Leadership provides networking, training, and personal development experiences. These opportunities include mentorship and small-group conversations with executives, which help break down barriers and support career advancement.

“Taking the leap into the Women’s Leadership Institute’s Career Development Series didn’t just teach me new skills—it helped me discover my voice, connect with incredible women, and realize that leadership isn’t a title, it’s a choice to show up, learn, and grow.”

– Manasa Venkatesh, Regulatory Affairs Specialist



“This award... is a reflection of USANA’s unwavering commitment to empowering women in the workplace and its drive for innovation”

– Kathryn Armstrong PhD

In 2025, Dr. Kathryn Armstrong PhD, USANA’s Chief Scientific Officer, became the first woman to join our officer team, and she exemplified the excellence we strive for.

Dr. Armstrong earned the Women Tech Council’s Leadership Excellence Award, a prestigious honor celebrating women in technology. “This award is not just a personal achievement; it is a reflection of USANA’s unwavering commitment to empowering women in the workplace and its drive for innovation,” Dr. Armstrong says. As a leader, Kathryn is known for seeing “the human behind the title”—fostering growth and balance for those she manages, and for giving back to her community. Her example is helping pave the way for more women leaders at USANA. By championing initiatives like Women in Leadership and celebrating role models like Dr. Armstrong, we are building a more inclusive leadership pipeline and a stronger company for the future, see [Score Card page 16](#) for inclusion and belonging metrics.



Global Service in Action

In 2025, teams across USANA came together for World Service Week, supporting the communities where we live and work.

In Utah, employees volunteered with Girl Scouts of Utah at Trefoil Ranch, assembling canvas tents and preparing cots across 20 campsites so summer programs could move forward. Girl Scouts of Utah CEO Lisa Hardin-Reynolds thanked volunteers for helping create “a safe, beautiful, and inspiring camp experience.”



That same spirit showed up around the world.

In Indonesia, Australia, and Hong Kong, employees partnered with local organizations to package food for families in need, and in Canada colleagues joined their annual walkathon. In Europe, when a planned service day in Kraków, Poland was cancelled, employees pivoted to support a local Franciscan charity, assembling over 500 incense kits that help fund services such as meals, showers, and legal aid. And in Tenerife, Spain, Brand Partners and staff removed 48 kilos of waste from Playa Jardín in just 30 minutes and helped release three rehabilitated Scopoli’s shearwaters. See the [People](#) section of the [Score Card](#) for total volunteer hours and participation rates.

Expanding Community Impact

Through innovative partnerships and the USANA Foundation’s outreach, we expanded our impact on children and families in need across the globe in 2025.

In Utah, the USANA Foundation led a community-wide effort to combat a growing hunger crisis. This November, in response to cutbacks in federal food assistance, the Foundation mobilized hundreds of volunteers—including USANA employees, nonprofit partners, and local officials—to assemble 3,000 bags of food for children and families at risk of going hungry. “When organizations and individuals come together to support families in crisis, we strengthen our entire community,” says USANA Foundation President Brian Paul. The next day, those 3,000 food packs were delivered to school districts and community centers across Salt Lake County, providing relief to hundreds of Utah families. This spirit of unity and action defines the Foundation’s mission to ensure no child goes without essential nutrition.

And as always, 100% of public donations went directly to feeding families in need. See [Score Card page 20](#) for year-end totals of meals and funds donated.

USANA’s commitment to nourishing communities spans well beyond Utah. In China, by August 2025, the USANA Foundation’s “Love Plus Meals” initiative—launched in 2019—had reached 12 counties across nine provinces, delivering over **1.47 million nutritious meals** and building healthy kitchen facilities in dozens of schools, benefiting more than **30,000 children to date**.



China’s Walk Together as a Family

Building on this success, the China market introduced “Walk Together as a Family,” an initiative that connects healthy living with philanthropy. USANA Brand Partners log their steps and the USANA Foundation converts those steps into donations of food for kids in need. In 2025, more than 40,000 participants formed “Healthy Family Teams” and contributed a total of 11.3 billion steps. Those steps translated into expanded nutritional support for vulnerable children in China’s impoverished rural areas, exemplifying our healthy family strategy in action.



Expanding Preventive Health and Education

Aligning with China’s national “Year of Weight Management” campaign, USANA continued to advance holistic wellness through the LightWin Weight Management Program. This program has grown from just 905 participants in its early days to **over 64,000 participants** in 2025. This year, we launched the new “LightWin U” mini-app and a smart body fat scale, giving participants new tools to track their progress. More than 25,000 users linked the LightWin U device to track their progress, logging nearly **300,000 weigh-ins** and receiving personalized health reports to build lasting healthy habits.

Empowering Brand Partners with Certified Wellness Coach Credentials

USANA partnered with the China Nutrition and Health Food Association to develop the industry’s first Weight Management Specialist certification program. In 2025, more than 3,000 individuals enrolled, completing rigorous training and assessments to become certified wellness coaches. By **equipping Brand Partners with professional health credentials**, we are elevating service standards and building trust through quality guidance. These efforts illustrate USANA’s holistic approach to community well-being—from combating hunger to promoting preventive healthcare.

We recognize that supporting people means addressing both immediate needs and long-term wellness. For a quantitative summary of our community impact: meals delivered, volunteer hours, and lives touched, see the [People](#) section of the Score Card.

Inclusion and Belonging

We aim to foster an inclusive work environment where every employee feels welcome, valued, and connected. One way we bring that commitment to life is by creating simple, intentional moments for people to meet beyond their day-to-day teams.



“It was not what I expected. I was excited and nervous. I left energized and wanting more time. Every conversation flew by; each one went over time.”

— Gerald Brady, Quality Assurance Specialist



In 2025, the Inclusion and Belonging Council hosted a **Speed Networking Event** designed to strengthen workplace relationships and help employees build community across the organization. Employees gathered for an hour of connection through six rounds of five-minute conversations, with participants representing about 20 departments, including several leaders at the director level and above.

By the end of the event, employees shared that the experience helped them better understand the company, discover talent and skills across teams, and feel more confident sharing their own contributions. The conversations continued into the hallways, signaling something we value deeply: inclusion is not only a policy or a program, it is built through everyday human connection.

“The speed networking event was more than a fun opportunity to meet people outside of my own department and have conversations with leadership, it was a moment of unity and authentic connection.”

— Keri Lusk, USANA Foundation Communication Manager



Connection also happens between events, in the day-to-day spaces where employees choose to gather. **Viva Engage**, our employee relationship management (ERM) platform, helps employees create communities around shared interests, making it easier to meet colleagues outside their immediate teams. **From traveling the world to swapping healthy recipes, showing off pets, or talking about favorite hobbies, there’s a group for everyone.** In 2025, employees could choose from **44 groups** on Viva Engage, offering another simple way to feel included, seen, and connected.



One of those communities, the USANA Book Club, shows how employee-led spaces can strengthen belonging across the company. Hosted by Administrative Assistant Amanda Platt, the club launched in September 2025 and was designed to be shaped by its members, with surveys that allow participants to vote on each new read. The first selection, Remarkably Bright Creatures by Shelby Van Pelt, brought strong early engagement, with roughly 40 employees participating in the group and 25–30 joining the discussion meetings. The club continued with additional selections, including Winter Garden by Kristin Hannah and Demon Copperhead by Barbara Kingsolver, creating a consistent, welcoming space for thoughtful conversation and connection beyond day-to-day roles.

PLANET

A healthy planet supports every healthy life. We're committed to protecting the resources we all rely on.

In this section:

- 21** Caring For Our Planet
- 22** Environmental Stewardship
- 23** Water Management



Caring For Our Planet

We aim to be good stewards of the environment and work to minimize our environmental footprint.

This year, our planet story is about building practical systems that make it easier to do the right thing—at our home office and across markets. It’s not just about adding more bins or new processes. It’s about designing recycling and waste practices that can become routine, scale over time, and strengthen our culture of environmental responsibility. See [Score Card, page 21](#) for details.

How Bottles are Building Homes in Mexico

USANA Mexico Recycling program gives used HDPE bottles and containers a second life by collecting clean packaging at the Mexico headquarters. Employees and brand partners drop containers into on-site bins, which are collected about every 30 days by Ecología con Amor A.C. (ECA). ECA weighs the material, sends it to a treatment facility, and issues a Donation Certificate. The program has collected an average of 28.050 kg (61 lbs.) of recyclable plastic per month, and from September 2023 to the present, **504.89 kg (1,113 lbs.) of HDPE has been donated** and recycled.

Through ECA and the initiative known as “Building with Sustainable Love,” the recycled HDPE is turned into building materials—such as green cement bricks, roof tiles, and planting pots—and used to help restore and build homes in marginalized areas. USANA Mexico’s stated goal through these partnerships is to help more families in need while also aiming to prevent 1,285 kg of CO₂ emissions and save over **2,000 liters of water** for each house built.



Circularity Beyond HQ: Recycling USANA Nutritional Bottles (Malaysia)

Building a more circular system requires more than collecting materials—it requires a repeatable process that turns used packaging into usable input for something new. As part of a sustainability project, USANA Malaysia’s Nutritional Bottles Recycling initiative is designed to keep plastic in use and reduce landfill waste.

The program intentionally connects operations with community. Bottles are collected at a drop-off location at the USANA office, the team collects around 80 kg (176 lbs.) of empty bottles at a time. Then warehouse staff transport them to a welfare home, where the children help to separate bottle labels and caps for recycling. These homes volunteer for this to serve as an opportunity to empower the children with knowledge about recycling and build a sense of environmental awareness and responsibility. By understanding the impact their actions have, kids can become active participants in reducing waste and conserving resources.

From there, materials move through the recycling facility to get ready to make new products. It has been documented an an estimated **~80% recovery rate** from scrap weight. But circularity only works when people participate. With the help of our customers and community, this initiative helps conserve natural resources, save energy compared to making new plastic, and reduce waste—while supporting economic opportunities through the recycling industry.

Environmental Stewardship

Our environmental work is supported by an internal Sustainability Committee that helps shape our priorities and inform the direction of our efforts.

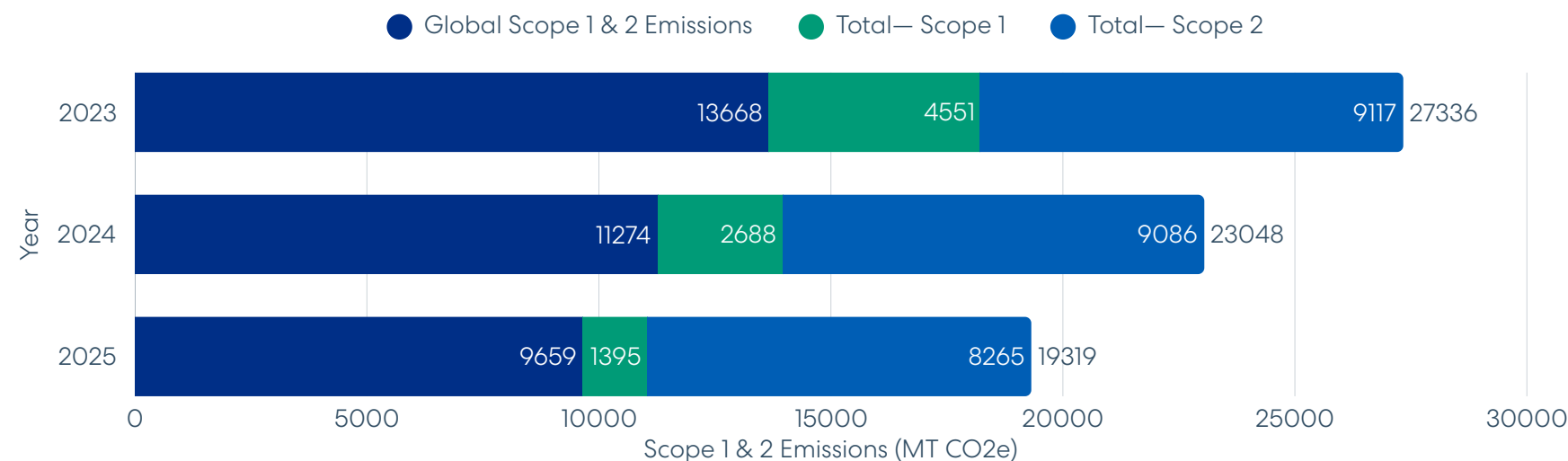
The committee keeps momentum through regular dialogue on environmental goals and where we can improve. We also maintain systems designed to strengthen the consistency and reliability of our environmental data, so we can better understand our impact over time and identify opportunities to reduce our overall footprint.

+ Greenhouse Gas Management

As most of our facilities are smaller, leased commercial offices, our Scope 1 and 2 GHG emissions primarily stem from our operations in: Salt Lake City, Utah; Beijing and Tianjin, China; and Sydney, Australia. As such, USANA's GHG emissions reduction efforts focus primarily on these locations. See [Score Card page 25](#) for specific metrics.



Global Emissions by Year



+ Waste Management

Managing our waste is integral to our sustainability strategy. Our aim is to reduce the waste we generate during production and packaging and the amount we send to landfills. Warehouse manager Calos Pelaz has made sure that USANA is taking every opportunity to reduce our waste to landfill.

When Carlos stepped into this role in March 2023, the warehouse recycling program was limited: only two materials were being recycled, and materials were compacted and occasionally hauled out. As the push to recycle more gained momentum, progress depended on cross-functional collaboration, working across packaging and manufacturing to understand where recyclable materials originated and how they could be captured effectively.

The result was a recycling overhaul that expanded what could be captured across operations; ranging from raw-material barrels and ingredient buckets to fiber drums, bags and liners, packaging film, and more. Materials that once went straight into the trash compactor were now sorted, palletized, and sent off—until recycling became part of the warehouse's daily routine.

But the biggest challenge wasn't logistics. It was habits. As Carlos described it, the work was in helping teams understand why each step mattered, why separating materials and taking the extra time builds the discipline that makes recycling stick. Over time, it becomes a mechanical part of the job, and part of the process.

Today, the warehouse is on track to meet its 2025 sustainability goal: a **63% recycling-to-waste ratio**. What began as a challenge has grown into an ongoing group effort—one that keeps improving, expanding, and pushing us to do better tomorrow than we did today, see [Score Card page 26](#) for details.



+ Water Management

Water has always shaped how we think about our footprint, especially in Utah, where every drop carries more weight. In a region defined by dry summers and limited rainfall, maintaining green spaces can quickly become a tradeoff between beauty and responsible resource use. At USANA, we've worked to ensure it never has to be.

One of the most visible examples is our **xeriscaping across the home office campus**. Built with native plants, grasses, and natural rock, it's designed to thrive in Utah's climate while significantly reducing water demand. Today, this approach saves an estimated one million gallons of water each year, proving that water-wise choices can still create spaces people enjoy.

That mindset extends indoors as well. Motion-sensor faucets and more efficient aerators help reduce everyday water use, while ongoing attention to our manufacturing processes supports responsible stewardship.

Together, these efforts reflect a simple idea: conservation doesn't have to come at the expense of experience. By designing with our environment in mind, we're finding practical ways to use water more responsibly—year after year.



Thank you, from all of us at

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