



Sustainability Score Card 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’s structured according to our three sustainability pillars: Products, People, and Planet. The information covers the 2025 fiscal year ending January 3, 2026, unless otherwise stated, and 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. We are guided in our sustainability disclosure by international reporting standards and frameworks, including the Sustainable Accounting Standards Board (SASB) Standards and the United Nations Sustainable Development Goals (SDGs). Throughout this report, we direct readers to additional information on our website. We value and welcome feedback from all stakeholders. Please send comments or questions about this report to: sustainability@USANAinc.com.

United Nations Sustainable Development Goals (UNSDGs)

USANA uses the UN Sustainable Development Goals (SDGs), where appropriate and reasonable, to help guide our sustainability strategy and reporting. We have mapped our sustainability priorities and focus areas to seven SDGs where we believe USANA can meaningfully contribute through our products, people, operations, and community engagement.

- SDG 2: Zero Hunger
- SDG 3: Good Health and Well-Being)
- SDG 5: Gender Equality
- SDG 8: Decent Work and Economic Growth)
- SDG 12: Responsible Consumption and Production)
- SDG 13: Climate Action
- SDG 17: Partnerships for the Goals

SDG icons throughout this scorecard indicate where our efforts align with these goals.



USANA Sustainability Priorities

GOVERNANCE

- Strong governance
- Ethical business practices

PRODUCT

- Product quality and safety
- Responsible sourcing
- Health and nutrition
- Affordable and accessible products

PEOPLE

- Talent management and development
- Employee health, safety, and well-being
- Enhancing company culture

PLANET

- Sustainable packaging
- Waste management
- GHG management
- Biodiversity and environmental conservation
- Energy management
- Water management

GOVERNANCE

Business Ethics

SASB / GRI

Code of Ethics and Training

Our Code of Ethics (Code), available in nine languages, applies to all our directors, officers, and employees worldwide. All new USANA employees receive training on our Code and policies, covering topics such as conflicts of interest, fair dealing, and use of corporate assets. Every USANA employee must complete annual Code of Ethics, anti-corruption, and insider trading training, and all Board members must annually certify their compliance with the Code.

HC-BP-510a.2.

2-23

Employees, Brand Partners, or anyone outside the company are encouraged to report suspected misconduct or Code violations to a human resources representative, a member of management, or USANA's Audit Committee of the Board of Directors through our Whistleblower Communication System, [Navex Global](#). This third-party system is available globally 24 hours a day, seven days a week. Employees may report their concerns anonymously and without fear of retaliation. Any reported violations are investigated promptly, thoroughly, and impartially.

Responsible Sales and Marketing

We are committed to ethical business practices in selling our products globally, including responsible marketing and strong consumer protection practices. We continually monitor and review our Associates' compliance with our corporate policies and procedures, as well as the laws and regulations applicable to our business around the world. As a member of the Direct Selling Association (DSA), we adhere to its [Code of Ethics](#). It ensures member companies do not make statements or promises that may mislead consumers or salespeople. All USANA Brand Partners are trained on the DSA Code and are required to adhere to its standards.

Outside the United States, we adhere to the World Federation of Direct Selling Associations' [Code of Ethics](#).

Customer Data and Privacy

USANA takes customer data seriously and is committed to protecting the privacy and security of your personal data; our [Privacy Policy](#) explains how and why we collect and use personal data.

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GOVERNANCE

Double Materiality Assessment

USANA completed a Double Materiality Assessment (DMA), aligned with IFRS S1, to identify material sustainability topics across our operations and value chain. The findings inform the scope and content of this Sustainability Scorecard, including alignment to relevant SASB and GRI disclosures. Based on the DMA outcomes, we have prioritized closing all SASB- and GRI-aligned disclosure gaps that are relevant to the scorecard’s current scope; remaining gaps are under internal assessment and improvement planning.

DMA Material Topic	Materiality Rational	Gaps on Our Roadmap	SASB Mapping	GRI Mapping
Product Quality & Safety	Customer safety, regulatory scrutiny	Evaluate sustainability risks and opportunities & track progress	HC-BP-250a.3	416-2
Responsible Marketing & Labeling	Claims compliance; reputational risk	Clarify sustainability risks and opportunities to company targets	HC-BP-270a.1	417-2 417-3
Talent Management & Development	Talent continuity; cost impacts	Map how talent-related sustainability risks/opportunities are identified, assessed, and monitored	HC-BP-330a.2	401-1 401-3
Responsible Sourcing	Supplier risk; continuity/quality	Create internal KPIs around maintaining a strong supply chain	NA	NA
Packaging Lifecycle	Waste, circularity expectations	Clarify packaging-related sustainability risks & opportunities and define packaging targets	CG-HP-410a.1	301-1 301-2
Business Ethics & Compliance	Legal/reputational exposure; conduct risk	Disclose board skill matrix, update sustainability charter	HC-BP-510a.2	NA
Data Privacy & Security	Customer/Brand Partner data	Map risks & opportunities and high-level incident response approach to internal targets	NA	418-1

GOVERNANCE

Board Skill Matrix



Ding

Fleming

Fuller

Guest

Nixon

Pelosi

Winssinger

Wood

Knowledge, Skills & Experience

Global / International Markets	●				●			
Digital / E-commerce / Gig Economy	●	●						
Direct Selling Industry		●	●	●		●		●
Finance / Accounting / Financial Analysis	●		●		●		●	
Corporate Strategy	●	●	●	●	●	●	●	●
Corporate Governance / Regulatory / SOX			●		●		●	
Sustainability / CSR						●		●
Executive Leadership / Management & Sales	●	●	●	●				●
Nutrition / Health & Wellness / R&D								●

GOVERNANCE

Sustainability Governance and Leadership

SASB / GRI

Diversity Considered During Director Nomination

USANA’s Governance, Risk and Nominating Committee evaluates director nominees using the criteria in its charter and the USANA Corporate Governance Guidelines. In doing so, the Committee assesses each candidate’s independence, relevant expertise and experience, knowledge of our industry, and the ability and willingness to devote sufficient time to Board service. We also emphasize the personal attributes we believe support effective oversight—accountability, integrity, ethical leadership, business acumen, and sound independent judgment—and we value a Board composed of diverse backgrounds, viewpoints, and perspectives that strengthen decision-making and strategic guidance.

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Board Oversight of Sustainability

The Board’s Sustainability Committee oversees the company’s sustainability priorities, including related policies, programs, and practices, our overall strategy, stakeholder engagement, and sustainability-related risks. For more information, please see the [Sustainability Committee Charter](#).

Executive Responsibility Over Sustainability

USANA’s Board provides oversight of sustainability through its Sustainability Committee, which tracks progress and execution of our sustainability strategy and oversees our sustainability disclosures (including our sustainability report and related communications).

Day-to-day, executive leadership and management are responsible for advancing sustainability priorities and internal target-setting tied to key sustainability risks and opportunities. The head of the sustainability team and the Executive Director of Enterprise Risk Management (ERM) identify and assess climate-related risks and opportunities and report through management channels to the Chief People Officer; climate-related topics are discussed with the Board quarterly, with results shared with the Board’s Sustainability Committee annually and mitigation plans reviewed quarterly. An internal Sustainability Committee helps guide direction and priorities and supports ongoing conversations around environmental goals and opportunities for improvement, supported by systems designed to strengthen the consistency and reliability of environmental data and internal progress tracking across priority areas (including energy, waste, and emissions metrics).



GOVERNANCE

Stakeholder Engagement

Stakeholder Type	How We Engage
Brand Partners, Preferred Customers, and Affiliates	<ul style="list-style-type: none"> • Direct email and SMS messaging • Webinars and trainings • Websites, blogs, social media platforms, and press releases • Direct communication with customer service representatives • Conventions, incentives, and events
Employees	<ul style="list-style-type: none"> • Organization-wide town halls with senior leadership • Frequent communication through internal website and emails • Educational and shared experience articles on company intranet • Training and workshops • Recognition, awards, and contests • Employee surveys • New employee orientations
Investors	<ul style="list-style-type: none"> • Broad outreach meetings with institutional investors and research analysts • Annual and quarterly meetings, phone calls, and/or emails for questions • Annual Shareholder Meeting • Reports such as our Earnings Press Releases, Management Commentary Results and Outlook document, and Annual/Quarterly Reports filed with the SEC

Stakeholder Type	How We Engage
Local partners and suppliers	<ul style="list-style-type: none"> • Ongoing participation through meetings, conferences, and seminars • Oversee daily operations, including site visits and inspections • Phone calls, emails, and meetings to address questions, issues, and concerns • Meetings to review and/or negotiate contracts and/or requirements
Government and regulators	<ul style="list-style-type: none"> • Meetings, website, correspondence, and/or phone calls related to legislation, proposed legislation, and regulatory compliance • Overall education on USANA and its business • Formal submission of regulatory filings and/or responses to requests for information • Operational site visits
Local communities and organizations	<ul style="list-style-type: none"> • Partnerships with local schools to provide professional development • Engaging community leaders and organizations • Monetary and food donations to specific charities, schools, and other groups • Health and wellness education for at-risk groups
Trade associations and non-governmental organizations	<ul style="list-style-type: none"> • Memberships in public/private partnerships • Participation in consortiums and working groups related to the direct selling sector • Ongoing participation in industry meetings and conferences

GOVERNANCE

Corporate Governance (USANA Board of Directors)

Metric	2025	2024	2023	Notes	SASB	GRI
Number of directors	8	8	8			
Number of independent directors	8	8	8			
Chair/CEO role	Jim Brown	Combined	Combined			
Number of women on the Board	2	2	2			405-1
Number of diverse board members by Race or Ethnicity	2	2	2			405-1

PRODUCT

Ambitions and Actions



Focus Area	Ambition	Actions	2025 Progress
Product Quality and Safety	<ul style="list-style-type: none"> Bring high-quality, science-based products to market 	<ul style="list-style-type: none"> Continued investment in R&D Continue to attain high internal standards, meeting all applicable local laws and widely accepted international regulatory standards, as we develop and produce our global products 	<ul style="list-style-type: none"> 15 global product awards 100% of required employees received cGMP training
Responsible Sourcing	<ul style="list-style-type: none"> Enhance our sourcing practices to align with our values, goals, and stakeholder expectations 	<ul style="list-style-type: none"> Encourage our suppliers to meet high internal standards for quality and ethical business practices 	<ul style="list-style-type: none"> Continued to work with vendors and suppliers to align our sustainability goals and objectives
Health and Nutrition	<ul style="list-style-type: none"> Make high-quality products and nutrition accessible to more people 	<ul style="list-style-type: none"> Deliver easily available healthy lifestyle information to consumers Seek innovative business strategies to expand product access to more people, including those at lower income levels 	<ul style="list-style-type: none"> Published online ongoing healthy lifestyle and nutrition education through the website “Ask The Scientists”, including multiple 2025 articles focused on nutrition and healthy habits Expanded and enhanced our Nutritionals line with upgraded formulas and new offerings designed to support customers’ health and wellness practices

PRODUCT

Manufacturing Standards

Adverse Event Reporting

Our quality control team manages a global system for collecting, evaluating, and reporting adverse event (AE) reports received by USANA worldwide. While regulations vary by country, most require manufacturers of dietary supplements and over-the-counter products to promptly review AE information received from any source, domestic or foreign, relating to the use of their products. USANA has written procedures in place to evaluate and report AEs. Customers and healthcare providers can report AEs through USANA's customer service department. Our quality management team promptly handles all reports.

Responsible Sourcing

USANA requires products manufactured by third-party suppliers to pass quality control and assurance procedures in conformity with our stringent specifications. We audit potential new product suppliers to determine cGMP acceptability and compliance, and only when suppliers meet our stringent criteria do we enter into a contract. To ensure our suppliers continue to meet cGMPs, we conduct periodic audits based on supplier compliance and audit history, ongoing product quality, classification, and risk.

Sustainability criteria are integrated into our supplier scorecard, requests for proposals (RFPs), and master service agreements (MSAs). This allows us to evaluate potential suppliers based on their sustainability practices versus only considering price and quality. The scorecard helps us identify suppliers that are committed to reducing their environmental impact, protecting human rights, and promoting ethical business practices that align with USANA's values.

PRODUCT

Animal Testing

Animal Testing Policy

As a global leader in health and wellness, USANA sells products in 25 markets around the world and must comply with testing requirements set forth by each market. While USANA does not carry out animal testing on its products, certain markets necessitate animal testing before selling in the market. Animal testing may be conducted only in those markets.

PRODUCT

Product Safety and Quality Performance

Metric	2025	2024	2023	Notes	SASB	GRI
Number of production facilities	4	4	4			
Good Clinical Practice (GCP) inspections by regulatory agencies of the company or clinical trial investigators that led to significant fines, penalties, warning letters, or product seizures	0	0	0			
Percentage of required employees receiving cGMP training	100%	100%	100%			
Number of product recalls globally	0	0	0		HC-BP-250a.3	

PRODUCT

SASB / GRI

Responsible Marketing Policy

USANA requires Brand Partners’ marketing and promotional activity (including social media and any Brand Partner-created materials) to comply with the Brand Partner¹ [Terms & Policies](#).

HC-BP-270a.2

Brand Partner-created advertising and training materials must:

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- be clearly identified as created by an Independent Associate; and
- be professional, tasteful, and truthful.

Brand Partner-created content must NOT:

- include discourteous, deceptive, misleading, illegal, indecent, unethical, offensive, or immoral content;
- make therapeutic product claims or deceptive income or lifestyle claims;
- imply an employment opportunity; or
- imply that their materials are approved or endorsed by USANA.

Brand Partners must complete the Advertising Checklist before creating/sharing independent advertising material, and USANA may review materials and suggest edits/removal to achieve compliance.

¹Previously referred to as Associates

Product Labeling and Claims Policy

This statement reflects the product-claim restrictions for Brand Partners in the [Terms & Policies](#). Brand Partners may only claim products are registered with proper market authorities. Prohibited product claims can make USANA’s product liability insurance unavailable to the Brand Partners. These requirements operate as a specific, non-negotiable part of the Responsible Marketing expectations for Brand Partner communications.

417-2

416-2

PEOPLE

Ambitions and Actions



Focus Area	Ambition	Actions	2025 Progress
Employee Health, Safety, and Well-being	<ul style="list-style-type: none"> Strive to help our employees achieve physical, mental, and emotional health and well-being Achieve 90% employee satisfaction 	<ul style="list-style-type: none"> Provide generous benefits and compensation to employees globally, as well as a flexible and caring environment Invest in employee workplace health and safety 	<ul style="list-style-type: none"> 57% of eligible employees received care through our on-site clinic Achieved 71% employee survey global engagement
Talent Management and Development	<ul style="list-style-type: none"> Enhance opportunities for internal advancement and collaboration Provide employees and Associates with the tools needed to build a meaningful career 	<ul style="list-style-type: none"> Invest in technology, learning, and development 	<ul style="list-style-type: none"> Invested 7,846 hours in annual employee development Invested \$107,268 in tuition for employees Over 42% of employees have benefited from the USANA mentorship program
Culture	<ul style="list-style-type: none"> Support a globally inclusive community Achieve 2,500 volunteer hours by employees and their families 	<ul style="list-style-type: none"> Create opportunities that increase education and awareness, foster career and leadership skills, and engage with global communities 	<ul style="list-style-type: none"> Our 44 employee resource groups cultivate a supportive and diverse workplace culture Named Newsweek’s “America’s Greatest Workplaces in Utah” Named Best Places to Work in Utah in the Salt Lake Tribune Increased women in leadership positions by 16% since 2017 USANA Brand Partners and employees volunteered over 1,383 hours of service
Community Engagement	<ul style="list-style-type: none"> Increase the health and wellness of our global communities 	<ul style="list-style-type: none"> Provide food to at-risk children through the USANA Foundation Invest in initiatives that strive to address hunger and nutrition through non-profit partners 	<ul style="list-style-type: none"> Provided 6.9M million meals through the USANA Foundation Global volunteers donated 4,119 hours through the USANA Foundation Funded 6,202 Garden Towers

PEOPLE

SASB / GRI

Non-Discrimination Policy

USANA is an equal employment opportunity employer for its corporate workforce and prohibits discrimination, harassment, and retaliation against corporate employees and applicants for employment based on legally protected characteristics. Concerns can be reported through management or Human Resources, via an anonymous third-party ethics hotline and are addressed through established investigation and response processes. This disclosure applies to USANA corporate employees and applicants for employment; it does not apply to independent contractors, consultants, agency workers, or independent Brand Partners, although USANA expects third parties doing business with the Company to interact with employees in a manner consistent with these standards.

2-30

Health & Safety Policy

We are committed to maintaining a safe, healthy, and incident-free workplace. Our comprehensive safety program is overseen by a dedicated safety manager responsible for driving a culture of safety throughout the organization. Our safety policies are based on the Occupational Safety and Health Administration (OSHA) and Utah Occupational Safety and Health standards.

403-1

USANA maintains policies and procedures that collectively function as an injury and illness prevention program to manage material workplace health and safety risks, including annual safety training, weekly supervisor-led safety “Toolbox Talks,” job-specific training and safety data sheets for work involving hazardous materials, and clear emergency response processes. We track injuries, near-misses, and close calls in an online system, complete monthly hazard walkthroughs across production areas, and conduct frequent inspections and audits. In 2025 we strengthened our building evacuation program, expanding Active Killer safety focus, and broadening first aid/CPR training beyond the Emergency Response Team to improve readiness on and off the job.

PEOPLE

SASB / GRI

Investing in our Employees

USANA invests in employees to support retention, wellbeing, and performance across its global workforce. This includes market-benchmarked compensation and benefits that promote financial security (profit sharing, annual merit increases, a 401(k) match in the U.S., defined contribution plans in other markets, and equity-based compensation for some roles), along with third-party financial literacy workshops and webinars.

401-2

404-2

USANA also provides health, mental health, and work-life supports, including U.S. medical/dental/vision coverage effective as of hire; on-site USANAcare services and preventative screenings at the Salt Lake City campus; 24/7 mental health support in APAC; wellness incentives through “A Healthier U”; flexible scheduling options where feasible; paid family time and parental leave; and childcare support through Care.com and a dependent care FSA match.

Women Leaders at USANA

USANA manages gender diversity in leadership and governance as part of its approach to talent attraction, retention, and decision-making. Leadership is defined as any leader with a direct report.

405-1

USANA participates in the Women in Leadership Institute’s ElevateHER™ Challenge and operates a Women in Leadership initiative across the U.S., Canada, Mexico, Colombia, and Europe, supported by leadership development and mentorship programs, flexible work arrangements, and fair/equal pay practices. As a Corporate ParityPledge® signatory, USANA commits to interviewing and considering at least one qualified woman for each open Executive Director, VP, C-Suite, and Board role.

Inclusion and Belonging

USANA seeks to foster an inclusive workplace where employees have equitable access to opportunity, development, and advancement. We maintain clear expectations for professional conduct and a workplace free from discrimination and harassment, supported by reporting channels and accountability mechanisms.

2-23

2-24

To strengthen inclusion, our leadership development program includes unconscious bias training, and we leverage employee resource groups (ERGs) to understand workforce priorities and inform actions that address employee needs.

406-1

PEOPLE

Workforce

Metric	2025	2024	2023	Notes	SASB	GRI
Turnover rate (total)	23.46%	14.91%	11.98%	Our 2025 numbers are elevated due to a one-time workforce reduction of approximately 10% implemented as part of organizational restructuring	HC-BP-330-a.2	401-1
Turnover rate (voluntary)	8.80%	9.26%	8.66%		HC-BP-330-a.2	401-1
Average tenure (globally)	9.78	7.43	8.81			403-9
Total recordable incidents	5	6	6			
Total recordable incident rate	0.67	0.59	0.1			
Lost time incidents	0	0	4			
Lost time incident rate	N/A	N/A	0.07			
Employee fatalities	0	0	0			403-9
Contractor fatalities	0	0	0			403-9
Wellness program (percentage engaged; U.S. only)	45%	44%	47%			403-6
Employees participating in tuition reimbursement	19	17	23			404-2
Total invested in tuition reimbursement	\$107,268	\$87,488	\$112,907			
Mentorship program participants	42	59	70			404-2
Annual employee development hours invested	7,846	12,766	13,058			404-1
Volunteer hours (annual)	5,502	14,576	8,150	Includes employee and Brand Partner volunteer hours and foundation hours.		
Number of Employee Resource Groups (globally)	44	15	10	Initiative driven by our Inclusion and Belonging Council.		
% USANA employees believe USANA creates an inclusive and respectful work environment, valuing all employees regardless of age, race, color, religion, gender, national origin, sexual orientation, or any other non-job-related factor.	84%	-	-	In 2025 we fully integrated into a new HR platform. This resulted in us changing the employee engagement questions. This data excluded China, but they will join the new HR platform in 2026.		

PEOPLE

Workforce Diversity

Ethnic Diversity Globally (percentage visible minorities)	2025	2024	2023	Notes	SASB	GRI
All employees	73%	69%	69%	59% of USANA employees are based outside the U.S.		405-1
Management	72%	59%	59%			405-1
Executives (eligible for executive pay)	53%	31%	31%			405-1
Top management (EVP and above)	7%	7%	7%			405-1
Board of Directors	25%	25%	25%	In prior reports, this metric was misstated. Following a board transition in 2021, the metric was not updated as intended, which resulted in continued inaccurate reporting.		405-1

Ethnicity Diversity by Race	2025	2024	2023	Notes	SASB	GRI
Asian	52%	50%	54%			405-1
Hispanic or Latino	12%	16%	11%			405-1
White	33%	31%	31%			405-1
Native Hawaiian or Other Pacific Islander	1%	1%	1%			405-1
American Indian or Native Alaskan	0%	1%	1%			405-1
Black or African American	1%	1%	1%			405-1
Two or more races	1%	2%	2%			405-1

PEOPLE

Workforce Diversity Continued

Age Diversity Globally	2025	2024	2023	Notes	SASB	GRI
18 to 25	2%	2%	2%			405-1
25 to 35	18%	18%	21%			405-1
35 to 45	40%	41%	40%			405-1
45 to 55	28%	27%	25%			405-1
55 to 65	11%	10%	10%			405-1
65 and over	2%	2%	2%			405-1

Gender Diversity Globally	2025	2024	2023	Notes	SASB	GRI
All employees	56%	57%	58%			405-1
Management Globally)	52%	48%	49%			405-1
Executives (eligible for executive pay)	36%	32%	31%			405-1
Top management (EVP and above)	20%	31%	25%			405-1
Board of Directors	25%	25%	25%	In prior reports, this metric was misstated. Following a board transition in 2021, the metric was not updated as intended, which resulted in continued inaccurate reporting.		405-1

PEOPLE

Communities



Metric	2025	2024	2023	Notes	SASB	GRI
Total global aid	\$1.1 M	\$1.4 M	\$1.4 M			
Partner organizations	72	19	34			201-1
Meals distribution annually	6.9 M	12.3 M	30.7M			201-1

PLANET

Ambitions and Actions



Focus Area	Ambition	Actions	2025 Progress
Waste Management	<ul style="list-style-type: none"> Reduce our waste to landfill 	<ul style="list-style-type: none"> Identify additional opportunities to reduce and recycle materials used in our operations 	<ul style="list-style-type: none"> Diverted 63% of home office waste away from landfills Continued streamlining our recycling, reduce, and reuse processes in operations
GHG Management	<ul style="list-style-type: none"> Reduce our GHG emissions 	<ul style="list-style-type: none"> Invest in renewable energy Reduce emissions year-over-year 	<ul style="list-style-type: none"> 50% of electric energy use at our HQ campus derives from renewable sources Reduced global Scope 1 and 2 emissions by 14% from last year Visionary Rocky Mountain Power Blue Sky Partner Program
Sustainable Packaging	<ul style="list-style-type: none"> Reduce the environmental impact of our packaging across a product's lifecycle 	<ul style="list-style-type: none"> Increase consumer awareness of recycling options for USANA products Reduce usage of virgin plastics and non-recyclable packaging options Shift to lower emission packaging options 	<ul style="list-style-type: none"> All Skincare will now have the How2Recycle logo in applicable markets
Water Management	<ul style="list-style-type: none"> Keep our campus and operations efficient, resilient and protective of water quality 	<ul style="list-style-type: none"> Xeriscaped our front area with native plants and rocks All faucets indoor are low flow 	<ul style="list-style-type: none"> No new water projects were completed in 2025. We maintained existing conservation measures and are developing next-step priorities for future action

PLANET

Climate Related Disclosures

Governance

Describe the orgs governance around climate change

The Sustainability Committee of the Board has oversight of climate-related risks and opportunities, which are discussed with the Board every quarter. The head of the sustainability team and the Executive Director of Enterprise Risk Management (ERM) are responsible for identifying and assessing USANA's climate-related risks and reporting them to the Chief People Officer. The results are shared with the Sustainability Committee of the Board annually with various mitigation plans reviewed quarterly. The Sustainability Committee discusses and provides counsel regarding the integration of climate-related risks and opportunities into USANA's strategic decision-making when they meet.

Strategy

Describe the actual and potential impact of climate-related risks and opportunities on the orgs business, strategy, and financial planning

In 2021, USANA conducted an in-house scenario analysis, and four risks were identified to have potential impact to our operations. The scenario analysis considered risks stemming from drought conditions in Utah and how they would impact the supply of labor. While climate-related risks vary between markets, we also considered the number of floods, droughts, hurricanes, and monsoons in our Asia Pacific markets and expect to see those increase.

Identified Physical or Transition Risk	Mitigation Measure
<p>Resource scarcity The depletion of natural resources due to climate change and over-extraction can impact the sourcing of raw materials and packing products in our supply chain, thereby disrupting our operations and increasing costs. Some items can be greatly affected by climate change including, but not limited to, cocoa, protein powder, and almonds</p>	<p>To address this risk, USANA has set a goal to dual source 100% of these items. This means we aim to use two suppliers for materials that could become scarce. At present, approximately 70% of our items are dual sourced. In addition, we are also continuously working to find land-based suppliers to improve supply chain resilience and timeliness of supply.</p>
<p>Extreme weather events The increasing frequency and severity of extreme weather events pose risks to USANA's assets, operations, and supply chains.</p>	<p>Plans have been created and put in place to increase the redundancy in our sourcing from different regions. We have identified backup production and shipping methods for the products that create 80% of USANA's sales in case such emergencies arise. We continue to look at land-based suppliers in addition to dual sourcing, as they greatly reduce the supply chain and enhance our flexibility. We are looking at combining purchasing with other companies/partners that have more leverage with supply opportunities, thus increasing alternative purchasing power.</p>
<p>Policy changes Changes to end-of-life management of product packaging can result in increased taxes and fees.</p>	<p>To prepare for policy changes related to end-of-life management of product packaging and potential increases in taxes and fees, we have been tracking evolving legislation to stay informed about new requirements. Additionally, we have joined the Circular Action Alliance (CAA) to engage with Extended Producer Responsibility (EPR) programs in required states. This involvement helps us understand state expectations for end-of-life management and align our practices accordingly.</p>

PLANET

Climate Related Disclosures Continued

Strategy Continued

USANA is committed to managing its environmental footprint through systematic evaluations of resource use. In 2022, the company conducted detailed water and energy audits to assess and optimize its operations. The energy audit revealed inefficiencies in the operation of chiller and boiler pumps, leading to a revised system that allows for alternating use, ultimately achieving an average annual savings of 15,000 kWh. The water audit assessed plumbing fixtures and overall water consumption, confirming efficient maintenance of existing systems, with no significant opportunities for fixture replacements identified. These audits underscore USANA’s focus on resource management and operational efficiency.

To reduce emissions from employee commuting, 11 electric vehicle (EV) charging spots were installed at USANA in 2010 to promote the use of EVs. In 2024, the chargers were updated and replaced with 11 new, more efficient models.

Risk Management

Describe the orgs governance around climate change

Risks are assessed annually between the ERM team and the risk owners. The sustainability and ERM teams use a software to determine the materiality of climate-related risks by assessing the risk based on the likelihood and the impact (magnitude of severity) of an event.

Climate-related risks are integrated into USANA’s ERM software and assessed alongside other financial and operational risks. Risks are reviewed annually and resources to mitigate the risk are allocated based on those that have a high likelihood and impact. The software also helps improve the integrity of data for USANA’s annual reporting.

Emerging climate risks are monitored and tracked through quarterly emails from Sustainable Fitch’s ESG Regulations and Reporting Standards Tracker. We monitor changing governmental policies and information being published outlining the changing physical climate risk.

Metric & Targets

Disclose the metrics and targets used to assess and manage climate-related risks and opportunities.

In addition to reporting on energy use and waste (see page 25-26), USANA tracks and reports on Scope 1 and 2 emissions (see page 25)

PLANET

SASB / GRI

Supplier Code of Conduct

USANA encourages all our current suppliers to adhere to our Supplier Code of Conduct. This Code aligns with USANA’s commitment to responsible business conduct and expects suppliers to comply with applicable laws and standards for human rights, workplace safety, environmental responsibility, and ethical practices.

2-23

408-1

Recyclability of Our Packaging by Customers

Across our global markets, USANA supports recycling initiatives designed to increase awareness, education, and access to recycling for our product packaging. We’ve incorporated post-consumer recycled (PCR) plastics to give materials a second life and reduce reliance on virgin plastic, and in the U.S. and Canada we’re a member of How2Recycle in an attempt to help educate our customers on proper recycling practices of our product packaging. For more information, please see the [Environmental Sustainability Statement](#).

CG-HP-410a.2.(2)

PLANET

Energy and Emissions

Energy¹

Metric	2025	2024	2023	Notes	SASB	GRI
Total energy consumed (kWh)	7,423,845	7,059,293	7,349,940		FB-FR-130a.1 FB-PF-130a.1 CG-MR-130a.1	302-1
Percentage of grid energy	91.23%	91.23%	91.54%		FB-FR-130a.1 FB-PF-130a.1 CG-MR-130a.1	302-1
Percentage of grid energy from renewable sources	50%	58%	53%	RECs help us achieve this number		
Percentage of energy generated through solar	7.53%	8.77%	8.46%	The decrease in 2025 solar generation was mainly due to aging panels and deferred system upgrades.	FB-FR-130a.1 FB-PF-130a.1 CG-MR-130a.1	302-1

¹ Salt Lake Campus Only

Emissions

Metric	2025	2024	2023	Notes	SASB	GRI
Global Scope 1 and 2 GHG market-based emissions (MT CO2e)	9,659	11,274	13,668	The emissions in this section will reflect differently than previous reports due to our tracking software updating their methodology.		305-1 305-2
Home office Scope 1 and 2 GHG market-based emissions (MT CO2e)	3,585	2,992	2,388			305-1 305-2
Home office Scope 1 market-based emissions (MT CO2e)	820	723	1,430			305-1
Total – Scope 1 market-based emissions (MT CO2e)	1,395	2,688	4,551			305-1
Home office Scope 2 market-based emissions (MT CO2e)	754	622	958			305-2
Total – Scope 2 market-based emissions (MT CO2e)	8,265	9,086	9,117			305-2

PLANET

Waste

Waste¹

Metric	2025	2024	2023	Notes	SASB	GRI
Waste diverted from landfills (lbs.)	1,649,484	803,262	1,329,074			306-3 306-4
Waste sent to landfills (lbs.)	956,800	603,910	705,316			306-3 306-5
Waste diversion (% recycled)	63%	57%	65%			306-4

¹ Salt Lake Campus Only

Thank you, from all of us at

USANA®

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