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# DELTA REPORT

## 10-K

NUS - NU SKIN ENTERPRISES, INC.  
10-K - DECEMBER 31, 2024 COMPARED TO 10-K - DECEMBER 31, 2023

The following comparison report has been automatically generated

TOTAL DELTAS	4215
CHANGES	568
DELETIONS	1530
ADDITIONS	2117

UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549

FORM 10-K

☒ ANNUAL REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the fiscal year ended **December 31, 2023** **December 31, 2024**

or

☐ TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the transition period from \_\_\_\_\_ to \_\_\_\_\_

Commission file number: 001-12421

**NU SKIN ENTERPRISES, INC.**

(Exact name of registrant as specified in its charter)

**Delaware**

(State or other jurisdiction of incorporation or organization)

**87-0565309**

(IRS Employer Identification No.)

**75 West Center Street  
Provo, Utah 84601**

(Address of principal executive offices, including zip code)

Registrant's telephone number, including area code: (801) 345-1000

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Class A Common Stock, \$.001 par value	NUS	New York Stock Exchange

Securities registered pursuant to Section 12(g) of the Act: None

Indicate by check mark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. Yes ☒ No ☒

Indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Act. Yes ☐ No ☒

Indicate by check mark whether the Registrant: (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the Registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes ☒ No ☐

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (§ 232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes ☒ No ☐

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company," and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer ☒

Non-accelerated filer ☐

Accelerated filer ☒

Smaller reporting company ☐

Emerging growth company ☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Indicate by check mark whether the registrant has filed a report on and attestation to its management's assessment of the effectiveness of its internal control over financial reporting under Section 404(b) of the Sarbanes-Oxley Act (15 U.S.C. 7262(b)) by the registered public accounting firm that prepared or issued its audit report. ☒

If securities are registered pursuant to Section 12(b) of the Act, indicate by check mark whether the financial statements of the registrant included in the filing reflect the correction of an error to previously issued financial statements. ☐

Indicate by check mark whether any of those error corrections are restatements that required a recovery analysis of incentive-based compensation received by any of the registrant's executive officers during the relevant recovery period pursuant to §240.10D-1(b). ☐

Indicate by check mark whether the Registrant is a shell company (as defined in Rule 12b-2 of the Act). Yes ☐ No ☒

Based on the closing sales price of the Class A common stock on the New York Stock Exchange on **June 30, 2023** **June 28, 2024**, the last business day of the Registrant's second fiscal quarter, the aggregate market value of the voting stock held by non-affiliates of the Registrant was approximately **\$1.64 billion** **\$518 million**. All executive officers and directors of the Registrant, and all stockholders holding more than 10% of the Registrant's outstanding voting stock (other than institutional investors, such as registered investment companies, eligible to file beneficial ownership reports on Schedule 13G), have been deemed, solely for the purpose of the foregoing calculation, to be "affiliates" of the Registrant.

As of **January 31, 2024** **January 31, 2025**, **49,420,882** **49,722,779** shares of the Registrant's Class A common stock, \$.001 par value per share, and no shares of the Registrant's Class B common stock, \$.001 par value per share, were outstanding.

**Documents incorporated by reference.** Portions of the Registrant's Definitive Proxy Statement for the Registrant's **2024** **2025** Annual Meeting of Stockholders are incorporated by reference in Part III of this report. The Definitive Proxy Statement or an amendment to this Form 10-K will be filed with the Securities and Exchange Commission within 120 days after the Registrant's fiscal year end.

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FORWARD-LOOKING STATEMENTS

THIS ANNUAL REPORT ON FORM 10-K, IN PARTICULAR "ITEM 1. BUSINESS" AND "ITEM 7. MANAGEMENT'S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS," CONTAINS FORWARD-LOOKING STATEMENTS WITHIN THE MEANING OF SECTION 27A OF THE SECURITIES ACT OF 1933, AS AMENDED, AND SECTION 21E OF THE SECURITIES EXCHANGE ACT OF 1934, AS AMENDED, THAT REPRESENT OUR CURRENT EXPECTATIONS AND BELIEFS. ALL STATEMENTS OTHER THAN STATEMENTS OF HISTORICAL FACT ARE "FORWARD-LOOKING STATEMENTS" FOR PURPOSES OF FEDERAL AND STATE SECURITIES LAWS AND INCLUDE, BUT ARE NOT LIMITED TO, STATEMENTS OF MANAGEMENT'S EXPECTATIONS REGARDING OUR PERFORMANCE, INITIATIVES, STRATEGIES, PRODUCTS, INGREDIENTS, PRODUCT INTRODUCTIONS AND OFFERINGS, PRODUCT SOURCING, GROWTH, ACQUISITIONS AND ACQUIRED COMPANIES' PERFORMANCE, GROWTH OF OUR RHYZ BUSINESSES, GLOBAL ECONOMIC CONDITIONS, OPPORTUNITIES AND RISKS; STATEMENTS OF PROJECTIONS REGARDING FUTURE SALES, EXPENSES, OPERATING RESULTS, TAXES AND DUTIES, CAPITAL EXPENDITURES, SOURCES AND USES OF CASH, FOREIGN-CURRENCY FLUCTUATIONS OR DEVALUATIONS, REPATRIATION OF UNDISTRIBUTED EARNINGS, AND OTHER FINANCIAL ITEMS; STATEMENTS OF MANAGEMENT'S EXPECTATIONS, PLANS AND BELIEFS REGARDING OUR MARKETS, SALES FORCE, SALES COMPENSATION PLAN AND CUSTOMER BASE; STATEMENTS REGARDING THE PAYMENT OF FUTURE DIVIDENDS AND STOCK REPURCHASES; STATEMENTS REGARDING THE OUTCOME OF LITIGATION, AUDITS, INVESTIGATIONS AND OTHER LEGAL MATTERS, INCLUDING GOVERNMENT POLICIES AND REGULATIONS IN MAINLAND CHINA; ACCOUNTING ESTIMATES AND ASSUMPTIONS; STATEMENTS OF BELIEF; AND STATEMENTS OF ASSUMPTIONS UNDERLYING ANY OF THE FOREGOING. IN SOME CASES, YOU CAN IDENTIFY THESE STATEMENTS BY FORWARD-LOOKING WORDS SUCH AS "BELIEVE," "EXPECT," "PROJECT," "ANTICIPATE," "ESTIMATE," "COMMIT," "INTEND," "PLAN," "TARGETS," "LIKELY," "WILL," "WOULD," "COULD," "MAY," "MIGHT," "THE NEGATIVE OF THESE WORDS AND OTHER SIMILAR WORDS. WE UNDERTAKE NO OBLIGATION TO PUBLICLY UPDATE OR REVISE ANY FORWARD-LOOKING STATEMENT, WHETHER AS A RESULT OF NEW INFORMATION, FUTURE EVENTS OR OTHERWISE, EXCEPT AS REQUIRED BY LAW. WE CAUTION AND ADVISE READERS THAT THESE STATEMENTS ARE BASED ON ASSUMPTIONS THAT MAY NOT BE REALIZED AND INVOLVE RISKS AND UNCERTAINTIES THAT COULD CAUSE ACTUAL RESULTS TO DIFFER MATERIALLY FROM THE EXPECTATIONS AND BELIEFS CONTAINED HEREIN. FOR A SUMMARY OF THESE RISKS, SEE ITEM 1A. RISK FACTORS.

In this Annual Report on Form 10-K, references to "dollars" and "\$" are to U.S. dollars.

Nu Skin, Pharmanex and ageLOC are our trademarks. The italicized product names used in this Annual Report on Form 10-K are product names and also, in certain cases, our trademarks.

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PART I

ITEM 1. BUSINESS

Nu Skin Enterprises, Inc. develops and distributes a comprehensive line of premium-quality beauty and wellness solutions in nearly 50 markets worldwide. In 2023, 2024, our revenue of \$2.0 billion \$1.7 billion was primarily generated by our three primary brands: our beauty brand, Nu Skin; our wellness brand, Pharmanex; and our anti-aging brand, ageLOC. We operate in the direct selling channel, primarily utilizing person-to-person marketing to promote and sell our products, including through the use of social and digital platforms.

In addition to our core Nu Skin business, we also explore new areas of synergistic and adjacent growth through our business arm known as Rhyz Inc., which we formed in 2018. Our Rhyz businesses primarily consist of consumer, technology and manufacturing companies. In 2023, 2024, the Rhyz companies generated \$216.6 million \$286.6 million, or 11% 17%, of our 2023 2024 reported revenue (excluding sales to our core Nu Skin business). As discussed further in "Rhyz Companies," below, in January 2025 we sold one of our Rhyz businesses that accounted for \$69.6 million of our 2024 reported revenue. Rhyz is a key component of our business, and we anticipate its continued growth in the coming years both on an absolute basis and as a percentage of our consolidated revenue. These these companies enable us to reduce our cost of goods, improve lead times, diversify our revenue mix, serve more customers where they shop, and create synergies for our owned and partner brands.

In 2023, 2024, we generated approximately 26% 30% of our revenue from the United States (consisting of our Nu Skin United States and Rhyz businesses) and the remainder from our international markets. Given the size of our international operations, our results, as reported in U.S. dollars, are often impacted by foreign-currency fluctuations; in 2023, 2024, our revenue was negatively impacted 3% 4% from foreign-currency fluctuations compared to 2022, 2023. Our results also can be impacted by global economic, political, demographic and business trends and conditions.

Our operations are subject to various laws and regulations globally, particularly with respect to our product categories and our distribution channel. See Item 1A. Risk Factors for a more detailed description of the risks associated with our business.

PRODUCTS

We offer a branded, award-winning and differentiated product portfolio. We believe our innovative approach to product development, clinical substantiation and distribution provides us with a competitive advantage in beauty and wellness products and direct selling. We believe that our acquired and licensed technologies, manufacturing and innovation facilities, research collaborations and in-house research expertise enable us to introduce innovative, proprietary products. We seek to offer products that are demonstrable and well suited for social sharing. Sustainability is also an important part of our product strategy; we take sustainability into account as we formulate our products, and we have an ongoing initiative to transition to innovate our packaging that so it is recycled, recyclable, reusable, reduced or renewable.

During the past several years, we have generated success in our business with innovative beauty devices. Devices are an important part of our strategy. In the second half of 2022, we began launching We launched our first connected beauty device, ageLOC LumiSpa iO; market launches continued, in the second half of 2022 and continuing into 2023. In the second half of 2023 and continuing into 2024, we began launching launched ageLOC WellSpa iO (not sold in the United States), a connected device focused on holistic wellness and beauty, in most of our markets. We also began launching as well as a similar, FDA-cleared device, Nu Skin RenuSpa iO, in the United States. When connected to our mobile application, these connected devices gather data to provide varying levels of insights into consumer behavior, with the goal of enabling us to provide more personalized experiences for our consumers. Please refer to "Distribution Channel" below for additional information about our connected devices and our business strategy that they fit into.

Also during During 2023, we launched our ageLOC TRMe personalized weight wellness line of products in several markets. We plan markets, which became our top-selling brand in 2024. In 2024, we began launching our proprietary ageLOC Tru Face Peptide Retinol Complex, as well as MYND360, a holistic approach to preview and/or launch ageLOC TRMe in additional markets in 2024, cognitive health and performance.

Product Categories

We have two primary product categories: beauty products and wellness products. We develop and distribute innovative, premium-quality products in these two categories primarily under our Nu Skin and Pharmanex brands, respectively. We also develop and distribute products under our ageLOC brand, which features innovative, premium-quality anti-aging products in both the beauty and wellness categories and in many cases is co-branded with our Nu Skin and Pharmanex products. Most of our innovative devices are ageLOC beauty products; however, ageLOC WellSpa iO spans and Nu Skin RenuSpa iO span both the beauty and wellness categories.

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Presented below are the U.S. dollar amounts and associated revenue percentages from the sale of beauty and wellness products, as well as our Rhyz companies, for the last three years. This table should be read in conjunction with the information presented in Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations, which discusses the factors impacting revenue trends and the costs associated with generating the aggregate revenue presented.

1

Revenue by Product Category												
(U.S. dollars in millions)												
Product Category	Year Ended December 31,						Year Ended December 31,					
	2023		2022		2021		2024		2023		2022	
Beauty(1)	\$ 858.6	43.6%	\$ 1,069.7	48.1%	\$ 1,442.7	53.5%	\$ 681.8	39.4%	\$ 858.6	43.6%	\$ 1,069.7	48.1%
Wellness(1)	886.1	45.0%	992.3	44.6%	1,062.5	39.4%	757.2	43.7%	886.1	45.0%	992.3	44.6%
Other(2)	224.4	11.4%	163.7	7.3%	190.5	7.1%	293.1	16.9%	224.4	11.4%	163.7	7.3%
	\$ 1,969.1	100.0%	\$ 2,225.7	100.0%	\$ 2,695.7	100.0%	\$ 1,732.1	100.0%	\$ 1,969.1	100.0%	\$ 2,225.7	100.0%

- (1) Includes sales of beauty and wellness products in our core Nu Skin business. The beauty category includes \$342 million \$268 million, \$440 million \$342 million and \$658 million \$440 million in sales of devices and related consumables for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, respectively. For purposes of this table, sales of ageLOC WellSpa iO and Nu Skin RenuSpa iO are included in the beauty category, together with our other devices, though this product spans these products span both the beauty and wellness categories.
- (2) Other includes the external revenue from our Rhyz companies along with a limited number of other products and services, including household products and technology services.

**Beauty Products.** Our strategy for our beauty products category is to leverage our distribution channel to strengthen Nu Skin's position as an innovative leader in the masstige and premium beauty markets. Our products in this category include our innovative skin care devices, cosmetics and other personal care products. We are committed to continuously improving and evolving our product formulations to develop and incorporate innovative and proven ingredients. We formulate many of the products in our beauty category with ingredients that are scientifically proven to provide visible results. In 2023, 2024, our top-selling product lines by revenue in this category were our ageLOC LumiSpa cleansers and devices (consisting of both ageLOC LumiSpa and ageLOC LumiSpa iO TruFace) and our Nutricentials skin care products. Our ageLOC beauty products accounted for 46% 43% of our beauty product category revenue and 20% 17% of our total revenue in 2023, 2024.

**Wellness Products.** Our strategy for our wellness category is to continue to introduce innovative, substantiated nutritional supplements based on research and development and quality manufacturing. Direct selling has proven to be an effective method of marketing our high-quality wellness products because our sales force can personally educate consumers on the quality and benefits of our products, differentiating them from our competitors' offerings. In 2023, 2024, our top-selling product lines by revenue in this category were our ageLOC TR90 TRME, LifePak weight management system, our and Beauty Focus products (including Beauty Focus Collagen+) and our LifePak nutritional supplements. Our ageLOC wellness products accounted for 46% of our wellness product category revenue and 21% 20% of our total revenue in 2023, 2024.

Product Development

We are committed to developing and marketing innovative products. We have several products in development, including next-generation skin care products, [nutritional supplements](#) and [nutritional supplements, devices](#). In our research and product development, we leverage the three disciplines of science, technology and sourcing to create innovative products that address consumer needs.

Our research and product development activities include:

- Global consumer research to identify needs and insights and refine product concepts;
- Internal research, product development, [clinical validation](#), [regulatory due diligence](#) and quality testing;
- Joint research projects, collaborations and clinical studies; [and](#)
- Identification and assessment of technologies for potential licensing [arrangements](#); [and](#)
- [Acquisition of technologies, arrangements.](#)

We maintain research and product development facilities in the United States and Mainland China. We also contract with third parties for clinical studies and collaborate on basic research projects with researchers from universities and other research institutions in the United States, [Europe](#), [Australia](#) and Asia, whose staffs include scientists with basic research expertise in, among others, natural product chemistry, biochemistry, dermatology, nutrition, pharmacology and clinical studies.

We also work to identify and assess innovative technologies developed by third parties for potential licensing, supply or acquisition arrangements. Because of the nature of our distribution channel, which allows us to provide a high level of product information on a person-to-person basis, we often have third parties who are interested in licensing innovative technologies to us to incorporate into our products and commercialize through our distribution channel. Licensing arrangements allow us to leverage the research activities of third parties that have provided demonstrated technologies, clinical support and/or proprietary innovation, without all of the upfront costs and uncertainty associated with internal development. We have also invested in acquisitions to supplement our research capabilities and to acquire technologies.

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## Intellectual Property

Our trademarks are registered in the United States and in markets where we operate, and we consider trademark protection to be very important to our business. Our major trademarks include Nu Skin®, our fountain logos, Pharmanex®, ageLOC®, our ageLOC logos, LifePak®, Galvanic Spa® ([registered outside of the United States](#)), [TR90® TRME®](#), Epoch®, [ageLOC Me®](#), LumiSpa®, Nutricentials®, WellSpa [iO iO®](#) ([registered outside of the United States](#)), [ageLOC Boost®](#) ([registered outside of the United States](#)) and [ageLOC Boost](#) ([registered outside of MYND360™](#) ([registration pending in the United States](#))). In addition, a number of our products, including our facial spas, ageLOC WellSpa iO, Nu Skin RenuSpa iO, ageLOC Body Spa, LumiSpa, ageLOC Boost, [TR90 TRME](#) and Pharmanex BioPhotonic Scanner, are based on proprietary technologies and designs, some of which utilize patented technologies and/or technologies licensed from third parties. We also rely on patent and trade secret protection to protect our proprietary technology and other proprietary information for some of our ageLOC products and other products.

## Sourcing and Production

For markets other than Mainland China, in [2023](#), [2024](#), we sourced most of our beauty and wellness products from trusted third-party suppliers and manufacturers, and approximately [23%](#) [22%](#) from our manufacturing subsidiaries. Our manufacturing entities also provide a cost of goods sold benefit and help us to maintain a more consistent supply source. In Mainland China, we operate manufacturing facilities where we produce the majority of our beauty and wellness products sold in Mainland China. We also produce some products at these facilities that are exported to other markets.

In [2023](#), [two](#) [2024](#), [one](#) of our manufacturing subsidiaries and [one none of our third-party supplier suppliers](#) accounted for more than 10% of our product purchases. We procure [our ageLOC Galvanic Facial Spa, ageLOC Body Spa, and Nu Skin Facial Spa devices](#) and some [other of our](#) products and ingredients from single vendors that may own or control the product formulations, ingredients, or other intellectual property rights associated with the products or ingredients. While we generally maintain good relationships with our suppliers, in the event we become unable to source any products or ingredients from our current suppliers, we believe that we would be able to locate alternative vendors, use substitute ingredients, or develop and manufacture alternative products and source them from other suppliers, as applicable. Please refer to Item 1A. Risk Factors for a discussion of risks and uncertainties associated with our supplier relationships and with the sourcing of raw materials and ingredients.

Our manufacturing subsidiaries are owned by our Rhyz business arm. We plan to continue making strategic acquisitions going forward, as we believe these acquired companies allow us to diversify and vertically integrate our business. We also leverage their expertise to enhance our innovation, sustainability, speed to market and supply chain capabilities. In addition to the products and services provided to our core Nu Skin business, our Rhyz companies continue to operate outside of our core Nu Skin business, generating [\\$216.6 million](#) [\\$286.6 million](#) in revenue from sales to external customers in [2023](#), [2024](#).

## DISTRIBUTION CHANNEL

Our Nu Skin business operates in the direct selling channel, primarily utilizing person-to-person marketing to promote and sell our products. We believe that direct selling, which has traditionally relied on face-to-face, word-of-mouth marketing, is currently being impacted by the convergence of social commerce, influencer and affiliate marketing, [and the growing gig economy, economy and expanding product marketplaces](#). These macroeconomic shifts have also disrupted traditional advertising and retail business practices, as well as e-commerce generally, in favor of socially enabled and direct-to-consumer models. The COVID-19 pandemic further accelerated disruption across many industries by causing migration to remote work, gig engagement and online shopping.

We endeavor to transform and adapt our business to these trends by helping our sales force to become more socially enabled and [empowered](#) to grow their businesses online. In addition, we are developing more robust approaches to help our [salesforce sales force](#) attract and develop affiliate marketers. We are currently working through a significant digital transformation in our business to achieve [widespread adoption of social commerce in all of our markets, these objectives](#). This transformation involves the development of new and enhanced digital tools for our Sales Leaders and consumers, including new digital apps and an improved website design and [e-commerce](#) functionality. Our products also have

served an important role in our social commerce strategy as we have developed products that are shareable and demonstrable on social media platforms. Products continue to play an important role as we transform to a more digital and socially enabled business; in particular, we believe that connected devices will provide data on consumer behaviors and needs that will engender a more personalized experience for our consumers and create improved brand loyalty. We also are exploring ways to attract affiliates and consumers through third-party product marketplace partnerships, influencer partnerships and paid search initiatives, as well as enhancing our sales compensation plan in ways that we believe will allow us to better compete in the rapidly expanding affiliate gig and sharing economies.

Our digital transformation has required significant expenditures, and it will continue to require significant expenditures over the next several years. Our digital transformation, affiliate marketing and social sharing also present certain risks and challenges to our business, and some social media platforms impose restrictions or prohibitions on content related to multi-level marketing. For further information, see Item 1A. Risk Factors.

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We believe our direct selling distribution channel is an effective vehicle to distribute our products because:

- our sales force has rapid reach to potential customers through their social networks and the social networks of those to whom they are connected;
- our sales force can personally educate and share company content with consumers about our products, which we believe is more effective for differentiating our products than using traditional mass-media advertising;
- our distribution channel allows for personalized product demonstrations and trial by potential consumers;
- our distribution channel allows our sales force to provide personal testimonials of product efficacy;
- as compared to other distribution methods, our sales force has the opportunity to provide consumers higher levels of personalized service based on consumers' needs, including through providing personalized purchasing offers, discounts and regimens;
- as compared to other distribution methods, our sales force knows their customers and can foster loyalty through data-driven customer-relationship management and our subscription program;
- prospecting for customers via social networks (both offline and online) allows affiliates and the company to attract a potentially wider audience of customers who would not typically seek out similar products in a standard retail or e-commerce marketplace; and
- flexible and targeted compensation structures allow affiliates and the company to quickly enhance focus on specific products based on geographic, demographic, and seasonal needs and opportunities, as well as specific segments of customers, affiliate marketers and business builders.

While our person-to-person marketing philosophy remains consistent globally, various aspects of our business may differ from market to market, including product mix and pricing, customer type mix, the manner and tools used to engage potential customers, social media and third-party platforms, compensation and rewards structure, the manner and tools used to engage potential affiliates (including programs and incentives), potential influencer partnership structures, access to distribution outlets or product stores, the manner of getting products to consumers, product claims, branding and product formulations. In addition, in Mainland China we have implemented a business model that, unlike the business model we use in our other markets, utilizes retail stores, sales employees, independent direct sellers and independent marketers to market and sell our products.

Given that members of our sales force are independent contractors in most markets, we do not control or direct their business decisions or promotional efforts. We do, however, require that our sales force abide by policies and procedures that require them to act in an ethical and consumer-protective manner and in compliance with applicable laws and regulations. As a member of direct selling associations globally, we promote and abide by the industry's codes of ethics and consumer-protective standards to support and protect those who sell and purchase our products through the direct selling channel.

In all of our markets besides Mainland China, we refer to members of our independent sales force as "Brand Affiliates" because their primary role is to promote our brand and sell products through their personal and social networks.

#### Consumer Group and Sales Network

Our Nu Skin business's distribution channel is composed of two primary groups: our consumer group—individuals who buy our products primarily for personal or family consumption and share products with friends and family; and our sales network—individuals who personally buy, use and resell products, and who also attract new consumers, and recruit, train and develop new sellers. We strive to develop and grow both our consumer group and our sales network. Our strategy for growing our consumer group is to offer high-quality, personalized, innovative products that provide demonstrable benefits. Our strategy for growing our sales network is to provide a business opportunity for those persons who demonstrate the desire and ability to develop both a consumer group and a team of sellers, including through sales compensation, incentives and recognition.

To monitor the growth trends in our consumer group, we track the number of persons who purchased directly from the company during the previous three months ("Customers"). Our Customer numbers include members of our sales force who made such a purchase, including Paid Affiliates and those who qualify as Sales Leaders (each as defined below), but they do not include consumers who purchase directly from members of our sales force. We believe a significant majority of Customers purchase our products primarily for personal or family consumption but are not actively pursuing the opportunity we offer to generate supplemental income by actively and consistently marketing and reselling products.

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To monitor the growth in our sales network, we track the number of Paid Affiliates and Sales Leaders, which are defined as follows:

- "Paid Affiliates" are any Brand Affiliates, as well as members of our sales force in Mainland China, who earned sales compensation during the previous three months. As we continue to focus on customer acquisition, our Paid Affiliates, who primarily share products, are a bridge to attracting new customers and nurturing relationships and community. Paid Affiliates power our social commerce model and are an important indicator of consumer purchasing activity in our business.



- "Sales Leaders" are the three-month average of our monthly Brand Affiliates, as well as sales employees and independent marketers in Mainland China, who achieved certain qualification requirements as of the end of each month of the quarter.

The following chart sets forth information concerning our Customers, Paid Affiliates and Sales Leaders for the last three years. During the first quarter of 2022, in connection with the introduction of the new metric Paid Affiliates, we reviewed how we define Sales Leaders and adjusted this metric's definition to what we believe provides a better insight into the trends of our business. We have recast the 2021 Sales Leaders to the new definition. The definition of our Customer metric remained unchanged.

#### Total Number of Customers, Paid Affiliates and Sales Leaders by Region

	Three Months Ended December 31,			Three Months Ended December 31,		
	2023	2022	2021	2024	2023	2022
<b>Customers</b>						
North America	231,183	299,287	336,564	227,556	231,183	299,287
South America				82,956	106,471	141,183
China	207,276	202,933	315,418	150,731	207,276	202,933
Asia/Pacific	106,471	141,183	169,601			
Europe	103,151	123,749	146,354			
South Korea	113,670	119,152	122,813	110,069	113,670	119,152
Africa	163,178	197,917	210,414	133,306	163,178	197,917
Hong Kong/Taiwan	52,110	62,903	66,395	46,053	52,110	62,903
<b>Total Customers</b>	<b>977,039</b>	<b>1,147,124</b>	<b>1,367,559</b>	<b>831,972</b>	<b>977,039</b>	<b>1,147,124</b>
<b>Paid Affiliates</b>						
North America	31,910	42,633	49,328	28,361	31,910	42,633
South America				26,310	34,404	38,653
Mainland China	25,889	23,436	30,546	22,125	25,889	23,436
South America	34,404	38,653	44,050			
Japan				22,318	22,417	38,021
Europe & Africa				16,860	18,888	31,869
South Korea(1)	22,166	45,058	52,036	17,939	22,166	45,058
Japan(1)	22,417	38,021	38,428			
Europe & Africa(1)	18,888	31,869	36,482			
Hong Kong/Taiwan(1)	11,212	17,286	20,155	10,961	11,212	17,286
<b>Total Paid Affiliates</b>	<b>166,886</b>	<b>236,956</b>	<b>271,025</b>	<b>144,874</b>	<b>166,886</b>	<b>236,956</b>
<b>Sales Leaders</b>						
North America	7,126	9,594	10,879	6,778	7,126	9,594
Mainland China(2)	11,296	12,359	18,207			
South America	6,418	6,999	8,800	5,288	6,418	6,999
South Korea	5,249	6,094	8,224			
Mainland China				8,969	11,296	12,359
Japan	7,086	5,936	5,864	6,780	7,086	5,936
Europe & Africa	3,968	4,740	5,743	3,343	3,968	4,740
South Korea				3,343	5,249	6,094
Hong Kong/Taiwan	2,916	3,015	3,666	2,411	2,916	3,015
<b>Total Sales Leaders</b>	<b>44,059</b>	<b>48,737</b>	<b>61,383</b>	<b>36,912</b>	<b>44,059</b>	<b>48,737</b>

(1) The December 31, 2023 number is affected by a change in eligibility requirements for receiving certain awards within our compensation structure, to more narrowly focus on those affiliates who are actively building a consumer base. See Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations—"South America," "South Korea," "Japan," "Europe & Africa," and "Hong Kong/Taiwan." for more information.

(2) The December 31, 2023 and 2022 numbers reflect a modified Sales Leader definition. During 2022, we made some modifications to the compensation plan, which provides leaders more flexible requirements to maintain their business.



Outside of Mainland China, individuals can elect to participate in our business as follows:

- “Brand Affiliate-Direct Consumers”—Individuals who purchase products directly from a Brand Affiliate at a price established by the Brand Affiliate.
- “Company-Direct Consumers”—Individuals who purchase products directly from the company. These consumers are typically referred by a Brand Affiliate and may purchase at retail price or at a discount. These individuals do not have the right to build a Nu Skin business by reselling products or by recruiting others.
- “Basic Brand Affiliates”—Brand Affiliates who purchase products for personal or family use or for resale to other consumers. These individuals are not eligible to receive certain compensation on under our global sales compensation plan by selling product, and/or when an affiliate they recruited sells product to a multi-level basis consumer, but they are not eligible for other compensation unless they elect to qualify as a Sales Leader under our global sales compensation plan. Leader. We consider these individuals to be part of our consumer group, as we believe a significant majority of these Brand Affiliates are purchasing products for personal use and not actively building a sales network or consumer base.
- “Sales Leaders and Qualifiers”—Brand Affiliates who have qualified or are trying to qualify as a Sales Leader. These Brand Affiliates have elected to pursue the business opportunity as a Sales Leader and are actively attracting consumers and building a sales network under our global sales compensation plan. These Sales Leaders and Qualifiers constitute our sales network.

To become a Brand Affiliate, an individual signs a Brand Affiliate agreement and receives access to a business portfolio, which is free in most markets. In some markets, we charge a small fee for the business portfolio. The business portfolio generally consists of documentation concerning the business, including copies of the sales compensation plan, Brand Affiliate policies and procedures, product catalog and other documentation, but it does not include products. There are no requirements to purchase products or other materials to become a Brand Affiliate, and no commissions are paid on any purchase of a business portfolio.

We offer a generous product return policy, which also includes returns of business support materials. In most markets, we offer a return policy that allows our Brand Affiliates to return unopened and unused items for up to 30 days for a full refund, or 12 months subject to a 10% restocking fee. Brand Affiliates are not required to terminate their accounts to return product. Actual returns have historically been less than 5% of annual revenue. We believe our generous return policy minimizes the financial risks associated with being a Brand Affiliate.

In addition to our product return policy, we strive to be as protective of our customers as possible. We seek to ensure that those who use our products or participate in our business opportunity are treated fairly and are not misled by inappropriate product or earnings claims.

There are two fundamental ways in which our Brand Affiliates can earn money:

- through retail markups on resales of products purchased from the company; and
- through sales compensation earned on the sale of products under our global sales compensation plan.

We believe that our global sales compensation plan is among the most generous in the direct selling industry and is one of our competitive advantages. Our Brand Affiliates can receive sales compensation for product sales from the company to their own consumer groups. Likewise, our Sales Leaders can receive sales compensation under our global sales compensation plan for product sales from the company to their own consumer groups, as well as for product sales from the company to other Sales Leaders and their consumer groups. This type of sales compensation is often referred to as “multi-level” compensation. Our sales force is not required to recruit or sponsor others, other Brand Affiliates, and we do not pay any sales compensation for recruiting or sponsoring. While all of our Brand Affiliates can sponsor others, other Brand Affiliates at any time, our Sales Leaders and those in qualification to become Sales Leaders are those who generally are the most active in sponsoring others, other Brand Affiliates. Pursuant to our global sales compensation plan, we pay consolidated sales compensation in a Sales Leader’s home market, in local currency, for product sales in the Sales Leader’s own consumer group and for product sales made in the Sales Leader’s team of Sales Leaders across all geographic markets.

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## Mainland China Business Model

Because of restrictions on direct selling and multi-level commissions in Mainland China, we have implemented a business model for that market that is different from the business model we use in our other markets. We have structured our business model in Mainland China based on several factors: the guidance we have received from government officials, our interpretation of applicable regulations, our understanding of the practices of other international direct selling companies operating in Mainland China, and our understanding as to how regulators are interpreting and enforcing the regulations. The regulatory environment in Mainland China continues to be challenging and restrictive. We are currently evaluating will evaluate potential changes to the structure of our sales compensation in Mainland China due to address the evolving commercial environment and, as the need arises, the evolving regulatory environment. These Any such changes could have a negative impact on our sales in that market.

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In Mainland China, we utilize sales employees to sell products through our retail stores, website and digital platforms; independent direct sellers, who can sell away from our stores where we have a direct selling license and a service center and can also sell through our website and digital platforms; and independent marketers, who are licensed business owners authorized to sell our products at their own approved premises or through our stores, website and digital platforms. (As used in the foregoing sentence, our digital platforms include not only those owned or run by our company but also a platform operated by a third party on which we have registered a flagship store.) We rely on our sales employees, independent direct sellers and independent marketers to attract new consumers, promote repeat purchases, and educate our sales force about our products, culture and policies through training meetings.

Our sales employees, independent direct sellers and independent marketers in Mainland China do not participate in our global sales compensation plan but are instead compensated according to a separate compensation model established for Mainland China, which is separate and different from our global compensation plan. Independent direct sellers and sales employees who have not achieved certain qualification requirements receive monthly bonuses based on their monthly product sales. Sales employees who achieve qualification requirements and independent marketers earn (1) monthly bonuses based on their monthly product sales and other bonuses based on various performance

metrics; and (2) a salary (for sales employees, consisting of position pay and performance pay) or a service fee (for independent marketers). The salary or service fee and position/title are reviewed and adjusted quarterly based on their performance relative to other sales leaders, taking into account such factors as the sales productivity of the Sales Leader him/herself and of the sales force that such Sales Leader trains, collaborates with, supports and services. We utilize our global system to track and assess the sales productivity of each Sales Leader him/herself and the sales force that such Sales Leader trains, collaborates with, supports and services in setting his/her salary or service fee and in connection with the evaluation of their position/title. We generally compensate our Mainland China Sales Leaders at a level that is competitive with other direct selling companies in the market and comparable to the compensation of our Sales Leaders globally.

Operating in Mainland China entails certain risks and uncertainties to our business, as discussed further in Item 1. Business—"Regulation" and Item 1A. Risk Factors. We endeavor to mitigate these risks and uncertainties through various measures, including by seeking to understand and obey laws and regulations, training our employees and sales force, engaging in dialogue with government officials to better understand their goals and explain our plans, and cooperating in inquiries and other matters of interest to regulators. However, these efforts do not eliminate the significant risks associated with operating in Mainland China.

Our global sales compensation plan and our Mainland China business model, including our related know-how, processes and systems, play a significant role in helping us to attract and incentivize our sales force. We have strategically developed and refined our global sales compensation plan and our Mainland China business model to distinguish the business opportunity that we offer from those of other companies and to seek to provide us with a competitive advantage.

## Sales Incentives, Meetings, Recognition and Training

An important part of our distribution channel is motivating our Sales Leaders and recognizing their achievements. We hold regular meetings and events globally to recognize Sales Leaders who have achieved various levels of success in our business. These meetings, which may be held either virtually or in-person, also allow the company and key Sales Leaders to provide training to other Sales Leaders. We utilize a variety of sales incentives such as incentive trips to motivate Sales Leaders. In addition to rewarding performance, incentive trips provide Sales Leaders and the company opportunities to share best practices, set goals, generate alignment of Sales Leaders around key initiatives, and provide a high level of motivation and team building.

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## Product Launch Process

Prior to making a product generally available for purchase in a market, we often do one or more introductory offerings of the product, such as a preview of the product to our Sales Leaders or other product introduction or promotion. We refer to the entire process, beginning with the introductory offering through general availability of the product, as a product launch or our product launch process. The timing of the launch of a particular product often varies from market to market depending on such factors as customer demand, affiliate brand focus, product registration or other local legal requirements, and product availability in our supply chain.

Sales Leader previews and other product introductions and promotions sometimes generate significant activity and a high level of purchasing, which can result in a higher-than-normal increase in revenue during the quarter and can skew year-over-year and sequential comparisons. We believe our product launch process attracts new Customers, Paid Affiliates and Sales Leaders to our business, increases consumer trial, and provides us with important marketing and forecasting information about our products. Please refer to Item 1A. Risk Factors for more information on risks related to our product launch process.

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## GEOGRAPHIC REGIONS

We currently sell and distribute our Nu Skin business's products in nearly 50 markets. We have divided our these markets into seven segments: Mainland China; South Korea; Southeast Asia/Pacific, which includes Indonesia, Malaysia, the Philippines, Singapore, Thailand, Vietnam, Australia, New Zealand and other markets; Americas, which includes Canada, Latin America and the United States; Japan; Hong Kong/Taiwan, which also includes Macau; and Europe & Africa, which includes markets in Europe as well as South Africa. Our Rhyz business arm also includes two additional segments: Manufacturing and Rhyz other. Other. The following table sets forth the revenue for each of the segments and the Other category for the last three years.

(U.S. dollars in millions)	Year Ended December 31,						Year Ended December 31,					
	2023		2022		2021		2024		2023		2022	
Americas	\$ 398.2	20%	\$ 508.5	23%	\$ 547.8	20%	\$ 322.5	19%	\$ 398.2	20%	\$ 508.5	23%
Southeast Asia/Pacific							244.8	14	267.2	14	344.4	16
Mainland China	298.1	15	360.4	16	568.8	21	235.2	14	298.1	15	360.4	16
Southeast Asia/Pacific	267.2	14	344.4	16	336.7	13						
South Korea	236.1	12	268.7	12	354.3	13						
Japan	207.8	10	224.9	10	266.2	10	181.6	10	207.8	10	224.9	10
Europe & Africa	192.4	10	204.3	9	283.2	11	164.2	9	192.4	10	204.3	9
South Korea							163.7	9	236.1	12	268.7	12
Hong Kong/Taiwan	153.6	8	157.2	7	162.6	6	130.6	8	153.6	8	157.2	7
Other	(0.9)	—	4.0	—	3.5	—	2.9	—	(0.9)	—	4.0	—
Total Nu Skin	1,752.5	89	2,072.4	93	2,523.1	94	1,445.5	83	1,752.5	89	2,072.4	93
Rhyz												
Manufacturing	181.4	9	149.5	7	172.1	6	201.4	12	181.4	9	149.5	7

Other	35.2	2 %	3.8	—	0.5	—						
Rhyz Other							85.2	5 %	35.2	2 %	3.8	—
Rhyz	216.6	11	153.3	7	172.6	6	286.6	17	216.6	11	153.3	7
	\$ 1,969.1	100 %	\$ 2,225.7	100 %	\$ 2,695.7	100 %	\$ 1,732.1	100 %	\$ 1,969.1	100 %	\$ 2,225.7	100 %

Additional comparative revenue and related financial information is presented in Note 15 16 to the consolidated financial statements contained in this report.

## REGULATION

Our business is subject to various laws and regulations globally, particularly with respect to our direct selling business models and our product categories. In addition, as a United States entity operating through subsidiaries in foreign jurisdictions, we are subject to foreign exchange control, transfer pricing and customs laws that regulate the flow of funds between us and our subsidiaries and for product purchases, management services and contractual obligations, such as the payment of sales commissions. As is the case with most companies in our industry, we receive inquiries from time to time from government regulatory authorities regarding the nature of our business and other issues, such as compliance with local direct selling, transfer pricing, customs, taxation, foreign exchange control, securities and other laws.

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#### Direct Selling Regulations

Direct selling is regulated by various national, state and local government agencies in the United States and foreign markets. These laws and regulations are generally intended to prevent fraudulent or deceptive schemes, including "pyramid" schemes, which compensate participants primarily for recruiting additional participants without significant emphasis on product sales to consumers. The laws and regulations in our current markets generally:

- impose requirements related to order cancellations, product returns, inventory buy-backs and cooling-off periods for our sales force and consumers;
- require us, or our sales force, to register with government agencies;
- impose limits on the amount and type of sales compensation we can pay;
- impose reporting requirements; and
- require that our sales force is compensated for sales of products and not for recruiting others.

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The laws and regulations governing direct selling may be modified or reinterpreted from time to time, which may cause us to modify our sales compensation and business models. In almost all of our markets, regulations are subject to discretionary interpretation by regulators and judicial authorities. There is often ambiguity and uncertainty with respect to the state of direct selling and anti-pyramiding laws and regulations. In the United States, for example, federal law provides law enforcement agencies, such as the Federal Trade Commission ("FTC"), broad latitude in policing unfair or deceptive trade practices, but does not provide a bright-line test for identifying a pyramid scheme. A number of states have passed legislation that more clearly distinguishes between illegal pyramid schemes and legitimate multi-level marketing business models. During the past several years, settlements and other judicial orders between the FTC and other direct selling companies and guidance from the FTC have addressed inappropriate earnings and lifestyle claims, problematic compensation structures and the importance of focusing on consumers. In addition, during 2021 the FTC announced that it is initiating a review of its Business Opportunity Rule, which imposes certain obligations on business opportunity sellers in their dealings with prospective buyers; 2025, the FTC issued a request for public comment on this rule in November 2022. Currently, multi-level marketing companies have been deemed not covered by this rule. If this changes or if new regulations are adopted for multi-level marketing companies, it could negatively impact the growth Notice of our sales force Proposed Rulemaking ("NPR") and our revenue. Also during 2021, the FTC sent a notice to more than 1,100 companies, including us, that outlined several practices that the FTC determined to be unfair or deceptive in prior administrative cases. These practices relate to earnings claims, other money-making opportunity claims, and endorsements and testimonials. Pursuant to the FTC's "penalty offense authority," companies that received the notice are expected to comply with the standards set in the prior administrative cases and could incur significant civil penalties if they or their representatives fail to do so. In addition, during 2022, the FTC issued an Advanced Notice of Proposed Rulemaking ("ANPR") indicating regarding potential rules governing earnings claims for multi-level marketers. The NPR proposes to prohibit multi-level marketers from making deceptive earnings claims, and it would require them to have written substantiation to back up any earnings claims and make that it is considering proposing a rule regarding earnings claims, substantiation available to consumers upon request. The ANPR also suggested, among other things, indicates that the FTC would likely not consider a disclaimer (such as "results not typical") to be sufficient to correct a misleading impression from an atypical is considering additional restrictions on earnings claim, claims and recruiting by multi-level marketers. For more information about these matters, other regulatory actions, and their potential impact on our business, see Item 1A. Risk Factors—"Challenges to the form of our network marketing system or to our business practices have harmed and could continue to harm our business" and "Laws "Direct selling laws and regulations vary globally, are subject to interpretation or change, and may prohibit or severely restrict direct selling and cause our revenue and profitability to decline, and regulators could adopt new regulations that harm our business. decline."

The regulatory environment in Mainland China is particularly complex and continues to evolve. Mainland China's direct selling and anti-pyramiding regulations contain various restrictions, including a prohibition on the payment of multi-level compensation. The regulations are subject to discretionary interpretation by state, provincial and local regulators as well as local customs and practices. Regulators continue to act cautiously as they monitor the development of direct selling in Mainland China. To expand our direct selling model into additional provinces in Mainland China, we currently must obtain a series of approvals from the local Department of Commerce in such provinces, the Shanghai Municipal Commission of Commerce (our supervisory authority), as well as the Ministry of Commerce, PRC ("MOFCOM"), which is the national governmental authority overseeing direct selling. In the course of obtaining these approvals, the respective authorities under MOFCOM must also consult and seek opinions on our business operations from the Ministry of Public Security and the Administration for Market Regulation at both provincial and state levels. Government authorities have not been issuing new licenses for direct selling since the beginning of the 100-day action in early 2019.

Our operations in Mainland China are subject to significant government and media scrutiny and investigations. At times, investigations and other regulatory actions have limited our ability to conduct business in Mainland China. For example, the government's scrutiny of activities within the health products and direct selling industries has been at higher levels

since 2019, when the government conducted a 100-day campaign to review and inspect the health products and direct selling industries following negative media coverage about healthcare-related product claims made by another direct selling company in Mainland China. During this time, we have been receiving and addressing an increased number of government reviews, inspections, and inquiries and consumer complaints in Mainland China; our ability to hold certain business meetings has been limited; and negative media coverage has spread to include additional companies, including ours. Another example occurred in 2014. In response to media and government scrutiny of our Mainland China business in 2014, we voluntarily took a number of actions in Mainland China, including temporarily suspending our business meetings, temporarily suspending acceptance of applications for any new sales representatives, and extending our product refund and return policies. These voluntary measures and the adverse publicity had a significant negative impact on our business. We face a risk that future investigations and other regulatory actions may result in fines, revocation of licenses or other significant sanctions.

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Several markets, including Mainland China, South Korea, Indonesia and Vietnam, impose limits on the amount of sales compensation we can pay to our sales force. For example, under regulations in Mainland China, direct selling companies may pay independent direct sellers in Mainland China up to a maximum 30% of the revenue they generate through their own sales of products to consumers. Additionally, in South Korea, local regulations limit sales compensation to 35% of the total price of goods or services supplied in South Korea. We have implemented various measures to comply with these limits.

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In some markets, regulations applicable to the activities of our Sales Leaders may affect our business because we are, or regulators may assert that we are, responsible for our Sales Leaders' conduct. In these markets, regulators may request or require that we take steps to ensure that our Sales Leaders comply with local regulations. For example, in Japan, we have taken steps to comply with strict requirements regarding how Brand Affiliates approach prospective customers. From time to time, we receive information from consumer centers in certain prefectures about the number of general inquiries and complaints about us and our Brand Affiliates, and we also sometimes receive warnings to reduce such complaints. Based on this information, we continually evaluate and enhance our Brand Affiliate compliance, education and training efforts in Japan.

Our sales force is required to comply with work authorization and other local legal requirements prior to working in a market. Some markets, including Mainland China and Vietnam, also prohibit or restrict participation of overseas personnel or foreigners in direct selling activities. We have implemented policies that are designed to comply with these regulations and inform our sales force regarding the types of activities that are not permitted. However, we cannot assure ensure that actions of our sales force will not violate local laws or regulations or our policies.

Please refer to Item 1A. Risk Factors for more information on regulatory and other risks associated with our business.

## Product Regulations

Our beauty and wellness products and related promotional and marketing activities are subject to extensive government regulation by numerous federal, state, and local government agencies and authorities, including the United States Food and Drug Administration (the "FDA"), the Federal Trade Commission (the "FTC"), the Consumer Product Safety Commission, the Department of Agriculture, United States and State Attorneys General, and state regulatory agencies in the United States, as well as the State Administration for Market Regulation in Mainland China, the Food and Drug Administration in Taiwan, the Ministry of Food and Drug Safety in South Korea, the Ministry of Health, Labour and Welfare in Japan, and similar government agencies in all other markets in which we operate. In the United States, the FDA, in particular, regulates the formulation, manufacture and labeling of over-the-counter ("OTC") drugs, cosmetics, dietary supplements, foods and medical devices such as those that we distribute.

**Regulation of Beauty Products in the United States.** Our beauty products are subject to various laws and regulations that regulate cosmetic and personal care products and set forth regulations that, among other things, determine whether a product can be marketed as a "cosmetic" or requires further submissions as an OTC drug. In the United States, the regulation of cosmetic content and labeling is under the primary jurisdiction of the FDA. Cosmetics are not subject to pre-market approval by the FDA, but their ingredients and their label and labeling content are regulated by the FDA, and those who sell cosmetics have the burden to ensure that they are safe for use as directed and not adulterated or misbranded. The labeling of cosmetic products is subject to the requirements of the Federal Food, Drug, and Cosmetic Act ("FDCA"), the Fair Packaging and Labeling Act and other FDA regulations. In 2024, the FDA will begin implementation of began implementing portions of the Modernization of Cosmetics Regulation Act of 2022 ("MoCRA"). This implementation will create creates a greater burden for cosmetic manufacturer facility registration and audits, mandate mandates product notification notifications for cosmetics, and mandate mandates the reporting of serious adverse events to the FDA. Rollout of MoCRA is expected to continue for the coming years. Failure to correctly interpret and comply with the new requirements could lead to government actions against us and the associated impairment to our business.

The FDCA defines cosmetics by their intended use, as "articles intended to be rubbed, poured, sprinkled, or sprayed on, introduced into, or otherwise applied to the human body . . . for cleansing, beautifying, promoting attractiveness, or altering the appearance . . . ." Among the products included in this definition are skin moisturizers, perfumes, lipsticks, fingernail polishes, eye and facial makeup preparations, shampoos, permanent waves, hair colors, toothpastes and deodorants, as well as material intended for use as a component of a cosmetic product. A product may be considered a drug if it is intended for use in the diagnosis, cure, mitigation, treatment, or prevention of disease, or is intended to affect the structure or any function of the body ("structure/function claims"). A product's intended use can be inferred from marketing or product claims, and regulators may consider the marketing claims of our sales force. Structure/function claims are generally prohibited for cosmetic products as are disease prevention and treatment claims. The FDA prohibits certain ingredients from being included in cosmetic products. It is possible that cosmetic product ingredients now commonly in use may be restricted or prohibited in the future as more is learned about such ingredients.

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In recent years, the FDA has issued warning letters to many cosmetic companies alleging improper structure/function claims regarding their cosmetic products, including, for example, product claims regarding gene activity, cellular rejuvenation, and rebuilding collagen. Cosmetic companies confront difficulty in determining whether a claim would be considered by the FDA to be an improper structure/function claim. Given this difficulty, and our research and product development focus on the sources of aging and the influence of certain ingredients on gene expression, there is a risk that we could receive a warning letter, be required to modify our product claims, or take other actions to satisfy the FDA if the

FDA determines any of our marketing materials contain improper structure/function claims for our cosmetic products. In addition, plaintiffs' lawyers have filed class action lawsuits against some of our competitors after our competitors received these FDA warning letters. There can be no assurance that we will not be subject to government actions or lawsuits, which could harm our business.

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Certain products, such as sunscreens and acne treatments, are classified as **over-the-counter ("OTC") OTC** drugs (and cosmetics, depending on claims) and have specific ingredient, labeling and manufacturing requirements. OTC drug products may be marketed if they conform to the requirements of an FDA-established OTC drug monograph that is applicable to that drug. Drug products not conforming to monograph requirements require an approved New Drug Application ("NDA") before marketing may begin. Under these provisions, if the agency were to find that a product or ingredient of one of our OTC drug products is not generally recognized as safe and effective or is not included in a final monograph that is applicable to one of our OTC drug products, we may be required to reformulate or cease marketing that product until it is the subject of an approved NDA or until the time, if ever, that the monograph is amended to include such product. The labeling of these products is subject to the requirements of the FDCA and the Fair Packaging and Labeling Act and other FDA regulations.

**Regulation of Beauty Products in Other Markets.** The other markets in which we operate have similar regulations. In Mainland China, beauty products, other than devices, are placed into one of two categories, "special-purpose cosmetics" and "general cosmetics." Products in both categories require adequate substantiation of efficacy, which must be made available to authorities prior to marketing a product and which can be reviewed and enforced upon at any time thereafter. The product registration process for some categories of beauty products in Mainland China takes **from three** to six months to complete under the latest regulations governing cosmetics. Certain cosmetics are categorized as "special cosmetics" and carry a more unpredictable process and approval timing frequently in excess of two years. In Japan, the Ministry of Health, Labour and Welfare regulates the sale and distribution of cosmetics and requires us to have an import business license and to register each beauty product imported into Japan. In Taiwan, all "medicated" cosmetic products require registration. In South Korea, all "functional" cosmetics are required to either undergo examination by or be reported to the Ministry of Food and Drug Safety. The sale of cosmetic products is regulated in the European Union (the "EU") under the EU Cosmetics Regulation, which requires a uniform application for foreign companies placing finished beauty products on the **EU European** market. Similar regulations in any of our markets may limit our ability to import products or utilize key ingredients or technologies globally and may delay product launches while the registration and approval process is pending. Changing regulations may require us to stop selling, discontinue, or reformulate and re-register products in order to sell those products.

**Regulation of Wellness Products in the United States.** Our wellness products are also subject to applicable regulations of government agencies in the markets in which we operate. In the United States, we generally market our wellness products as conventional foods or dietary supplements. The FDA has jurisdiction over this regulatory area. The FDA imposes specific requirements for the labels and labeling of food and dietary supplements, including the requirements of the Food Allergen Labeling and Consumer Protection Act of 2004, which mandates declaration of the presence of major food allergens. In addition, the Public Health Security and Bioterrorism Preparedness and Response Act of 2002 contains requirements with regard to the sale and importation of food products in the United States.

The FDA Food Safety Modernization Act ("FSMA"), which was signed into law in 2011, also increased the FDA's authority with respect to food safety and made significant changes to the FDCA with respect to strengthening the U.S. food safety system. It enables the FDA to focus more on preventing food safety problems rather than primarily reacting to problems after they occur. The law also provides the FDA with enforcement **authorities authority** designed to achieve higher rates of compliance with prevention- and risk-based food safety standards and to better respond to and contain problems when they do occur. The law also gives the FDA important tools to hold imported foods to the same standards as domestic foods and directs the FDA to build an integrated national food safety system in partnership with state and local authorities. The FDA is actively enforcing FSMA requirements, subjecting food and nutritional supplements to increased regulatory scrutiny. Pursuant to FSMA, the FDA is authorized, among other things, to order mandatory recalls, issue "administrative detention" orders, and revoke manufacturing facility registrations (effectively preventing the operation of a food or dietary supplement manufacturing facility), and importers of foods and nutritional supplements are subject to Foreign Supplier Verification Program requirements.

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The FDA regulates dietary supplements principally under the Dietary Supplement Health and Education Act of 1994 ("DSHEA"). DSHEA formally defines what may be sold as a dietary supplement, defines statements of nutritional support and the conditions under which they may lawfully be used, and includes provisions that permit the FDA to regulate manufacturing practices and labeling claims applicable to dietary supplements. Because **the majority most** of our wellness products are regulated under DSHEA, we **generally are generally** not required to obtain regulatory approval prior to introducing a dietary supplement into the United States market. **Prior to marketing a product, we** We are, **however, obligated to notify the FDA, prior to marketing a product,** of any structure/function claims that we intend to make about the product in any product-related materials.

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Generally, under DSHEA, dietary ingredients that were on the market before October 15, 1994 may be used in dietary supplements without notifying the FDA. However, a "new" dietary ingredient (i.e., a dietary ingredient that was not marketed in the United States before October 15, 1994) must be the subject of a new dietary ingredient notification submitted to the FDA unless the ingredient has been "present in the food supply as an article used for food" without having been "chemically altered." The enforcement of the term "chemically altered" has and continues to evolve within the FDA. As such, an ingredient that is deemed today not to be "chemically altered" may be viewed otherwise in the future, which could lead to our being required to reformulate or cease marketing the product until such time that we can find a suitable replacement. A new dietary ingredient notification must provide the FDA with evidence of a "history of use or other evidence of safety" which establishes that use of the dietary ingredient "will reasonably be expected to be safe." A new dietary ingredient notification must be submitted to the FDA at least 75 days before the new dietary ingredient can be marketed. Under DSHEA, the FDA may seek to remove from the market any new dietary ingredient that the FDA determines to be unsafe. In addition, the FDA may also deem a dietary supplement an unapproved drug where the marketing claims made in connection with the sale or promotion of the product effectively place it in the drug category.

From time to time, efforts are made by some individuals or groups to repeal DSHEA. If this were to happen, significant burdens would be imposed on our product development, and the costs of running our business would increase significantly.

**Regulation of Wellness Products Globally.** In our foreign markets, nutritional supplements are generally regulated by similar government agencies, such as the Mainland China State Administration for Market **Regulation, Regulation**; the South Korea Ministry of Food and Drug Safety; the Japan Ministry of Health, Labour and **Welfare Welfare**; and the Taiwan



Department of Health. We typically market our wellness products in international markets as foods, health foods, dietary supplements, food supplements or other similar categorizations under applicable regulatory regimes. With few exceptions, in the event a product or ingredient is classified as a drug or pharmaceutical product in any market, we will generally not be able to distribute that product in that market through our distribution channel because of pre-market approvals and strict regulations applicable to drug and pharmaceutical products. Mainland China also has highly restrictive nutritional supplement product regulations. A vast majority of products marketed as "health foods" are subject to extensive laboratory and clinical analysis by government authorities, and the product registration process in Mainland China takes a minimum of two years and may be substantially longer. In some cases it has taken us four years or longer to obtain product registrations. A pre-market process has been established for a minority of "health foods," which allows products with only basic nutritional ingredients (some vitamins and minerals) to undergo a simplified approval process rather than the full registration process. We market both "health foods" and "general foods" in Mainland China. There is some risk associated with the common practice in Mainland China of marketing a product as a "general food" without any health food claims while applying to the authorities for "health food" classification. If government officials feel the categorization of our products is inconsistent with product claims, form of delivery, ingredients or function, this could end or limit our ability to market such products in Mainland China in their current form. In addition, we are not permitted to market or sell "general foods" through our direct sales channel in Mainland China and any efforts by our independent direct sellers to do so could result in negative publicity, fines and other government sanctions being imposed against us.

The markets in which we operate all have varied regulations that distinguish foods and nutritional supplements from "pharmaceutical products." Because of the varied regulations, some products or ingredients that are recognized as a "food" in certain markets may be treated as a "pharmaceutical" in other markets. In Japan, for example, if a specified ingredient is not listed as a "food" by the Ministry of Health and Welfare, we must either modify the product to eliminate or substitute that ingredient, or petition the government to treat such ingredient as a food. We experience similar issues in our other markets. This is particularly a challenge in Europe, where regulations often still differ from member state to member state, despite EU regulations designed to harmonize the laws of EU member states. **Recent activity to harmonize national laws governing maximum vitamin and mineral levels could restrict our ability to continue using the current formulations of our products.** With markets in the Association of Southeast Asian Nations ("ASEAN"), certain member states have amended some of their requirements in anticipation of the harmonization of ASEAN supplement regulations, even though these changes may not be identical to the eventual ASEAN requirements nor consistent with other member states. As a result, we often must modify the ingredients and/or the levels of ingredients in our products for certain markets or create unique formulations for multiple markets. In some circumstances, the regulations in foreign markets may require us to obtain regulatory approval prior to introduction of a new product or limit our use of certain ingredients altogether.

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Because of negative publicity associated with some adulterated or misbranded supplements, including pharmaceutical drugs marketed as dietary supplements, there has been an increased movement in the United States and other markets to expand the regulation of dietary supplements, which could lead to additional restrictions or requirements in the future. In general, the regulatory environment is becoming more complex with increasingly stricter regulations each year.

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**Manufacturing Process.** In 2008, 2007, and as subsequently updated under the regulations implementing the FSMA, the FDA established regulations to require current "good manufacturing practices" for dietary supplements and food products in the United States. The regulations ensure that dietary supplements and food products are produced in a quality manner, do not contain contaminants or impurities above pre-established levels, and are accurately labeled. The regulations include requirements for establishing quality control procedures for us and our vendors and suppliers, designing and constructing manufacturing plants, and testing ingredients and finished products throughout our supply chain. The regulations also include requirements for record keeping and handling consumer product complaints. If dietary supplements or food products contain contaminants or allergens or do not contain the type or quantity of dietary ingredient they are represented to contain, the FDA would consider those products to be adulterated or misbranded. Our business is subject to additional FDA regulations, such as new dietary ingredient regulations and adverse event reporting regulations that require us to document and track adverse events and report serious adverse events that involve hospitalization, permanent impairment or death associated with consumers' use of certain of our products. Compliance with these regulations has increased, and may further increase, the cost of manufacturing and selling certain of our products as we incur internal costs, oversee and inspect more aspects of third-party manufacturing and work with our vendors to assure they are in compliance and maintain accurate recordkeeping to establish controls. Failure to comply with good manufacturing practices could also result in product recalls.

**Advertising and Product Claims.** Most of our major markets also regulate advertising and product claims regarding the efficacy and quality of products and require adequate and reliable scientific substantiation of all claims. In most of our foreign markets, we are typically not able to make any "medicinal" claims with respect to our wellness products. In some cases, such regulations may limit our ability to inform consumers of some of the benefits our products offer.

In the United States, the FDA generally prohibits disease diagnosis, prevention and treatment claims when made for a dietary supplement. DSHEA, however, permits substantiated, truthful and non-misleading "statements of nutritional support" to be included in labeling for dietary supplements without FDA pre-approval. Such statements may describe how a particular dietary ingredient affects the structure, function or general well-being of the body, or the mechanism of action by which a dietary ingredient may affect the structure, function or well-being of the body, but such statements may not state that a dietary supplement will reduce the risk or incidence of a disease unless such claim has been reviewed and approved by the FDA. In addition, the FDA permits companies to use FDA-approved full and qualified health claims for products containing specific ingredients that meet stated requirements.

A company that uses a statement of nutritional support in labeling must possess evidence substantiating that the statement is truthful and not misleading. The FDA has issued guidance defining a manufacturer's obligations to substantiate structure/function claims. Such statements, when used in labeling, must also be submitted to the FDA no later than 30 days after first marketing the product with the statement that they possess the necessary evidence and must be accompanied by an FDA mandated label disclaimer that "This statement has not been evaluated by the FDA. This product is not intended to diagnose, treat, cure or prevent any disease." There can be no assurance, however, that the FDA or FTC will not determine that a particular statement of nutritional support that we want to use is an unacceptable disease claim or an unauthorized nutrient-disease relationship claim otherwise permitted with FDA approval as a "health claim" or that such claims have competent and reliable scientific evidence. Such a determination might prevent the use of such a claim or result in additional FDA enforcement.

**We** From time to time, there are **aware of unfavorable** media reports regarding dietary supplements, which call for the repeal or amendment of DSHEA. Individuals or groups that are opposed to supplements or question their safety or efficacy attempt, from time to time, to use these media reports to propose legislation intended to amend or repeal DSHEA. Some

of the legislative proposals may include variations on premarket approval, enhanced premarket safety or substantiation required and changing the definition of a “dietary ingredient” to remove either botanicals or selected classes of ingredients now treated as dietary ingredients.

Most of the other markets in which we operate have not adopted legislation like DSEA, and we may be subject to more restrictive limitations on the claims we can make about our products in these markets. For example, in Japan, our nutritional supplements are marketed as food products, which significantly limits our ability to make claims regarding these products. If marketing materials produced or used by us or our sales force globally make claims that exceed the scope of allowed claims for nutritional supplements, the FDA or other regulatory authorities could deem our products to be unapproved drugs. In Mainland China, we also face significant restrictions on our ability to make product claims regarding the efficacy of our products. Violations, alleged violations, or negative media attention related to our compliance with these restrictions could harm consumers’ perception of our business and products and could negatively impact the registration, licensing status and sales of our products.

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The FTC, which exercises primary jurisdiction over the advertising of all of our products in the United States, has instituted enforcement actions against dietary supplement, food, and cosmetic companies for, among other things, deceptive advertising and lack of adequate scientific substantiation for claims. We also face limitations on our use of the scientific experts who have helped us develop and test some of our products. In the United States, for example, the FTC’s Guides Concerning the Use of Endorsements and Testimonials in Advertising may restrict marketing to those results obtained by a “typical” consumer and require disclosure of any material connections between an endorser and the company or products they are endorsing. In Mainland China, some media outlets have questioned the nature and extent of our connections with our Scientific Advisory Board and others who have helped in developing our scientific approach or testing our products. This negative publicity could harm consumers’ perception of our business and our products, which could negatively impact our revenue. We cannot be sure that the FTC, or comparable foreign agencies, will not question our advertising or other operations in the future.

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In recent years, the FTC has initiated numerous investigations of and actions against companies that sell dietary supplements and cosmetic products. The FTC may enforce compliance with the law in a variety of ways, both administratively and judicially, using compulsory process, cease and desist orders, and injunctions. FTC enforcement can result in consent decrees or orders requiring, among other things, injunctive provisions, corrective advertising, consumer redress, and such other relief as the agency deems necessary to protect the public. Violation of these consent decrees or orders could result in substantial financial or other penalties. The FTC also sends warning letters as it monitors companies’ activities. For example, during 2020 to 2022, the FTC issued letters that warned several direct-selling companies to remove and address claims that they or members of their sales force were making about their products’ ability to treat, cure or prevent COVID-19 and/or about the earnings that people who suffered the loss of a job or income could make. No assurance can be given that the FTC will not question our advertising or other operations in the United States in the future. Any action in the future by the FTC could materially and adversely affect our ability to successfully market our products in the United States. In addition, during 2023, the FTC sent notices of penalty offense to nearly 700 companies, including us, regarding the requirement of sufficient substantiation for product claims. Pursuant to the FTC’s “penalty offense authority,” companies that received the notice are expected to comply with the standards set in the FTC’s prior administrative cases on this topic, and they could incur significant civil penalties if they or their representatives fail to do so. No assurance can be given that the FTC will not question our advertising or other operations in the United States in the future. Any action in the future by the FTC could materially and adversely affect our ability to successfully market our products in the United States.

In connection with investigations that occurred in the 1990s of certain alleged unsubstantiated product and earnings claims made by our Brand Affiliates, we entered into two consent decrees with the FTC and various agreements with state regulatory agencies. The consent decrees require us to, among other things, supplement our procedures to enforce our policies, not allow our Brand Affiliates to make earnings representations without making certain average earnings disclosures and not allow our Brand Affiliates to make unsubstantiated product claims. The FTC could initiate an enforcement action to the extent the FTC determines that our advertising or promotional practices are deceptive or contrary to the requirements of the consent decrees.

**Regulation of Medical Devices.** In 2014, our *Nu Skin Facial Spa* device was cleared for marketing through the 510(k) process with the FDA as a medical device with cosmetic benefit. More recently, our *RenuSpa iO* device was cleared for marketing through the FDA’s 510(k) process. Medical devices are highly regulated by the FDA. Manufacturers of medical devices must register and list their products with the FDA annually, whether they are located domestically or overseas. Foreign jurisdictions may take note of the fact that we have registered a medical device in the United States and require us to register in their market as well. The FDA has broad regulatory powers in the areas of clinical testing, manufacturing and labeling of medical devices. Medical devices must be labeled in accordance with the FDA’s general device labeling requirements and whatever particular label requirements the FDA may designate for that type of device.

In addition, medical device manufacturers must adhere to certain “good manufacturing practices” in accordance with the FDA’s Quality System Regulation, which regulates the manufacture of medical devices, prescribes record-keeping procedures and provides for the routine inspection of facilities for compliance with such regulations. If in connection with these inspections, the FDA believes the manufacturer has failed to comply with applicable regulations and/or procedures, it may issue observations that would necessitate prompt corrective action. If the FDA inspection observations are not addressed and/or corrective action taken in a timely manner and to the FDA’s satisfaction, the FDA may issue a warning letter (which would similarly necessitate prompt corrective action) and/or proceed directly to other forms of enforcement action. Failure to respond timely to FDA inspection observations, a warning letter or other notice of noncompliance and to promptly come into compliance could result in the FDA bringing enforcement action against us, which could include the shutdown of our production facilities, denial of importation rights to the United States for products manufactured in overseas locations and criminal and civil fines.

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Our *Pharmanex BioPhotonic Scanner* and our current and future device products may be subject to the regulations of various health, consumer-protection and other government authorities around the world. These regulations vary from market to market and affect whether our products are required to be registered as medical devices, the claims that can be made with respect to these products, who can use them, and where they can be used. The interpretation of the line between medical devices and non-medical devices in each country is subjective and varied, as well as subject to change based on industry precedent, influence from the medical device sector, and other factors. Our connected devices are subject to specific testing, certification, and/or registration governing the connectivity to mobile devices. We have been required to register our *ageLOC Galvanic Facial Spa* and *ageLOC Body Spa* systems as medical devices in a few markets, and we also have received clearance from the FDA to market our *Nu Skin Facial Spa* and our *Nu Skin RenuSpa iO* devices for over-the-counter use. We have registered *ageLOC Boost* as a medical device in Thailand, and we are seeking medical device registration in Thailand for *Nu Skin*



WellSpa iO, as medical devices in Thailand. We have been subject to regulatory inquiries in the United States, Japan and other markets with respect to the status of the *Pharmanex BioPhotonic Scanner* as a non-medical device. Any determination that medical device clearance is required for one of our products, in a market where we currently market and sell such product as a cosmetic or non-medical device, could require us to expend significant time and resources in order to meet the additional stringent standards imposed on medical device companies or prevent us from marketing the product.

Under applicable direct selling regulations in Mainland China, our *Pharmanex BioPhotonic Scanner*, *ageLOC LumiSpa*, *ageLOC Galvanic Facial Spa*, *ageLOC WellSpa iO* and *ageLOC Body Spa* systems are registered as “health care equipment” or “household appliances,” which enables us to market and sell them through our direct sales channel in that market. The process for registering products for the direct sales channel in Mainland China is subject to delays. However, this process and registration requirement do not apply to all of our sales channels in Mainland China; although our independent direct sellers are prohibited from earning commissions by selling products that are not so registered, sales by our sales employees or independent marketers are not subject to this requirement. Please refer to Item 1A. Risk Factors for more information on the regulatory risks associated with our device products.

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## COMPETITION

### Products

The markets for our products are highly competitive. Our competitors include a broad array of marketers of beauty and wellness products and pharmaceutical companies, many of which have longer operating histories and greater name recognition and financial resources than we do. We compete in these markets by emphasizing the innovation, value and premium quality of our products and the reach, convenience and customer servicing of our distribution system. The personal touch our sales force provides is a key differentiator in our approach to sharing products with and retaining consumers.

### Direct Selling

We compete with other direct selling companies, some of which have a longer operating history and greater visibility, name recognition and financial resources than we do. Leading global direct selling companies include Amway, Natura & Co and Herbalife. We also compete with local direct selling companies in the markets in which we operate. We compete with these companies to attract and retain our sales force and consumers based on the strength of our product offerings, sales compensation, multiple business opportunities, management and international operations.

## RHYZ COMPANIES

In addition to our core Nu Skin business, we also explore new areas of synergistic and adjacent growth through our business arm known as Rhyz Inc. Our Rhyz businesses, which are reported in two segments, primarily consist of the following consumer, technology and manufacturing companies:

### Rhyz Manufacturing Segment:

- Elevate Nutraceuticals LLC, dba Elevate Health Sciences—a manufacturer of private-label dietary supplements.
- Ingredient Innovations International Company, dba 3i Solutions—a manufacturer of dietary supplements, manufacturing technology company, making ingredients more bioavailable and shelf stable across food, beverage, supplements and personal care products.
- L&W Holdings, Inc., dba CasePak—a packaging company that consults with product developers to design and develop custom packaging.
- Wasatch Product Development, LLC—a developer and manufacturer of personal care products, dietary supplements and functional foods.

### Rhyz Other Segment:

- Beauty Biosciences LLC—a beauty company that sells its products through digital and retail channels.
- LifeDNA, Inc.—aDNA assessment and recommendation technology company that we believe holds potential for our broader personalization strategy.
- MyFavoriteThings, Inc., dba Mavely—a social commerce platform that offers creators a suite of social selling tools to help them promote products from Mavely partner brands and retailers and earn a commission for their converted sales.

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Until January 2025, the Rhyz Other segment additionally included MyFavoriteThings, Inc., dba Mavely, a social commerce platform. As previously announced, we sold this business in January 2025. Mavely accounted for \$69.6 million of our 2024 reported revenue.

In 2023, 2024, the Rhyz companies generated \$216.6 million \$286.6 million, or 11% 17%, of our 2023 2024 reported revenue (excluding sales to our core Nu Skin business). Rhyz is a key component of our business, and we anticipate its continued growth in the coming years both on an absolute basis and as a percentage of our consolidated revenue. These these companies enable us to reduce our cost of goods, improve lead times, diversify our revenue mix, serve more customers where they shop, and create synergies for our owned and partner brands.

## HUMAN CAPITAL RESOURCES

As of December 31, 2023 December 31, 2024, we had approximately 3,700 3,100 full- and part-time employees worldwide. This does not include approximately 11,500 8,200 sales employees in our Mainland China operations. Although we have statutory employee representation obligations in certain markets, our employees are generally not represented by labor unions except where expressly required by law. We believe that our relationship with our employees is good, and we do not foresee a shortage in qualified personnel necessary to operate our business.

Our human capital objectives priorities include the following:

**Culture.** All of our full- and part-time employees are responsible for upholding the Nu Skin Code of Conduct and for striving to perpetuate the Nu Skin Way, our global culture aspiration, which includes the following principles:

- |                             |                       |
|-----------------------------|-----------------------|
| • A force for good          | • Direct and decisive |
| • Accountable and empowered | • Exceptional         |
| • Bold innovators           | • Fast speed          |
| • Customer obsessed         | • One global team     |

**Capability—Hiring, Engagement, Development and Retention.** We seek to hire and retain employees with the talents and capabilities to succeed at our company. The level of competition for qualified employees is high, owing to employment market trends both internationally and in Utah, where our corporate headquarters are located and which has one of the lowest unemployment rates in the United States. located. These conditions have made it more difficult for us to fill some job positions and retain employees. We address this issue by building a strong employer brand, allowing remote work options to reach potential employees in other locations, and providing competitive compensation and benefits. In addition, our hiring and retention efforts must be consistent with our overall business size and strategy. During 2023, 2024, we engaged in restructuring initiatives, in which we canceled some open job positions and reduced our employee headcount to enable us to operate more efficiently.

Developing our employees and keeping them engaged is crucial. We pursue these objectives by providing leadership training, encouraging managers to conduct one-on-one meetings with employees, holding town hall meetings to promote dialogue between management and employees, and reinforcing the Nu Skin Way to maintain an invigorating and attractive culture. We conduct a global employee experience survey every six months to obtain our employees' feedback, which helps to guide our human capital initiatives and to maintain robust employee engagement.

**Diversity, Equity Culture—A High-Performance and High-Engagement Work Environment.** All of our full- and part-time employees are responsible for upholding the Nu Skin Code of Conduct and for striving to follow the Nu Skin Way, our global culture aspiration, which includes the following principles:

- |                             |                       |
|-----------------------------|-----------------------|
| • A force for good          | • Direct and decisive |
| • Accountable and empowered | • Exceptional         |
| • Bold innovators           | • Fast speed          |
| • Customer obsessed         | • One global team     |

**Inclusion.** We believe a diverse, equitable and an inclusive work environment allows us to benefit from unique perspectives and provides vitality, creativity, new ideas and growth. We are committed to our Diversity, Equity and Inclusion vision statement: "We are being a force for good as we seek, develop, and empower diverse individuals and perspectives. We aspire to be a global community where every employee, entrepreneur, and consumer knows and feels they belong."

We have established employee resource groups to help ensure that under-represented populations feel welcome at Nu Skin, including people of color, women and LGBTQIA+ individuals. Our Healthy Workplace Policy also aims to cultivate a culture of mutual respect and to provide all employees a work environment free from harassment, discrimination and unprofessional behavior. Our employees receive training on their responsibility in this important area, and we make a Healthy Workplace Hotline available for employees to report concerns anonymously.

We also incorporate DEI inclusion practices into our hiring process. We conduct training to create awareness of unintentional biases that may be present in the hiring process. We work to ensure the wording of our job postings is inclusive and utilize multiple broad-based candidate search engines to expand our talent pools and increase our access to diverse candidates.

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**Employee Health and Well-Being.** Our employees' health and well-being is an essential component of our human capital management strategy. We established "The Best You" wellness program in the United States to improve the quality of each employee's physical, emotional, intellectual and financial wellness by encouraging and incentivizing healthy lifestyle practices through health screenings, prevention programs and education. Our employees also receive free product benefits, including our wellness products. Employees at our corporate headquarters also have access to an on-site gym, as well as our employee assistance program, which includes free counseling services. Employees in our global markets also receive benefits and other services focused on maintaining health and well-being.

Our Board's committees engage with our senior management and head of Human Resources regarding human capital management on a regular basis. Working with management, our Board's committees oversee and receive reports on matters including culture and inclusion, compensation, benefits, key talent succession planning and employee engagement, and DEI engagement. In addition, each year, our management reports to the Compensation and Human Capital Committee on management's annual assessment of risks related to our compensation policies and practices.

In addition to our employees, our human capital resources also include our sales force. For information about our sales force, see Item 1. Business—"Distribution Channel."

AVAILABLE INFORMATION

Our website address is [www.nuskin.com](http://www.nuskin.com). We make available, free of charge on our Investor Relations website, [ir.nuskin.com](http://ir.nuskin.com), our Annual Reports on Form 10-K, Quarterly Reports on Form 10-Q, Current Reports on Form 8-K, and amendments to those reports filed or furnished pursuant to Section 13(a) or 15(d) of the Securities Exchange Act of 1934 as soon as reasonably practicable after we electronically file such material with, or furnish it to, the Securities and Exchange Commission (the "SEC" "SEC").

We also use our Investor Relations website, [ir.nuskin.com](http://ir.nuskin.com), as a channel of distribution of additional Company information that may be deemed material. Accordingly, investors should monitor this channel, in addition to following our press releases, Securities and Exchange Commission filings and public conference calls and webcasts. The contents of our website shall not be deemed to be incorporated herein by reference.

We have adopted a Code of Conduct that applies to all of our employees, officers and directors, including those of our subsidiaries. Our Code of Conduct is available in the "Governance" section of our Investor Relations website at [ir.nuskin.com](http://ir.nuskin.com). In addition, stockholders may obtain a copy, free of charge, by making a written request to Investor Relations, Nu Skin Enterprises, Inc., 75 West Center Street, Provo, Utah 84601. Any amendments or waivers (including implicit waivers) regarding the Code of Conduct requiring disclosure under applicable SEC rules or NYSE listing standards will be disclosed in the same section of our website.

INFORMATION ABOUT OUR EXECUTIVE OFFICERS

Our executive officers as of February 14, 2024 February 14, 2025 are as follows:

Name	Age	Position
Steven J. Lund	70 71	Executive Chairman of the Board
Ryan S. Napierski	50 51	President and Chief Executive Officer
James D. Thomas	45 46	Executive Vice President and Chief Financial Officer
Chayce D. Clark	41 42	Executive Vice President and General Counsel
Steven K. Hatchett	52 53	Executive Vice President and Chief Product Officer
Justin S. Keisel	51	Executive Vice President and President of Global Sales

Steven J. Lund has served as Executive Chairman of our board of directors since 2012. Mr. Lund previously served as Vice Chairman of our board of directors from 2006 to 2012 and as President, Chief Executive Officer and a member of our board of directors from 1996, when we went public, until 2003. Mr. Lund is a trustee of the Nu Skin Force for Good Foundation, a charitable organization established in 1996 by that our company established to help encourage and drive the philanthropic efforts of for our company, and its sales force and employees to enrich the lives of others. Mr. Lund worked as an attorney in private practice prior to joining our company as Vice President and General Counsel. He received a B.A. degree from Brigham Young University and a J.D. degree from Brigham Young University's J. Reuben Clark Law School.

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Ryan S. Napierski has served as our Company's President since 2017 and as our CEO since 2021. Previously, he served as President of Global Sales and Operations from 2015 to 2017. Prior to serving in that position, he served as both President of our North Asia region since 2014 and President of Nu Skin Japan since 2010. Mr. Napierski has fulfilled multiple leadership positions for Nu Skin since joining our company in 1995, including Vice President of Business Development for Nu Skin EMEA and General Manager of the United Kingdom. Mr. Napierski has a Bachelor's degree in business, a Master of Business Administration degree from Duke University and a Master's degree in international business from Goethe Universitat in Germany.

James D. Thomas has served as our Chief Financial Officer since July 2023. Immediately preceding his appointment as CFO in July 2023, he He previously served as Interim CFO since March 2023 and as our Senior Vice President and Chief Accounting Officer since 2019. He previously served from 2019 until 2023 and as our Vice President of Finance and Accounting from 2017 until his promotion to Chief Accounting Officer. 2019. Since joining Nu Skin in 2010, he also has served as Corporate Controller and as an Internal Auditor. Before joining Nu Skin, he worked as an assistant controller of another publicly reporting company and served in the assurance practice at PricewaterhouseCoopers LLP. Mr. Thomas holds B.S. and Master of Accounting degrees from Utah State University.

Chayce D. Clark has served as our Executive Vice President and General Counsel since 2021. Mr. Clark joined our company in 2015 as Assistant General Counsel and later served as Vice President and Deputy General Counsel before beginning his current role. Prior to joining our company, he was a litigation attorney in private practice in Salt Lake City, Utah. He received a B.S. degree from Southern Utah University and a J.D. degree from the University of Utah.

Steven K. Hatchett joined our company in 2018 and served as Senior Vice President of Global Manufacturing until 2021, when he began serving as Senior Vice President of Global Products. He became Executive Vice President and Chief Product Officer in 2022. From 2015 to 2018, he served as CEO of Elevate Health Sciences, a nutritional supplement manufacturer that our company acquired in 2018, at which time he began serving as presidentPresident until December 2020. Previously, he served as vice president of manufacturing and product innovation at Forever Living Products, and as CEO and presidentPresident at Cornerstone Research and Development.

Justin S. Keisel has served as our Executive Vice President and President of Global Sales since March 2024. Mr. Keisel first joined our company in 1998, where for 14 years he primarily worked in roles supporting growth in our North Asia and Southeast Asia markets. In 2012, Mr. Keisel accepted an offer to work for Rodan + Fields, where he held several positions from 2012 to 2019, serving most recently as vice president of global programs and field development from 2017 to 2019. Mr. Keisel returned to our company in 2019 as General Manager of our United States and Canada markets and served in that position until 2021, when he was promoted to President of our Americas region, the position he held until his March 2024 promotion. Mr. Keisel holds B.S. and M.B.A. degrees from Brigham Young University.

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ITEM 1A. RISK FACTORS

Risk Factor Summary.

We are providing the following summary of the risk factors contained in this Annual Report on Form 10-K to enhance the readability and accessibility of our risk factor disclosures. We encourage you to carefully review the full risk factors contained after this summary for additional information regarding the material factors that make an investment in our securities speculative or risky. These risks include the following:

#### *Risks Associated with Direct Selling and Our Sales Force*

- Challenges to the form of our network marketing system or to our business practices have harmed and could continue to harm our business.
- Laws Direct selling laws and regulations vary globally, are subject to interpretation or change, and may prohibit or severely restrict direct selling and cause our revenue and profitability to decline, and regulators could adopt new regulations that harm our business, decline.
- Improper sales force actions could harm our business.
- Social media platforms' decisions to prohibit, block or decrease the prominence of our sales force's content could harm our business.
- If our business practices or policies or the actions of our sales force are deemed to be in violation of applicable local regulations regarding foreigners, then we could be sanctioned and/or required to change our business model, which could significantly harm our business.
- Our sales compensation plans or other incentives could be viewed negatively by some of our sales force, could be restricted by government regulators, and could fail to achieve desired long-term results and have a negative impact on revenue.
- Limits on the amount of sales compensation we pay could inhibit our ability to attract and retain our sales force, negatively impact our revenue and cause regulatory risks.
- We may be held responsible for certain taxes, assessments and other requirements relating to the activities of our sales force, which could harm our financial condition and operating results.

#### *Risks Associated with Market Conditions and Competition*

- Inability of products, platforms, business opportunities and other initiatives to gain or maintain sales force and market acceptance could harm our business, and trends among older and younger generations of customers contribute to this risk.
- Difficult economic conditions could harm our business.
- Our markets are intensely competitive, and market conditions and the strengths of competitors may harm our business.
- Adverse publicity concerning our business, marketing plan, products or people could harm our business and reputation.
- Product diversion may have a negative impact on our business.

#### *Risks Associated with Our Operations in Mainland China*

- Our operations in Mainland China are subject to significant government scrutiny, and we could be subject to fines or other penalties.
- If direct selling regulations in Mainland China are modified, interpreted or enforced in a manner that results in negative changes to our business model or the imposition of a range of potential penalties, our business could be significantly negatively impacted.
- Our ability to expand our business in Mainland China could be negatively impacted if we are unable to obtain additional necessary national and local government approvals in Mainland China.
- If we are not able to register products for sale in Mainland China, our business could be harmed.

#### *Risks Associated with Market Conditions and Competition*

- Inability of products, platforms, business opportunities and other initiatives to gain or maintain sales force and market acceptance could harm our business, and trends among older and younger generations of customers contribute to this risk.
- Difficult economic conditions could harm our business.
- Our markets are intensely competitive, and market conditions and the strengths of competitors may harm our business.
- Adverse publicity concerning our business, marketing plan, products or people could harm our business and reputation.
- Product diversion may have a negative impact on our business.

#### *Risks Associated with Epidemics and Other Widespread Crises*

- Epidemics and other crises have negatively impacted our business and may do so in the future.

#### *International Risks*

- Our ability to conduct business in international markets may be affected by political, legal, tax and regulatory risks.
- We are subject to financial risks as a result of our international operations, including exposure to foreign-currency fluctuations, currency controls and inflation in foreign markets, all of which could impact our financial position and results of operations.
- Potential changes Changes to tariff and import/export regulations, and trade disputes between the United States and other jurisdictions may have a negative effect on global economic conditions and our business, financial results and financial condition.

#### *Human Capital Risks*

- If we are unable to retain our existing sales force and recruit additional people to join our sales force, our revenue may not increase and may even decline.
- We depend on our key personnel and Sales Leaders, and the loss of the services provided by any of our executive officers, other key employees or key Sales Leaders could harm our business and results of operations.

#### *Risks Associated with Our Manufacturing and Operations*

- Production difficulties, quality control problems, inaccurate forecasting, shortages in ingredients, and reliance on our suppliers could harm our business.
- The loss of or a disruption in our manufacturing, supply chain and distribution operations, or significant expenses or violations incurred by such operations, could adversely affect our business.
- Our business could be negatively impacted if we fail to execute our product launch process or ongoing product sales due to difficulty in forecasting or increased pressure on our supply chain, information systems and management.
- If we are unable to effectively manage our growth in certain markets, our business and operations could be harmed.

- System failures, capacity constraints and other information technology difficulties could harm our business.
- Any acquired companies or future acquisitions may expose us to additional risks.

#### *Product Legal and Regulatory Risks*

- Regulations governing our products, including the formulation, registration, pre-approval, marketing and sale of our products, could harm our business.
- Government regulations and private party actions relating to the marketing and advertising of our products and services may restrict, inhibit or delay our ability to sell our products and harm our business.
- Our operations could be harmed if we or our vendors fail to comply with Good Manufacturing Practices.
- If our current or any future device products are determined to be medical devices in a particular geographic market, or if our sales force uses these products for medical purposes or makes improper medical claims, our ability to continue to market and distribute such devices could be harmed, and we could face legal or regulatory actions.
- We may incur product liability claims that could harm our business.

#### *Legal, Regulatory and Compliance Risks*

- We may become involved in legal proceedings and other matters that could adversely affect our operations or financial results.
- Non-compliance or alleged non-compliance with anti-corruption laws could harm our business.
- A failure of our internal controls over financial reporting or our regulatory compliance efforts could harm our stock price and our financial and operating results or could result in fines or penalties.

#### *Risks Associated with Taxes, Customs and Debt*

- We are subject to changes in tax and customs laws, changes in our tax rates, the adoption of new U.S. or international tax legislation or exposure to additional tax liabilities, which could have a material and adverse impact on our effective tax rate, operating results, cash flows and financial condition.
- Government authorities may question our tax or customs positions or change their laws in a manner that could increase our effective tax rate or otherwise harm our business.
- A decline in our business could adversely affect our financial position and liquidity, and our debt covenants could limit our ability to pursue transactions or other opportunities that could be beneficial to our business.

#### *Intellectual Property Risks*

- We may be subject to claims of infringement on the intellectual property rights or trade secrets of others, resulting in costly litigation.
- If we are unable to protect our intellectual property rights or our proprietary information and know-how, our ability to compete could be negatively impacted and the value of our products could be adversely affected.

#### *Data Security and Privacy Risks*

- Failure to maintain satisfactory compliance with certain privacy and data protections laws and regulations, and the integrity of company, employee, sales force, customer or guest data, could expose us to litigation, liability, substantial negative financial consequences and harm to our reputation.
- The unauthorized access, use, theft or destruction of our information systems or of data that is stored in our information systems or by third parties on our behalf could impact our reputation and brand and expose us to potential liability and loss of revenues.

#### *Sustainability Risks*

- Our business could be negatively impacted by corporate citizenship and sustainability matters.

#### *Risks Related to Our Common Stock*

- The market price of our Class A common stock is subject to significant fluctuations due to a number of factors that are beyond our control.

#### Risk Factors

We face a number of substantial risks. Our business, financial condition or results of operations could be harmed by any of these risks. The trading price of our common stock could decline due to any of these risks, which should be considered together with the other items in this Annual Report on Form 10-K, including Item 1. Business and Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations.

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#### Risks Associated with Direct Selling and Our Sales Force

**Challenges to the form of our network marketing system or to our business practices have harmed and could continue to harm our business.**

We have been, and may be in the future, subject to challenges and inquiries by government regulators regarding the form of our network marketing system. Legal and regulatory requirements concerning the direct selling industry generally do not include "bright line" rules and are inherently fact-based and subject to interpretation. As a result, regulators and courts have discretion in their application of these laws and regulations, and the enforcement or interpretation of these laws and regulations by government agencies or courts can change.

During the past several years, settlements and other judicial orders between the U.S. Federal Trade Commission ("FTC") and other direct selling companies and guidance from the FTC have addressed inappropriate earnings and lifestyle claims, problematic compensation structures and the importance of focusing on consumers. These developments have created ambiguity as to the proper interpretation of the law and related court decisions. The FTC has been active and aggressive in its enforcement activities, and any taking action in some cases to require other multi-level marketing companies to cease engaging in multi-level marketing or to modify their business models. Any adverse rulings or legal actions could impact our business if direct selling laws or anti-pyramid laws are interpreted more narrowly or in a manner that results in additional burdens or restrictions on direct selling companies. For example:

- In 2015, the FTC took aggressive actions against a multi-level marketing company, alleging an illegal business model and inappropriate earnings claims.

- In 2016, the FTC entered into a settlement with a multi-level marketing company, requiring the company to modify its business model, including basing sales compensation and qualification only on sales to retail and preferred customers and on purchases by a distributor for personal consumption within allowable limits. Although this settlement does not represent judicial precedent or a new FTC rule, the FTC has indicated that the industry should look at this settlement, and the principles underlying its specific measures, for guidance.
- In 2019, the FTC entered into a settlement with a multi-level marketing company, alleging an illegal business model and compensation structure and inappropriate earnings claims. The company agreed to a prohibition from engaging in multi-level marketing.
- During 2020 to 2022, the FTC issued letters that warned several direct-selling companies to remove and address claims that they or members of their sales force were making about their products' ability to treat, cure or prevent COVID-19 and/or about the earnings that people who suffered the loss of a job or income could make.
- In 2021, the FTC sent a notice to more than 1,100 companies, including us, that outlined several practices that the FTC determined to be unfair or deceptive in prior administrative cases. These practices relate to earnings claims, other money-making opportunity claims, and endorsements and testimonials. Pursuant to the FTC's "penalty offense authority," companies that received the notice are expected to comply with the standards set in the prior administrative cases and could incur significant civil penalties if they or their representatives fail to do so.
- In 2022, 2024, the FTC issued guidance concerning multi-level marketing. The guidance indicates an Advanced Notice increasingly restrictive view of Proposed Rulemaking ("ANPR") indicating that it is considering proposing multi-level marketing, compensation structures, earnings claims and a rule regarding earnings claims. The ANPR also suggested, among other things, that the FTC would likely not consider a disclaimer (such as "results not typical") to be sufficient to correct a misleading impression company's protection from an atypical earnings claim. liability for claims made by members of its sales force.
- In 2023, 2025, the FTC won issued a suit against various entities Notice of Proposed Rulemaking ("NPR") and individuals involved in two an Advanced Notice of Proposed Rulemaking ("ANPR") regarding potential rules governing earnings claims for multi-level marketing programs, alleging illegal business models marketers. The NPR proposes to prohibit multi-level marketers from making deceptive earnings claims, and inappropriate it would require them to have written substantiation to back up any earnings claims. claims and make that substantiation available to consumers upon request. The defendants were permanently barred from engaging in ANPR indicates that the FTC is considering additional restrictions on earnings claims and recruiting by multi-level marketing programs. marketers.

Although we take steps to educate our sales force on proper claims, if members of our sales force make improper claims, or if regulators determine we are making any improper claims, this could lead to an FTC investigation and could harm our business. In this regard, The FTC's increased scrutiny of disclaimers, earnings claims, as discussed reflected in the NPR and ANPR, could lead to more FTC actions regarding improper claims. claims, as well as new industry standards or new rules that could potentially limit our ability, and the ability of our sales force, to make earnings claims, which could harm our ability to grow our sales force.

In addition, if the requirements related to compensation structures in the any FTC proposed rules, guidance or enforcement actions listed above could lead to new industry standards or new rules, or if they could limit the levels in the network for which payments can be made, any of which could impact our business could be impacted and we may need require us to amend our global sales compensation plan. With a majority of our revenue in the United States coming from sales to retail customers and preferred customers, we believe that we can demonstrate consumer demand for our products, but this may not be sufficient under the FTC's increasingly restrictive view of multi-level marketing and we continue to monitor developments to assess whether we should make any changes to our business or global sales compensation plan. If we are required to make changes or if the FTC seeks due to enforce similar measures in the industry, either through rulemaking or an enforcement action against our company, our business could be harmed.

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From time to time, we also are subject to challenges by private parties in civil actions. We are aware of civil actions against other direct-selling companies in the United States that have resulted in significant settlements, and may in the future any civil actions against us could similarly result in significant settlements. Allegations directed at us and our competitors regarding the legality of multi-level marketing in various markets and adverse media reports have also created intense public scrutiny of us and our industry. Our business has also been subject to formal and informal inquiries from various government regulatory authorities in the past regarding our business and our compliance with local laws and regulations. Consumer protection groups and organizations (such as the Better Business Bureau and Truth in Advertising) also generate media and regulatory scrutiny of companies in our industry through regulatory referrals and other channels of publicity. All of these actions and any future scrutiny of us or our industry could generate negative publicity or further regulatory actions that could result in fines, restrict our ability to conduct our business in our various markets, enter into new markets, motivate our sales force and attract consumers.

## Laws

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**Direct selling laws and regulations vary globally, are subject to interpretation or change, and may prohibit or severely restrict direct selling and cause our revenue and profitability to decline, and regulators could adopt new regulations that harm our business. decline.**

Various government agencies throughout the world regulate direct sales practices. Laws and regulations in the United States, Japan, South Korea, Vietnam and Mainland China are particularly stringent and subject to broad discretion in enforcement by regulators. These laws and regulations are generally intended to prevent fraudulent or deceptive schemes, often referred to as "pyramid schemes," that compensate participants primarily for recruiting additional participants without significant emphasis on product sales to consumers. The laws and regulations in our current markets often:

- impose requirements related to sign-up, order cancellations, product returns, inventory buy-backs and cooling-off periods for our sales force and consumers;
- require us, or our sales force, to register with government agencies;
- impose limits on the amount and type of sales compensation we can pay;



- impose reporting requirements; and
- require that our sales force is compensated for selling products and not for recruiting others.

Complying with these widely varying and sometimes inconsistent rules and regulations can be difficult, time-consuming and expensive, and requires significant resources. The laws and regulations governing direct selling are modified from time to time, and like other direct selling companies, we are subject from time to time to government inquiries and investigations in our various markets related to our direct selling activities. This can require us to make changes to our business model and aspects of our sales compensation plan in the markets impacted by such changes and investigations. During 2021, the FTC announced that it is initiating a review of its Business Opportunity Rule, which imposes certain obligations on business opportunity sellers. For example, in their dealings with prospective buyers; 2025, the FTC issued a request for public comment on this rule in November 2022. Currently, multi-level marketing companies have been deemed not covered by this rule. If this changes or if new regulations are adopted Notice of Proposed Rulemaking ("NPR") and an Advanced Notice of Proposed Rulemaking ("ANPR") regarding potential rules governing earnings claims for multi-level marketing companies, marketers. The NPR proposes to prohibit multi-level marketers from making deceptive earnings claims, and it could negatively impact would require them to have written substantiation to back up any earnings claims and make that substantiation available to consumers upon request. The ANPR indicates that the growth of our sales force FTC is considering additional restrictions on earnings claims and our revenue, recruiting by multi-level marketers. In addition, markets where we currently do business could change their laws or regulations to prohibit direct selling. If we are unable to obtain necessary licenses and certifications within required deadlines or continue business in existing markets or commence operations in new markets because of these laws, our revenue and profitability may decline. Any delay could negatively impact our revenue.

#### Improper sales force actions could harm our business.

Sales force activities that violate applicable laws, regulations or policies, or that are alleged to do so, have and could in the future, harmed our business and reputation and resulted in government or third-party actions against us, us, and they could do so in the future.

For example, in 2014, allegations were made by various media outlets that certain of our sales representatives in Mainland China failed to adequately follow and enforce our policies and regulations. This adverse publicity, as well as a government review and actions that we voluntarily took to address the situation, resulted in a significant negative impact on our revenue and the number of Sales Leaders and Customers in the region. Similar or more extreme actions by government agencies in Mainland China or other markets in the future could have a significant adverse impact on our business and results of operations.

The direct selling industry in Japan continues to experience regulatory and media scrutiny, and other direct selling companies have been suspended from sponsoring activities. Japan imposes strict requirements regarding how Brand Affiliates approach prospective customers. From time to time, we receive information from consumer centers in certain prefectures about the number of general inquiries and complaints about us and our Brand Affiliates, and we also sometimes receive warnings to reduce such complaints. Based on this information, we continually evaluate and enhance our Brand Affiliate compliance, education and training efforts in Japan. However, we cannot be certain that our efforts will successfully prevent regulatory actions against us, including fines, suspensions or other sanctions, or that the company and the direct selling industry will not receive further negative media attention, all of which could harm our business.

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Except in Mainland China, members of our sales force are not employees and act independently of us. The most significant area of risk for such activities relates to improper product claims and claims regarding the business opportunity of joining our sales force. For example: example, in 2021, the FTC sent a notice to more than 1,100 companies, including us, that outlined several practices that the FTC determined to be unfair or deceptive in prior administrative cases. These practices relate to earnings claims, other money-making opportunity claims, and endorsements and testimonials. Pursuant to the FTC's "penalty offense authority," companies that received the notice are expected to comply with the standards set in the prior administrative cases and could incur significant civil penalties if they or their representatives fail to do so.

- During 2020 to 2022, the FTC issued letters that warned several direct-selling companies to remove and address claims that they or members of their sales force were making about their products' ability to treat, cure or prevent COVID-19 and/or about the earnings that people who suffered the loss of a job or income could make.

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- In 2021, the FTC sent a notice to more than 1,100 companies, including us, that outlined several practices that the FTC determined to be unfair or deceptive in prior administrative cases. These practices relate to earnings claims, other money-making opportunity claims, and endorsements and testimonials. Pursuant to the FTC's "penalty offense authority," companies that received the notice are expected to comply with the standards set in the prior administrative cases and could incur significant civil penalties if they or their representatives fail to do so.

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We implement strict policies and procedures to help ensure our sales force complies with legal requirements. However, given the size of our sales force, we experience problems from time to time. For example, product claims made by some of our sales force in 1990 and 1991 led to a FTC investigation that resulted in our entering into two consent agreements with the FTC and various agreements with state regulatory agencies. In addition, rulings by the South Korean Fair Trade Commission and by judicial authorities against us and other companies in South Korea indicate that, if our sales force engages in criminal activity, we may be held liable or penalized for failure to supervise them adequately. Our sales force may attempt to anticipate which markets we will open in the future and begin marketing and sponsoring activities in markets where we are not qualified to conduct business. We could face fines, suspensions or other legal action if our sales force violates applicable laws and regulations, and our reputation and brand could be negatively impacted.

In addition, as our sales force increasingly uses social media and our digital tools to promote our business opportunity and products, this increases the burden on us to monitor compliance of such activities, and it increases the risk that such social media content or digital content (such as statements made on social media or within the chat feature of our apps) could contain claims that violate our policies and/or applicable regulations. For example, due to the borderless nature of social media, a claim that is allowed in one market may ultimately reach another market where it is not allowed.

**Social media platforms' decisions to prohibit, block or decrease the prominence of our sales force's content could harm our business.**



Social media platforms have **decided**, and could in the future **decided decide**, to prohibit, block or decrease the prominence of our sales force's content for any **reason, reason, which harms our business, particularly as our business is becoming increasingly dependent on social commerce**. For example, due to concerns with multi-level marketing, the TikTok and WhatsApp Business platforms' community guidelines prohibit content related to multi-level marketing. In addition, Pinterest and Facebook prohibit ads that promote multi-level marketing opportunities, and Pinterest has also imposed restrictions on weight loss products, claims and photos. **Our business is becoming increasingly dependent** Moreover, some social marketplace platforms reduce visibility of product offers or posts based on **social commerce, pricing, degree of brand awareness or other factors that could apply to our products**. Additional social media platforms' adoption of similar or stricter policies could significantly hamper our sales force's ability to promote our products and attract consumers, which could cause our revenue to decline. Our reputation could also be harmed if our sales force violates any social media platform's community guidelines.

**If our business practices or policies or the actions of our sales force are deemed to be in violation of applicable local regulations regarding foreigners, then we could be sanctioned and/or required to change our business model, which could significantly harm our business.**

Our sales force is required to comply with our residency and work authorization policies and other local legal requirements prior to working in a market. Some markets, including Mainland China and Vietnam, also prohibit or restrict participation of foreigners in direct selling activities. We have implemented policies that are designed to comply with these regulations and inform our sales force regarding the types of activities that are not permitted. However, we cannot assure that actions of our sales force will not violate local laws or regulations or our policies. If our business practices or policies or the actions of our sales force are deemed to be in violation of applicable regulations as they may be interpreted or enforced, then we could be sanctioned and/or required to change our business model, which could result in adverse publicity and significantly harm our business.

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**Our sales compensation plans or other incentives could be viewed negatively by some of our sales force, could be restricted by government regulators, and could fail to achieve desired long-term results and have a negative impact on revenue.**

Our sales compensation includes some components that differ from market to market. We modify components of our sales compensation from time to time to keep our sales compensation plans and business models competitive and attractive to our existing sales force and people interested in joining our sales force, to address changing market dynamics, to provide incentives to our sales force that we believe will help grow our business, to conform to local regulations and to address other business needs. Because of the size of our sales force and the complexity of our sales compensation plans, it is difficult to predict how such changes will be viewed by our sales force and whether such changes will achieve their desired results. It also is difficult to predict how such changes may impact our ability to attract a larger potential target market of opportunity seekers. Certain changes we have made to our global sales compensation plan in the past, which were successful in several markets, did not achieve anticipated results in certain other markets, were not viewed positively by some segments of our sales force, and negatively impacted our business. Similarly, we face the risk that we could fail to make changes to our compensation plans that would be necessary to keep our compensation competitive with the market, compliant with changing regulations, and allow us to attract new opportunity seekers or segments of opportunity seekers, which could have a negative impact on our sales force.

**In addition, we have been required to modify our sales compensation plan in certain markets, including South Korea and Vietnam, from time to time to remain in compliance with applicable sales compensation limits. Changes to reduce sales compensation have had a negative impact on the sales force in the past and could in the future.**

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**Limits on the amount of sales compensation we pay could inhibit our ability to attract and retain our sales force, negatively impact our revenue and cause regulatory risks.**

Several markets, including Mainland China, South Korea, Indonesia and Vietnam, impose limits on the amount of sales compensation we can pay to our sales force. For example, under regulations in Mainland China, direct selling companies may pay independent direct sellers in Mainland China up to a maximum 30% of the revenue they generate through their own sales of products to consumers. Additionally, in South Korea, local regulations limit sales compensation to 35% of the total price of goods or services supplied in South Korea. These regulations may limit the incentive for people to join our sales force and may reduce our ability to differentiate ourselves from our competitors in attracting and retaining our sales force.

In addition, we have been required to modify our sales compensation plan in certain markets, including South Korea and Vietnam, from time to time to remain in compliance with applicable sales compensation limits. Because sales compensation, as a percentage of revenue, can fluctuate as sales force productivity fluctuates, we may be required to make further changes to stay within applicable sales compensation limits or may be at risk of exceeding them. In addition, which revenues and expenses are within the scope of these regulations is not always clear, and interpretation and enforcement of these laws are subject to change, which could require us to make further changes or result in non-compliance with these regulations. Any failure to keep sales compensation within legal limits in Mainland China, South Korea, Indonesia, Vietnam or any other market that imposes a sales compensation limit could result in fines or other sanctions, including suspensions.

**We may be held responsible for certain taxes, assessments and other requirements relating to the activities of our sales force, which could harm our financial condition and operating results.**

We are subject to the risk in some jurisdictions of being responsible for social security taxes, withholding or other taxes, minimum wage laws, and related assessments and penalties with respect to our sales force. This would occur if a jurisdiction classifies our sales force as our employees rather than as independent contractors, or if a jurisdiction expands the categories of personnel to whom these tax obligations apply.

- The laws and interpretations regarding “independent contractor” status in certain jurisdictions, including the United States and the European Union, continue to evolve, and in some cases, authorities have sought to apply these laws unfavorably against gig economy, platform and direct selling companies. For example, in January March 2024, a regulation of the U.S. Department of Labor adopted a regulation went into effect that alters the employee vs. independent contractor analysis under the Fair Labor Standards Act in a way that could potentially cause more workers to be classified as employees. This regulation is currently scheduled In addition, the European Union's Platform Work Directive, which was adopted in 2024, directs EU member states to go into effect implement national laws by December 2026 regulating the classification of platform workers and setting a rebuttable presumption of employment in March 2024. certain scenarios. There may be differences in how the various EU member states implement this directive.
- In addition, some Some jurisdictions have, without challenging the “independent contractor” status, taken the position that direct sellers must nonetheless pay certain taxes with respect to payments to their sales force.

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In the event that local laws and regulations, or the interpretation of local laws and regulations, require us to treat members of our sales force as employees rather than independent contractors (or to comply with similar requirements regardless of whether our sales force is classified as employees), this could harm our financial condition and operating results. This risk increases as our sales force increases its use of social sharing, as several jurisdictions' regulations protect in-person or in-home sales demonstrations from creating an employment relationship but are less protective of online demonstrations. If our Brand Affiliates were deemed to be employees rather than independent contractors, we would also face the risk of increased liability for their actions.

Our Sales Leaders could also face similar risks with respect to the Brand Affiliates in their sales organizations who may claim they are employees of the Sales Leader rather than independent contractors or independent business owners, which could impact their sales operations or lead them to cease their participation in our business.

#### Risks Associated with Our Operations in Mainland China

**Our operations in Mainland China are subject to significant government scrutiny, and we could be subject to fines or other penalties.**

Our operations in Mainland China are subject to significant regulatory scrutiny. The legal system in Mainland China provides government authorities broad latitude to conduct investigations, and many Chinese regulations, including those governing our business, are subject to significant interpretation, which may vary from jurisdiction to jurisdiction. Because of significant government concerns in Mainland China regarding improper direct selling activities, government regulators closely scrutinize activities of direct selling companies and activities that resemble direct selling. The government in Mainland China continues to inspect and review companies in the direct selling industry on a regular basis. We believe the regulatory environment in Mainland China continues to be challenging and restrictive.

The government's scrutiny of activities within the health products and direct selling industries has been at higher levels since 2019, when the government conducted a 100-day campaign to review and inspect the health products and direct selling industries following negative media coverage generated by healthcare-related product claims made by another direct selling company in Mainland China. Since 2019, we have been receiving and addressing an increased number of government reviews, inspections, and inquiries and consumer complaints in Mainland China; our ability to hold certain business meetings has been limited; and negative media coverage has spread to include additional companies, including ours.

Government regulators frequently make inquiries into our business activities and investigate complaints from consumers and others regarding our business. Some of these inquiries and investigations in the past have resulted in the payment of fines by us or members of our sales force, interruption of sales activities and warnings. Any determination by government regulators in these inquiries or investigations that our operations or activities, or the activities of our sales force, are not in compliance with applicable regulations could result in substantial fines, extended interruptions of business, and termination of necessary licenses and permits, including our direct selling and other licenses, all of which could harm our business.

We train our sales force in Mainland China on how our Mainland China business model differs from our global business model. However, Sales Leaders in Mainland China may attend regional and global events or interact with Sales Leaders from other markets. Although our global model and Mainland China business model differ, mistakes may be made as to how those working in Mainland China should promote the business in Mainland China. These mistakes by our sales force, or allegations of such mistakes, have, and may in the future, led to government reviews and investigations of our operations in Mainland China, as well as adverse publicity, reputational harm and adjustments or interruptions to our operations, all of which has and could in the future have a significant negative impact on our revenue and the number of Sales Leaders and Customers in the region.

**If direct selling regulations in Mainland China are modified, interpreted or enforced in a manner that results in negative changes to our business model or the imposition of a range of potential penalties, our business could be significantly negatively impacted.**

The government of Mainland China has adopted direct selling and anti-pyramiding regulations that impose significant restrictions and limitations on businesses in our industry. Most notably, the regulations prohibit multi-level compensation, which is the basis of how we compensate our sales force outside of Mainland China. The regulations also prohibit overseas personnel from participating in direct selling in Mainland China. We have structured our business model in Mainland China based on several factors: the guidance we have received from government officials, our interpretation of applicable regulations, our understanding of the practices of other international direct selling companies operating in Mainland China, and our understanding as to how regulators are interpreting and enforcing the regulations. The regulatory environment in Mainland China continues to be challenging and restrictive. We are currently evaluating potential changes to the structure of our sales compensation in Mainland China due to the evolving commercial and regulatory environment. These changes could have a negative impact on our sales in that market.

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Members of our sales force in Mainland China do not participate in our global sales compensation plan but are instead compensated according to a separate compensation model. We generally compensate our Sales Leaders in Mainland China at a level that is competitive with other direct selling companies in the market and comparable to the compensation of our Sales Leaders globally.

Other than our direct selling subsidiary, we also have a separate subsidiary in Mainland China that is a registered independent entity that engages in cross-border e-commerce, through which one of our U.S. subsidiaries can sell a limited selection of products to consumers in Mainland China for their personal consumption. Cross-border e-commerce is separated from the direct selling sales channel in Mainland China. Our Sales Leaders can contract with the China entity, promote this cross-border e-commerce platform to introduce consumers to place orders on this platform, and receive compensation in return. Through this entity, the U.S. subsidiary sells *ageLOC Meta*, *ageLOC Youth* and certain other products, which are neither registered for retail sale in Mainland China nor registered specifically as direct selling products and, therefore, can only be sold to local consumers for their personal consumption and cannot be sold through the direct selling channel. We also plan to begin selling additional products through this channel. Although we take measures (1) to maintain legal separation between our cross-border e-commerce entity and our direct selling entity; and (2) to ensure the products sold on our cross-border e-commerce platform are for consumers' personal consumption only, our business in Mainland China could be negatively impacted if regulatory authorities elect to attribute these cross-border e-commerce sales activities and related product claims, or the accompanying actions of our sales force, to our direct selling business, and make a determination they are in violation of direct selling, customs or other applicable laws.

Our Mainland China business also has an e-commerce platform in which it sells products directly to customers. The products we sell on this platform are registered for retail sale in Mainland China, but they are not registered for the direct selling channel. We permit members of our sales force, as non-direct sellers, to promote this platform and refer customers to it, in addition to their participation in our direct selling business. They receive a promotion bonus based on our sales on this platform to customers they have referred. Although the promotion bonus is calculated separately from our sales force's compensation for direct selling, it is possible that our business in Mainland China could be negatively impacted if regulatory authorities elect to attribute these e-commerce sales activities and the promotion bonus to our direct selling business.

The nature of the political, regulatory and legal systems in Mainland China gives regulatory agencies at both the local and central levels of government broad discretion to interpret and enforce regulations as they deem appropriate to promote social stability. We face a risk that regulators may change the way in which they currently interpret and enforce the direct selling regulations, or that such regulations may be modified. If our business practices are deemed to be in violation of applicable regulations as they may be interpreted or enforced, in particular our use of the sales productivity of a Sales Leader him/herself and of the sales force that such Sales Leader trains, collaborates with, supports and services in setting his/her salary or service fee and determining their position/title on a quarterly basis, then we could be sanctioned, required to change our business model, and/or have our direct selling license revoked, any of which could significantly harm our business.

In January 2019, the Mainland China government announced a 100-day campaign to review and inspect the health products and direct selling industries. This campaign involved a number of regulatory agencies. Since the 100-day period ended, there has continued to be a heightened level of regulatory scrutiny of these industries and of our business and products. For example, government authorities have not been issuing new licenses for direct selling since the beginning of the 100-day action in early 2019. There is also uncertainty whether any changes to the regulations that apply to these industries will be made based on the review. If changes are made to any of the regulations that apply to our business model, products or operations, our business could be harmed.

**Our ability to expand our business in Mainland China could be negatively impacted if we are unable to obtain additional necessary national and local government approvals in Mainland China.**

To expand our direct selling model into additional provinces in Mainland China, we currently must obtain a series of approvals from district, city, provincial and national government agencies with respect to each province in which we wish to expand. Government authorities have not been issuing new licenses since the beginning of the 100-day action in early 2019. When the process for obtaining government approvals to conduct direct selling is operational, it often evolves and is lengthy, as we are required to work with a large number of provincial, city, district and national government authorities. The complexity of the approval process as well as the government's continued cautious approach as direct selling develops in Mainland China makes it difficult to predict the timeline for obtaining these approvals. Furthermore, any media or regulatory scrutiny of our business in Mainland China could increase the time and difficulty we may face in obtaining additional licenses. If media or regulatory scrutiny of our business in Mainland China results in significant delays in obtaining licenses elsewhere in Mainland China, or if the current processes for obtaining approvals are delayed further for any reason or are changed or interpreted differently than currently understood, our ability to receive direct selling licenses in Mainland China and our growth prospects in this market could be negatively impacted.

**If we are not able to register products for sale in Mainland China, our business could be harmed.**

We face lengthy timelines with respect to product registrations in Mainland China. The process for obtaining product permits and licenses may require extended periods of time that may prevent us from launching new product initiatives in Mainland China on the same timelines as other markets around the world. For example, a vast majority of products marketed in Mainland China as "health foods" are subject to extensive laboratory and clinical analysis by government authorities, and with a few exceptions, the product registration process in Mainland China takes a minimum of two years and may be substantially longer. We market both "health foods" and "general foods" in Mainland China. There is some risk associated with the common practice in Mainland China of marketing a product as a "general food" without any health food claims while applying to the authorities for "health food" classification. If government officials feel the categorization of our products is inconsistent with product claims, form of delivery, ingredients or function, we could be prohibited or limited in marketing such products in Mainland China in their current form.

As we expand our direct selling channel, we face additional product marketing restrictions compared to our retail store channel. Under applicable direct selling regulations in Mainland China, we can only register products for direct selling if we manufacture them and if they fall within categories that are authorized for direct selling, such as cosmetics, cleaning supplies, health foods, healthcare devices, small kitchen utensils and household appliances. Products that are not registered for direct selling are prohibited from being marketed or sold through our direct sales channel. The process for registering products for the direct sales channel in Mainland China is subject to delays; in fact, government authorities have not been processing new registrations for direct selling since the beginning of the 100-day action in early 2019. Any marketing or sale of non-direct selling products by our independent direct sellers could result in negative publicity, fines and other government sanctions being imposed against us, including if a product is initially classified as a direct selling product but is later re-classified.

#### Risks Associated with Market Conditions and Competition

**Inability of products, platforms, business opportunities and other initiatives to gain or maintain sales force and market acceptance could harm our business, and trends among older and younger generations of customers contribute to this risk.**

Over the past several years, the environment for direct selling has become increasingly difficult due to customer trends, increased competition from other affiliate marketing and gig economy businesses, and a stricter regulatory environment across many of our markets. Our ability to improve our financial performance largely depends on our ability to proactively anticipate gauge and/or react in a timely and effective manner to changes in consumer spending patterns and preferences regarding products, platforms, and business opportunities in the affiliate gig and sharing economy. Our operating results have been and could be adversely affected if our products, business opportunities, platforms, business opportunities products and other initiatives do not generate sufficient enthusiasm and economic benefit to retain our existing consumers and sales force or to attract new consumers and sales force members. For example, during 2022, sales

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Table of our ageLOC LumiSpa IQ Contents device were below our expectations. Potential factors

Factors affecting the attractiveness of our products, business opportunities, platforms, business opportunities products and other initiatives include, among other things, shifting consumer demands, perceived product quality and value, similarities to other products, product exclusivity or effectiveness, growth of the gig economy, disruption of retail commerce and e-commerce by social commerce, demographic trends, the strength of our brand and public image, growth of connected commerce, sustainability factors, DEI diversity and inclusion initiatives, economic competitiveness of our business opportunity in the marketplace, perceived ability of potential affiliates to succeed in our business opportunity, accepted methods of selling products to customers in the affiliate and member-based platform environment, the quality and accuracy of the data we use in running our business, our technology infrastructure and capabilities, restrictions in social or digital media for sharing products and attracting consumers, adverse media attention and regulatory restrictions on claims. In addition, we are currently pursuing an initiative to optimize the size of our product portfolio, which will include the discontinuation of some products. If we are unable to anticipate or adapt to changes in consumer and sales force preferences and trends, or if the discontinuation of products causes customer attrition, our business, financial condition and operating results could be materially adversely affected. Likewise, if we are unable to anticipate or adapt to changes in the affiliate marketing, gig and sharing economies, and adapt our business opportunity accordingly, our ability to capture growth trends in the social commerce marketplace could be materially adversely affected.

In addition, our ability to develop and introduce new products could be impacted by, among other things, government regulations, changing policies in social media and other communications platforms, the inability to attract and retain qualified staff, the termination of third-party research and collaborative arrangements, intellectual property of competitors that may limit our ability to offer innovative products or that challenge our own intellectual property, problems related to manufacturing or quality control, and difficulties in anticipating changes in consumer tastes and buying preferences. Our operating results could be adversely impacted if our products fail to gain or maintain sales force and market acceptance or if our successful new products undercut the sales of our other products.

To adapt our business to current macroeconomic trends, we are currently working through a significant digital transformation in our business to achieve widespread adoption of social commerce in taking the following actions, all of our markets. This transformation involves the development of new and enhanced digital tools for our Sales Leaders and consumers, including new digital apps and an improved website design and functionality, as well as new products, including connected devices. Our digital transformation will require significant expenditures over the next several years. We face the risk that we will ultimately be unable to develop these items, that their development will be more costly than anticipated, or that the applications and platforms we have and will develop will not meet the expectations of our sales force and/or consumers. Any of these eventualities could have a material negative impact on our business, sales force, consumer development and revenue, which entail risks:

- We have begun to roll out an enhanced sales compensation structure that incorporates additional features that may appeal to prospective affiliates in the rapidly expanding gig and sharing economies. However, the need to develop affiliate sales teams to take full advantage of our sales compensation plans or other incentives may be viewed negatively by such prospective affiliates who are familiar with other gig and sharing opportunities. In addition, even if the changes to our sales compensation structure are successful in attracting such prospective affiliates, the changes might at the same time be viewed negatively by current and long-time members of our sales force who have already developed affiliate sales teams. We plan to continually evaluate potential changes to our sales compensation structure to address the evolving commercial environment, and any such changes could have a negative impact on our revenue.

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- We are exploring new channels for generating revenue and attracting affiliates and consumers through third-party product marketplace partnerships, influencer partnerships and paid search initiatives. However, there is no assurance that these initiatives will be successful, and an inability to own and grow our brand through multiple channels could harm our business. In addition, these omni-channel activities may create perceptions of channel conflict with and amongst our affiliate sales force and, thus, have an adverse effect on revenue.
- We are currently working through a significant digital transformation in our business. This transformation involves the development of new and enhanced digital tools for our Sales Leaders and consumers, including new digital apps and an improved website design and e-commerce functionality, as well as new products, including connected devices. Our digital transformation has required significant expenditures, and it will continue to require significant expenditures over the next several years. We face the risk that we will ultimately be unable to develop these items, that their development will be more costly or take longer than anticipated, or that the applications and platforms we have and will develop will not meet the expectations of our sales force and/or consumers. Any of these eventualities could have a material negative impact on our business, sales force, consumer development and revenue.
- We are currently pursuing an initiative to optimize the size of our product portfolio, which includes the discontinuation of some products. If we are unable to transition existing customers to a similar or alternative product, or we are unable to anticipate changes in consumer and sales force preferences and trends, or the discontinuation of products causes increased customer attrition, our business, financial condition and operating results could be materially adversely affected.

In addition, in our more mature markets, one of the challenges we face is keeping Sales Leaders with established businesses and high-income levels motivated and actively engaged in business building activities and in developing new Sales Leaders. We also face challenges retaining our sales force as the population of our markets transitions to a younger, millennial/Gen Z demographic, with its associated new and different dynamics of connection through social media platforms, gratification and loyalty behaviors, particularly as this segment becomes a greater share of our revenue. It is possible that, over time, increasing negative perceptions about business opportunities that involve multi-level compensation programs, particularly as affiliate marketing programs gain greater prominence in the gig economy, could develop and increase among these younger demographics, which would be detrimental to our business if we are unable to adapt, adapt and offer similar opportunities and rewards while still differentiating our business. In addition, as affiliate marketing programs gain greater market share, our competition for participants from our target market becomes more intense. Moreover, when sales through social sharing do not generate repeat purchases or subscriptions at the same rate as other sales, this creates revenue volatility and/or declines. Many in the younger demographic are particularly savvy with social sharing across multiple business opportunity platforms. Some of our initiatives have not generated lasting excitement and engagement among our sales force in the long

term, and at times, our initiatives have not sufficiently generated sales force activity and productivity or motivated Sales Leaders to remain engaged in business building and developing new Sales Leaders. These outcomes could recur in the future. Some initiatives have had, and could continue to have, unanticipated negative impacts on our sales force, particularly changes to our sales compensation plans, incentive rewards, and recognition practices. The introduction of a new product or key initiative can also negatively impact other product lines to the extent our Sales Leaders focus their efforts on the new product or initiative.

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In addition, our ability to develop and introduce new products could be impacted by, among other things, government regulations, changing policies in social media and other communications platforms, the inability to attract and retain qualified staff, the termination of third-party research and collaborative arrangements, intellectual property of competitors that may limit our ability to offer innovative products or that challenge our own intellectual property, problems related to manufacturing or quality control, and difficulties in anticipating changes in consumer tastes and buying preferences. Our operating results could be adversely impacted if our products fail to gain or maintain sales force and market acceptance or if our successful new products undercut the sales of our other products. In addition, if any of our products fails to deliver on consumer or sales force expectations, we could see an increase in product returns.

#### **Difficult economic conditions could harm our business.**

Difficult economic conditions, such as high unemployment levels, inflation, deflation, or recession, have in the past, and could continue to, adversely affect our business by causing a decline in demand for our products, particularly if the economic conditions are prolonged or worsen. In addition, economic conditions may adversely impact access to capital for us and our suppliers, may decrease the ability of our sales force and consumers to obtain or maintain credit cards, may cause governments to increase their regulatory enforcement activity to alleviate budget shortfalls, and may otherwise adversely impact our operations and overall financial condition. For example, we believe inflation had a negative impact on our 2022 and 2023 sales by curbing the discretionary spending of our consumers. Inflation also has increased the cost of our inventory and shipping expenses. Higher interest rates have increased our interest expense, as our credit facility entails variable-rate interest. interest; moreover, our interest rate swap arrangements are currently scheduled to expire in July 2025, at which time our interest expense could further increase. In addition, the economy in Mainland China has been continued to be challenging in recent months, during 2024, including with deflationary pressures. pressures, capital markets, and tangible asset markets. All of these conditions could continue in 2024. Current recessionary conditions also cause further uncertainty regarding the potential for growth in our business during 2024, 2025.

#### **Our markets are intensely competitive, and market conditions and the strengths of competitors may harm our business.**

The markets for our products are intensely competitive. The success of our products is dependent on our ability to anticipate and respond to market trends and changes in consumer preferences and to maintain a product offering and pipeline that is relevant and priced accessibly to consumers. Our products compete directly with branded, premium retail products and with the products of other direct selling companies, and many of our competitors have much greater name recognition and financial resources than we have, which may give them a competitive advantage. Because of regulatory restrictions concerning claims about the efficacy of beauty and wellness products, we may have difficulty differentiating our products from our competitors' products, and competing products entering the beauty and wellness market could harm our revenue. In addition, our business may be negatively impacted if we fail to adequately adapt to trends in consumer behavior and technologies to meet consumers' needs and demands and reach a wider audience, audience or if we fail to provide a competitive product price to value proposition to consumers.

In addition, the emergence and increased adoption of artificial intelligence ("AI") could cause us to fall behind competitively. In the rapidly evolving landscape of e-commerce and digital enterprises, AI technologies are expected to play playing a pivotal role in enhancing customer experiences through personalized recommendations, streamlined purchasing processes and targeted marketing strategies. Automation through AI also could streamline supply chain management, inventory tracking and order fulfillment, leading to increased efficiencies and cost effectiveness. As AI technologies become integral to improving operational efficiency, customer engagement and decision-making processes, our competitiveness and reputation could be harmed if we are unable to adopt and utilize these technologies as quickly or efficiently as our competition.

We also compete with other direct selling companies, affiliate marketing companies and gig economy companies to attract and retain our sales force and consumers. Some of these competitors have longer operating histories and greater visibility, name recognition and financial resources than we do. Some of our competitors have also adopted and could continue to adopt some of our successful business strategies, including our global sales compensation plan. Moreover, certain companies in the affiliate marketing and gig economy are growing rapidly and enable seamless product sharing via social media platforms. In some of our markets, these social media platforms are integrated into product marketplaces to enable even faster affiliation of product offerings to potential customers. These companies have disrupted and continue to disrupt the traditional direct selling space. Consequently, to successfully compete in this industry, and attract and retain our sales force and consumers, we must ensure that our business opportunities and sales compensation plans are financially rewarding and innovative. Successfully marketing our sales compensation plan in a way that differentiates it from our competitors could become more difficult as the FTC increases its scrutiny of earnings claims claims. Likewise, continued tightening of social media platform policies could limit our sales force's ability to differentiate our products and also of disclaimers regarding atypical earnings claims. business opportunities. Although we believe we have significant competitive advantages, we cannot assure that we will be able to continue to successfully compete in this industry.

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#### **Adverse publicity concerning our business, marketing plan, products or people could harm our business and reputation.**

Growth in our sales force and consumers and our results of operations can be particularly impacted by adverse publicity. Given the nature of our operations, lack of clarity on applicable legal requirements and standards, and our continuous need to recruit and retain consumers and members of our sales force, we are particularly vulnerable to adverse publicity. Specifically, we are susceptible to adverse publicity concerning:

- suspicions about the legality and ethics of network marketing;
- media or regulatory scrutiny regarding our business and our business models, including in Mainland China;
- the safety or effectiveness of our or our competitors' products or the ingredients in such products;



- inquiries, investigations, fines, legal actions, or mandatory or voluntary product recalls involving us, our competitors, our business models or our respective products;
- the actions of our current or former sales force and employees, including any allegations that our sales force or employees have overstated or made false product claims or earnings representations, or engaged in unethical or illegal activity;
- misperceptions about the types and magnitude of economic benefits offered at different levels of sales engagement in our business; and
- public, governmental or media perceptions of the direct selling, beauty product, or wellness product industries generally.

These issues have previously resulted in negative publicity and have harmed our business.

Critics of our industry, consumer protection groups, short sellers and other individuals have in the past and may in the future utilize the internet, social media, the press media and other means to publish criticisms of the industry, our company and our competitors, or make allegations regarding our business and operations, or the business and operations of our competitors. In some cases, such adverse publicity or allegations can lead to government and regulatory scrutiny. We continue to see adverse publicity regarding our company and the direct selling and healthcare products wellness industries. We or others in our industry may receive similar negative publicity or allegations in the future, and it may harm our business and reputation. Furthermore, the availability use of social media channels by our sales force and by critics can increase the likelihood reach of negative publicity because these channels are an easily accessible public forum. publicity. For example, if a member of our sales force makes an improper claim about our products or business opportunity on social media, or if a critic of our company posts negative information about our company on social media, it is more likely has the potential to be disseminated widely and potentially noticed by the media or regulators.

#### **Product diversion may have a negative impact on our business.**

We see our products being sold through online marketplace sites and other distribution channels in certain markets. Although we continually take steps to control product diversion, this activity continues to be a challenge, and we believe that changes to our global sales compensation plan, divergence of product pricing across markets, or increased use of online channels for conducting sales transactions have and may continue to lead to increased product diversion. Product diversion causes confusion regarding our distribution channels and negatively impacts the ability of our sales force to sell our products. It also creates a negative impression regarding the viability of the business opportunity for our sales force, which can harm our ability to recruit new people to join our sales force. Product diversion may also cause brand erosion and negatively impact the brand value perception. Product diversion schemes may also involve illegal importation, investment or other activities and harm our brand if gray market or counterfeit goods are passed off as our own. If we are unable to effectively address this issue or if diversion increases, our business could be harmed.

#### Risks Associated with Our Operations in Mainland China

**Our operations in Mainland China are subject to significant government scrutiny, and we could be subject to fines or other penalties.**

Our operations in Mainland China are subject to significant regulatory scrutiny. The legal system in Mainland China provides government authorities broad latitude to conduct investigations, and many Chinese regulations, including those governing our business, are subject to significant interpretation, which may vary from jurisdiction to jurisdiction. Because of significant government concerns in Mainland China regarding improper direct selling activities, government regulators closely scrutinize activities of direct selling companies and activities that resemble direct selling. The government in Mainland China continues to inspect and review companies in the direct selling industry on a regular basis. We believe the regulatory environment in Mainland China continues to be challenging and restrictive.

The government's scrutiny of activities within the health products and direct selling industries has been at higher levels since 2019, when the government conducted a 100-day campaign to review and inspect the health products and direct selling industries following negative media coverage generated by healthcare-related product claims made by another direct selling company in Mainland China. Since 2019, we have been receiving and addressing an increased number of government reviews, inspections, and inquiries and consumer complaints in Mainland China; our ability to hold certain business meetings has been limited; and negative media coverage has spread to include additional companies, including ours.

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Government regulators frequently make inquiries into our business activities and investigate complaints from consumers and others regarding our business. Some of these inquiries and investigations in the past have resulted in the payment of fines by us or members of our sales force, interruption of sales activities and warnings. Any determination by government regulators in these inquiries or investigations that our operations or activities, or the activities of our sales force, are not in compliance with applicable regulations could result in substantial fines, extended interruptions of business, and termination of necessary licenses and permits, including our direct selling and other licenses, all of which could harm our business.

We train our sales force in Mainland China on how our Mainland China business model differs from our global business model. However, Sales Leaders in Mainland China may attend regional and global events or interact with Sales Leaders from other markets. Although our global model and Mainland China business model differ, mistakes may be made as to how those working in Mainland China should promote the business in Mainland China. These mistakes by our sales force, or allegations of such mistakes, have led, and may in the future lead, to government reviews and investigations of our operations in Mainland China, as well as adverse publicity, reputational harm and adjustments or interruptions to our operations, all of which has and could in the future have a significant negative impact on our revenue and the number of Sales Leaders and Customers in the region.

**If direct selling regulations in Mainland China are modified, interpreted or enforced in a manner that results in negative changes to our business model or the imposition of a range of potential penalties, our business could be significantly negatively impacted.**

The government of Mainland China has adopted direct selling and anti-pyramiding regulations that impose significant restrictions and limitations on businesses in our industry. Most notably, the regulations prohibit multi-level compensation, which is the basis of how we compensate our sales force outside of Mainland China. The regulations also prohibit overseas personnel from participating in direct selling in Mainland China. We have structured our business model in Mainland China based on several factors: the guidance we have received from government officials, our interpretation of applicable regulations, our understanding of the practices of other international direct selling companies operating in Mainland China, and our understanding as to how regulators are interpreting and enforcing the regulations. The regulatory environment in Mainland China continues to be challenging and restrictive. We will evaluate potential changes to the structure of our sales compensation in Mainland China to address the evolving commercial environment and, as the need arises, the evolving regulatory environment. Any such changes could have a negative impact on our sales in that market.

Members of our sales force in Mainland China do not participate in our global sales compensation plan but are instead compensated according to a separate compensation model. We generally compensate our Sales Leaders in Mainland China at a level that is competitive with other direct selling companies in the market and comparable to the compensation of our Sales Leaders globally.

Other than our direct selling subsidiary, we also have a separate subsidiary in Mainland China that is a registered independent entity that engages in cross-border e-commerce, through which one of our U.S. subsidiaries can sell a limited selection of products to consumers in Mainland China for their personal consumption. Cross-border e-commerce is separated from the direct selling sales channel in Mainland China. Our Sales Leaders can contract with the China entity, promote this cross-border e-commerce platform to introduce consumers to place orders on this platform, and receive limited compensation in return. Through this entity, the U.S. subsidiary sells *ageLOC Meta*, *ageLOC Youth* and certain other overseas products, which are neither registered for retail sale in Mainland China nor registered specifically as direct selling products and, therefore, can only be sold to local consumers for their personal consumption, cannot be sold through the direct selling channel, and cannot be resold. We also plan to begin selling additional overseas products through this channel. Although we take measures (1) to maintain legal separation between our cross-border e-commerce entity and our direct selling entity; and (2) to ensure the products sold on our cross-border e-commerce platform are for consumers' personal consumption only, our business in Mainland China could be negatively impacted if regulatory authorities elect to attribute these cross-border e-commerce sales activities and related product claims, or the accompanying actions of our sales force, to our direct selling business, and make a determination they are in violation of direct selling, customs or other applicable laws.

Our Mainland China business also has an e-commerce platform in which it sells products directly to customers. We permit members of our sales force to promote this e-commerce platform and refer customers to it, in addition to their participation in our direct selling business, and they receive compensation based on our sales on this platform to customers they have referred. Although we take measures to segregate this e-commerce business from our direct selling business as appropriate, it is possible that our business in Mainland China could be negatively impacted if regulatory authorities determine that these e-commerce sales activities and compensation are inconsistent with the direct selling laws.

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The nature of the political, regulatory and legal systems in Mainland China gives regulatory agencies at both the local and central levels of government broad discretion to interpret and enforce regulations as they deem appropriate to promote social stability. We face a risk that regulators may change the way in which they currently interpret and enforce the direct selling regulations, or that such regulations may be modified. If our business practices are deemed to be in violation of applicable regulations as they may be interpreted or enforced, in particular our use of the sales productivity of a Sales Leader him/herself and of the sales force that such Sales Leader trains, collaborates with, supports and services in setting his/her salary or service fee and determining their position/title on a quarterly basis, then we could be sanctioned, required to change our business model, and/or have our direct selling license revoked, any of which could significantly harm our business.

**Our ability to expand our business in Mainland China could be negatively impacted if we are unable to obtain additional necessary national and local government approvals in Mainland China.**

To expand our direct selling model into additional provinces in Mainland China, we currently must obtain a series of approvals from district, city, provincial and national government agencies with respect to each province in which we wish to expand. Government authorities have not been issuing new licenses since the beginning of the 100-day action in 2019. When the process for obtaining government approvals to conduct direct selling is operational, it often evolves and is lengthy, as we are required to work with a large number of provincial, city, district and national government authorities. The complexity of the approval process as well as the government's continued cautious approach as direct selling develops in Mainland China makes it difficult to predict the timeline for obtaining these approvals. Furthermore, any media or regulatory scrutiny of our business in Mainland China could increase the time and difficulty we may face in obtaining additional licenses. If media or regulatory scrutiny of our business in Mainland China results in significant delays in obtaining licenses elsewhere in Mainland China, or if the current processes for obtaining approvals are delayed further for any reason or are changed or interpreted differently than currently understood, our ability to receive direct selling licenses in Mainland China and our growth prospects in this market could be negatively impacted.

**If we are not able to register products for sale in Mainland China, our business could be harmed.**

We face lengthy timelines with respect to product registrations in Mainland China. The process for obtaining product permits and licenses may require extended periods of time that may prevent us from launching new product initiatives in Mainland China on the same timelines as other markets around the world. For example, a vast majority of products marketed in Mainland China as "health foods" are subject to extensive laboratory and clinical analysis by government authorities, and with a few exceptions, the product registration process in Mainland China takes a minimum of two years and may be substantially longer. We market both "health foods" and "general foods" in Mainland China. There is some risk associated with the common practice in Mainland China of marketing a product as a "general food" without any health food claims while applying to the authorities for "health food" classification. If government officials feel the categorization of our products is inconsistent with product claims, form of delivery, ingredients or function, we could be prohibited or limited in marketing such products in Mainland China in their current form.

As we expand our direct selling channel, we face additional product marketing restrictions compared to our retail store channel. Under applicable direct selling regulations in Mainland China, we can only register products for direct selling if we manufacture them and if they fall within categories that are authorized for direct selling, such as cosmetics, cleaning supplies, health foods, healthcare devices, small kitchen utensils and household appliances. Products that are not registered for direct selling are prohibited from being marketed or sold through our direct sales channel. The process for registering products for the direct sales channel in Mainland China is subject to delays; in fact, government authorities have not been processing new registrations for direct selling since the beginning of the 100-day action in 2019. Any marketing or sale of non-direct selling products by our independent direct sellers could result in negative publicity, fines and other government sanctions being imposed against us, including if a product is initially classified as a direct selling product but is later re-classified.

#### **Risks Associated with Epidemics and Other Widespread Crises**

**Epidemics and other crises have negatively impacted our business and may do so in the future.**

Due to the person-to-person nature of direct selling, our results of operations have been, and likely will in the future be, harmed if the fear of a communicable and rapidly spreading disease, or another type of crisis such as a natural disaster, results in travel restrictions or causes people to avoid group meetings, gatherings or interactions with other people.



The outbreak of COVID-19 in 2020 and ensuing pandemic resulted in significant contraction of economies around the world and interrupted global supply chains as many governments issued stay-at-home orders to combat COVID-19. Government-imposed restrictions and public hesitance regarding in-person gatherings, travel and visiting public places reduced our sales force's ability to hold sales meetings, resulted in cancellations of key sales leader events and incentive trips, and required us to temporarily close our walk-in and fulfillment locations in some markets where we had such properties. Our supply chain and logistics also incurred some interruptions and cost impacts, such as difficulties in obtaining some ingredients and in shipping products in some markets. **Even as COVID-related factors were alleviated, the productivity of our sales force was negatively impacted as our sales force was able to travel more freely and take vacations.** All of these factors and other events related to COVID-19 negatively impacted our sales and operations and could repeat in the event of future epidemics or other crises.

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In addition, during a widespread crisis, regulators are vigilant for companies that may be exploiting the crisis to the detriment of consumers. For example, during 2020 to 2022, the FTC issued letters that warned several direct-selling companies to remove and address claims that they or members of their sales force were making about their products' ability to treat, cure or prevent COVID-19 and/or about the earnings that people who suffered the loss of a job or income could make. Although we take steps to educate our sales force on proper claims, if members of our sales force make improper claims, or if regulators determine we are making any improper claims, it could lead to an investigation and could harm our business and reputation.

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#### International Risks

**Our ability to conduct business in international markets may be affected by political, legal, tax and regulatory risks.**

Our ability to capitalize on growth in new international markets and to maintain the current level of operations in our existing international markets is exposed to risks associated with our international operations, including:

- the possibility that a government might ban or severely restrict our sales compensation and business models;
- the possibility that local civil unrest, political instability, or changes in diplomatic or trade relationships might disrupt our supply chain or other operations in one or more markets—for example, the ongoing conflict in Russia and Ukraine has caused distraction to our sales force;
- the lack of well-established or reliable legal systems in certain areas where we operate;
- the presence of high inflation in the economies of international markets in which we operate;
- the possibility that a government authority might impose legal, tax, customs, or other financial burdens on us or our sales force, due, for example, to the structure of our operations in various markets;
- the possibility that a government authority might challenge the status of our sales force as independent contractors or impose employment or social taxes on our sales force; and
- the possibility that governments may impose currency remittance restrictions limiting our ability to repatriate cash.

**It is unpredictable what impact, if any, the recent change in political administrations in the United States will have on the above risks. If actions by the United States or other jurisdictions cause any of the above risks to materialize, our financial position and results of operations could be negatively affected.**

There has been an increasing level of tension in U.S.-China relations over the last several years. Given the significant size of our China business, our business could be harmed if relations continue to deteriorate or additional sanctions or restrictions are imposed by either government. In addition, there have been adverse public reaction and media attention to statements made by representatives of other businesses related to these issues that have adversely affected business. We could similarly face adverse public or media attention, and potentially increased regulatory scrutiny, as a result of increased trade or political tensions or any statements or actions by employees or our sales force that generate publicity with respect to these issues.

**We are subject to financial risks as a result of our international operations, including exposure to foreign-currency fluctuations, currency controls and inflation in foreign markets, all of which could impact our financial position and results of operations.**

In 2023, 2024, approximately 74% 70% of our sales occurred in markets outside of the United States in each market's respective local currency. Foreign-currency fluctuations affect our financial position and results of operations. We purchase inventory primarily in the United States in U.S. dollars. In preparing our financial statements, we translate revenue and expenses in our markets outside the United States from their local currencies into U.S. dollars using weighted-average exchange rates. If the U.S. dollar strengthens relative to local currencies, our reported revenue, gross profit and net income will likely be reduced. Foreign-currency fluctuations also cause losses and gains resulting from translation of foreign-currency-denominated balances on our balance sheet.

We also face the risk of currency controls. If foreign governments restrict transfers of cash out of their country and control exchange rates, we may be limited as to the timing and amount of cash we can repatriate and may not be able to repatriate cash at beneficial exchange rates, which could have a material adverse effect on our financial position, results of operations or cash flows. We typically fund the cash requirements of our operations in the United States through intercompany dividends, intercompany loans and intercompany charges for products, use of intangible property, and corporate services. However, some markets impose government-approval or other requirements for the repatriation of dividends. For example, in Mainland China, we are unable to repatriate cash from current operations in the form of dividends until we file the necessary statutory financial statements for the relevant period. We also have experienced delays in repatriating cash from Argentina. As of December 31, 2023 December 31, 2024, we had \$31.8 million \$27.4 million in cash denominated in Chinese RMB, and our intercompany receivable with our Argentina subsidiary was \$17.7 million \$22.4 million.

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In addition, high levels of inflation and currency devaluations in any of our markets could negatively impact our balance sheet and results of operations. Gains and losses resulting from the remeasurement of non-U.S. dollar monetary assets and liabilities of our subsidiaries operating in highly inflationary economies are recorded in our net earnings. For example, during 2018, Argentina was designated as a highly inflationary economy under U.S. generally accepted accounting principles; accordingly, we began to apply highly inflationary accounting for our Argentina operations, which has resulted in additional foreign-currency charges. Other markets may be designated as highly inflationary economies in the future, which could result in further foreign-currency charges.

Although we may engage in transactions intended to reduce our exposure to foreign-currency fluctuations, there can be no assurance that these transactions will be effective. Complex global political and economic dynamics can affect exchange rate fluctuations. For example, the implementation of tariffs, border taxes or other measures related to the level of trade between the United States and other markets could impact the value of the U.S. dollar. It is difficult to predict future fluctuations and the effect these fluctuations may have upon future reported results or our overall financial condition.

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**Potential changes** Changes to tariff and import/export regulations, and trade disputes between the United States and other jurisdictions may have a negative effect on global economic conditions and our business, financial results and financial condition.

The United States and other foreign jurisdictions may change customs regulations or tariff rates that are applied to our imports or exports at any time. Tariff changes are difficult to predict and may cause us material short-term or long-term cost fluctuations. The new political administration in the United States has signaled an intention to use tariffs more robustly in pursuing government policy and has already implemented some new tariffs. When increases are made to U.S. duty rates or tariffs, reciprocal action by other countries sometimes occurs, and any such increases could impact the price of our products and cause a decline in the demand for our products. We rely on the use of Free Trade Agreements, where available, that may experience alterations, suspensions or cancellations, which could increase our customs expense or otherwise harm our business. In addition to duties and tariffs, any actions taken by the United States or by foreign countries to further implement trade policy changes, including limiting foreign investment or trade, increasing regulatory requirements, or other actions that impact our ability to obtain necessary licenses or approvals could negatively impact our business. These actions are unpredictable, and any of them could also have a material adverse effect on global economic conditions and the stability of global financial markets, significantly reduce global trade, restrict our access to suppliers or customers, and have a material adverse effect on our business, financial condition and results of operations.

#### Human Capital Risks

**If we are unable to retain our existing sales force and recruit additional people to join our sales force, our revenue may not increase and may even decline.**

Our products are primarily marketed by our sales force, and we depend on them to generate virtually all of our revenue. Our sales force may terminate their services at any time, and like most direct selling companies, we experience high turnover among our sales force from year to year. People who join our company to purchase our products for personal consumption or for short-term income goals frequently only stay with us for a short time or are less consistent in their participation. Sales Leaders who have committed time and effort to build a sales organization will generally stay for longer periods. To increase our revenue, we must increase the number of and/or the sales productivity of our sales force. We must also expand our outreach and outbound efforts to attract, connect and nurture new customers for a wider consumer base who purchase products and whom we can foster along a consumer journey to promote retention and higher lifetime value.

We have experienced periodic fluctuations in Sales Leaders, Paid Affiliates and Customers in the past and could will likely continue to experience such fluctuations again in the future. For example, our Sales Leaders Customers in Mainland China declined 32% 27% from December 31, 2021 December 31, 2023 to December 31, 2024, and during the two-year period from December 31, 2022 due to pressures from COVID-related factors. December 31, 2024, our global Customers, Paid Affiliates and Sales Leaders declined 27%, 39% and 24%, respectively. If our business, products and initiatives do not drive growth and/or sales productivity in Sales Leaders, Paid Affiliates and Customers, our operating results could be further harmed.

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The number and productivity of our sales force is negatively impacted by several additional factors, including:

- any adverse publicity or negative public perception regarding us, our products or ingredients, our distribution channel, or our industry or competitors;
- lack of interest in, dissatisfaction with, or the technical failure of, our products or digital tools;
- lack of compelling products or income opportunities, including through our sales compensation plans and incentive trips and other offerings;
- negative sales force reaction to changes in our sales compensation plans or to our failure to make changes that would be necessary to keep our compensation competitive with the market;
- interactions with our company, including our actions to enforce our policies and procedures and the quality of our customer service;
- any regulatory actions or charges against us or others in our industry, as well as regulatory changes that impact product formulations and sales viability;
- general economic, business, public health and geopolitical conditions, including employment levels, employment trends such as the gig and sharing economies and affiliate marketing, pandemics or other conditions that curtail person-to-person interactions, and the ongoing conflicts in Russia/Ukraine and Israel/Hamas which have caused distraction to our sales force;
- changes in the policies of social media platforms and product marketplaces used to prospect or recruit potential consumers and sales force participants;
- recruiting efforts of our competitors and changes in consumer-loyalty trends;
- potential saturation or maturity levels in a given market, which could negatively impact our ability to attract and retain our sales force in such market;
- growing gig economy competition which may draw away potential product sellers, affiliates, and influencers;
- our sales force's increased use of social sharing channels, which may enable them to more easily engage their consumers and sales network in other opportunities;
- lack of sufficient tools to create customer interest in our products and to manage and build a personalized business; and
- our and our sales force's ability to implement social commerce and other selling platforms that appeal to consumers.

**We depend on our key personnel and Sales Leaders, and the loss of the services provided by any of our executive officers, other key employees or key Sales Leaders could harm our business and results of operations.**

Our success depends to a significant degree upon the continued contributions of our senior and regional management, many of whom would be difficult to replace. Our senior and regional management employees may voluntarily terminate their employment with us at any time, and it is not uncommon for employees of direct-selling companies, including employees of our company, to terminate their employment and begin working for another direct-selling company. In addition, we need to continue to attract and develop qualified management personnel to sustain growth in our markets. Attracting and retaining qualified personnel has been an increased challenge during the current competitive employment environment. In addition, there has been downward pressure on our employees' incentive compensation in recent years, and our recent restructurings have in some cases caused employees to take on additional responsibilities, both of which have presented challenges to our employee morale and could lead to employee attrition. If we are not able to successfully retain existing personnel and identify, hire and integrate new personnel, our business and growth prospects could be harmed.

The success of our business also depends on our key Sales Leaders. For the three months ended **December 31, 2023** **December 31, 2024**, we had approximately **44,059 36,912** Sales Leaders. As of **December 31, 2023** **December 31, 2024**, approximately **294 253** Sales Leaders occupied the highest levels under our global sales compensation plan, and in Mainland China approximately **98 72** key Sales Leaders were playing a significant role in managing, training and servicing our sales force in that market and driving sales. We rely on these Sales Leaders (or other sales force members that they train, collaborate with, support and service) for a substantial majority of our revenue. As a result, the loss of a high-level or key Sales Leader or a group of leading Sales Leaders, whether by their own choice or through disciplinary actions by us for violations of our policies and procedures, could negatively impact our growth and our revenue.

#### Risks Associated with Our Manufacturing and Operations

**Production difficulties, quality control problems, inaccurate forecasting, shortages in ingredients, and reliance on our suppliers could harm our business.**

Production difficulties, quality control problems, inaccurate forecasting, and our reliance on third-party suppliers to manufacture and deliver products that meet our specifications in a timely manner **have harmed our business and could harm our business, do so in the future**. Occasionally, we have experienced production difficulties with respect to our products, including the availability of labor, raw materials, components, packaging, and products that do not meet our specifications and quality control standards. These production difficulties and quality problems have in the past **resulted**, and could in the future result, in stock outages or shortages in our markets with respect to such products, harm our sales, or create inventory write-downs for unusable products.

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In addition, we and manufacturers in our supply chain acquire ingredients, components, products and packaging from third-party suppliers and manufacturers. A loss of any of these suppliers and any difficulties in finding or transitioning to alternative suppliers could harm our business. In addition, we obtain **our ageLOC Galvanic Facial Spa, ageLOC Body Spa, and Nu Skin Facial Spa devices and some other** products and ingredients from sole suppliers that own or control the product formulations, ingredients or other intellectual property rights associated with such products. We also license the right to distribute some of our products from third parties. In the event we are unable to maintain or renew our contracts with any of these suppliers, manufacturers or other third parties, we may need to discontinue some products or develop substitute products, which could harm our revenue. In addition, if we experience supply shortages, price increases or regulatory impediments with respect to the raw materials, ingredients, components or packaging we use for our products, we may need to seek alternative supplies or suppliers and may experience difficulties in finding replacements that are comparable in quality and price. For example, some of our products, including **ageLOC Meta** and **ageLOC Youth (Youthspan or Y-Span)** in some markets), incorporate unique natural ingredients that **are may only be** harvested once per year and/or may have limited global supplies. If demand exceeds forecasts, we may have difficulties in obtaining additional supplies to meet the excess demand until the next growing season. If we are unable to successfully respond to such issues, our business could be harmed.

**The loss of or a disruption in our manufacturing, supply chain and distribution operations, or significant expenses or violations incurred by such operations, could adversely affect our business.**

As a company engaged in manufacturing, distribution, and research and development on a global scale, we are subject to the risks inherent in such activities, including industrial accidents, climate or environmental events, fires, floods, earthquakes, labor shortages, strikes and other labor or industrial disputes, disruptions in logistics or information systems, loss or impairment of key manufacturing or distribution sites, import and export restrictions or delays, product quality control, safety, licensing requirements and other regulatory or government issues, as well as natural disasters, pandemics, border disputes, global uncertainties, acts of terrorism, and other external or macroeconomic factors over which we have no control. For example, the long-term impacts of climate change, whether involving physical risks (such as extreme weather conditions, drought, or rising sea levels) or transition risks (such as regulatory or technology changes) may be widespread and unpredictable. Certain impacts of physical risk may include temperature changes that increase the heating and cooling costs at our facilities; extreme weather patterns that affect the production or sourcing of certain components; flooding and storms that damage or destroy our buildings and inventory; and heat and extreme weather events that cause long-term disruption or threats to the habitability of our customers' communities. These risks may be heightened if we consolidate certain of our manufacturing, distribution, or supply facilities or if we are unable to successfully enhance our disaster recovery planning. These risks also increase as we pursue our current strategy of acquiring manufacturing companies and thereby conducting more of our manufacturing in-house. The loss of, or disruption or damage to, any of our facilities or centers or those of our third-party manufacturers could have a material adverse effect on our business, reputation, results of operations and financial condition. **Also, if we are unable to maximize our production output (whether through internal or external customer orders) in our owned manufacturing facilities, this could increase our manufacturing variance and harm our business.**

We have experienced, and may continue to experience, disruptions to the transportation channels used in our supply chain and distribution operations, including increased airport and shipping port congestion, a lack of transportation capacity, increased fuel expenses, import or export controls or delays, and labor disputes or shortages. Disruptions in our container shipments may result in increased costs, including the additional use of air freight to meet demand. Congestion to ports can affect previously negotiated contracts with

shipping companies, resulting in unexpected increases in shipping costs and reduction in our profitability. For example, the COVID-19 pandemic resulted in several disruptions and delays, as well as quantity limits and price increases, in our global transportation channels.

In addition, our manufacturing facilities are subject to numerous regulations, including labor regulations and environmental regulations that govern the storage, discharge, handling, emission, generation, manufacture, use and disposal of chemicals and other materials. We will also likely become subject to new regulations in these areas, which could require substantial expenditures. Violations of existing or new requirements could result in financial penalties and other enforcement actions and could require us to halt one or more portions of our operations until a violation is cured. The costs of curing incidents of non-compliance, resolving enforcement actions or private-party actions that might be initiated against us, or of satisfying new legal requirements could have a material adverse effect on our business, financial condition, or results of operations.

**Our business could be negatively impacted if we fail to execute our product launch process or ongoing product sales due to difficulty in forecasting or increased pressure on our supply chain, information systems and management.**

Prior to making a product generally available for purchase in a market, we often do one or more introductory offerings of the product, such as a preview of the product to our Sales Leaders or other product introduction or promotion. These offerings sometimes generate significant activity and a high level of purchasing, which can result in a higher-than-normal increase in revenue during the quarter and skew year-over-year and sequential comparisons. These offerings may also increase our product return rate. We have, and may in the future, experienced difficulty effectively managing growth associated with these offerings and may face increased risk of improper sales force activities and related government scrutiny.

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In addition, the size and condensed schedule of these product offerings increase pressure on our supply chain and order processing systems. We have failed, and may in the future fail, to appropriately scale our system capacity and operations in response to unanticipated changes in demand for our existing products or to the demand for new products, which reduces our sales force's confidence in our business and could harm our reputation and profitability.

As our sales force increases its use of social platforms to interact with customers, our business results could be adversely affected if our implementation of new platforms and processes to support our sales force is delayed. In addition, we are dependent on third parties for testing and delivery of portions of these and other of our information system platforms. Unanticipated changes or system failures by third parties could harm our ability to meet the expectations of our sales force, thus resulting in harm to our revenue, reputation and sales force confidence in our systems.

If we do not accurately forecast sales levels in each market for product launches or ongoing product sales, obtain sufficient ingredients, components or packaging, or produce a sufficient supply to meet demand, we may incur higher expedited shipping costs and we may temporarily run out of stock of certain products, which could negatively impact the enthusiasm of our sales force and consumers. Conversely, if demand does not meet our expectations for a product launch or ongoing product sales or if we change our planned launch strategies or initiatives, we could incur inventory write-downs. For example, during the third quarter of 2023, we made the strategic decision to re-balance and narrow our product portfolio, which resulted in an incremental \$65.7 million inventory write-off. We incurred an additional inventory write-off of \$38.8 million during the fourth quarter of 2024. Each of these issues has impacted us in the past, and they could again occur with our ongoing or future product offerings. If we fail to effectively forecast product demand in the product launch process or for ongoing product sales, our reputation and profitability also could be negatively impacted.

**If we are unable to effectively manage our growth in certain markets, our business and operations could be harmed.**

At times, we can experience significant growth in one or more of our markets. For example, during 2020 we experienced significant growth in some of the markets in the Americas and Europe. Growth can strain our ability to effectively manage our operations, as it requires us to expand our management team, labor force, technology bandwidth and capabilities, and manufacturing operations. Insufficient management execution to support growth could result in, among other things, product delays or shortages, decreases in product quality, service level challenges, operating mistakes and errors, inadequate customer service, inappropriate claims or promotions by our sales force, and governmental inquiries and investigations, all of which could harm our revenue and ability to generate sustained growth and result in unanticipated expenses. In addition, we need to continue to attract and develop qualified management personnel to sustain growth. If we are not able to successfully retain existing personnel and identify, hire and integrate new personnel, our business and growth prospects could be harmed.

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In addition, to the extent we expand into new markets, our efforts might not be successful in driving growth. New markets may have competitive conditions, consumer tastes and discretionary spending patterns that are more difficult to predict or satisfy than our existing markets. We may have difficulty attracting Brand Affiliates to our business opportunity due to our lack of name recognition, growing competition in the affiliate gig and sharing economies, or other reasons, and it may be difficult to find and retain qualified employees and vendors. We also might be unable to successfully navigate the risks inherent in international operations, such as differing legal and regulatory requirements that may apply to our products and/or operations, including those that pertain to privacy and data protection, direct selling, employment and intellectual property. If we do not successfully execute plans to enter new markets, these new markets may not generate growth and may be unprofitable, causing our business, financial condition or results of operations to be adversely affected.

**System failures, capacity constraints and other information technology difficulties could harm our business.**

With Our business operations, spanning across global operations markets and a complex involving intricate sales compensation plan, systems, heavily depend on a variety of interconnected technology platforms. These include our business is highly dependent on efficiently functioning information technology systems, including websites, mobile applications, third-party apps, cloud providers, services, data centers, databases, networks and other systems. We rely on these networks. These systems are critical for accepting and processing sales orders, operating managing our sales force and customer support, operations, tracking calculating and compensating our sales force, conducting our distributing compensation, running corporate and regional operations, preparing our generating accurate financial statements, reports, and other aspects of our business.

Accordingly, the performance, Ensuring their functionality and reliability is essential for maintaining our reputation, sustaining operations, and availability of our systems are critical to our business, reputation, financial reporting, and ability to attract and retain supporting our sales force and customers, customer base.

We are actively modernizing our e-commerce platform to adapt to emerging trends in online retail, social media integration, and hybrid marketing strategies. To support this transformation, we have partnered with Infosys Limited as our primary managed services provider, leveraging their expertise to enhance operational efficiency and deliver results through our digital channels. While these initiatives are designed to strengthen our competitive position, they come with inherent risks tied to implementation complexity and dependency on third parties.

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Our or our systems, as well as those managed by third-party providers' systems may be damaged or disrupted by providers, are exposed to potential disruptions from events such as fires, floods, earthquakes or other natural disasters, human error, telecommunications failures, power loss, physical or electronic break-ins, computer viruses, cyberattacks, changes in our information technology systems or organization, power outages, system malfunctions and other events. We Despite investing in preventive measures like redundancies, enhanced security, and disaster recovery plans, we have experienced system failures, outages, and cyberattacks and other disruptions, and we may will likely experience them in the future. We cannot guarantee that the preventive measures we take, including redundancies, security protocols, network protection mechanisms and other procedures, will be adequate to prevent or remedy future. Any prolonged system failure or interruption, data loss, security breaches or other data security incidents. Furthermore, any mitigation process disruption could take several days or more, resulting in a loss of revenue, loss of harm our ability to track operate effectively, damage our reputation, or lead to financial losses.

The shift to cloud-based and timely pay sales compensation to our sales force, loss of confidence of our sales force and harm to our reputation. Two third-party providers that we rely on are Amazon Web Services (for our network, compute and storage needs) and Infosys Limited (for e-commerce and managed services). Any significant disruption or limitation of, or interference with, our use of these providers' services would negatively impact our operations, and any transition to a different provider would cause us to incur significant time and expense. We currently plan to outsource additional technology functions to third parties, which may significantly increase outsourced solutions further heightens our reliance on third-party providers, including Amazon Web Services for core computing needs and Infosys Limited for managed services for the operation and protection of our information technology systems. We may also experience disruptions to our systems as we transition digital channel operations. Disruptions in these functions to third parties, partnerships or challenges in transitioning services could delay critical business processes and increase operational costs.

In addition, we make Our digital transformation efforts, though critical for our future growth, require significant expenditures on our information technology infrastructure investment and other technology initiatives, and these items could become obsolete or impaired, which has and may income with the future cause us to incur significant expenses to address risk of unforeseen challenges. For example, in 2018, following an evaluation we incurred substantial costs, including \$49 million in asset impairments and \$22 million in severance-related expenses, as we overhauled outdated technology systems. We have incurred additional asset impairments, most recently in the fourth quarter of our 2024 when we wrote down \$29 million of information technology infrastructure and organization and our social sharing and digital initiatives, we determined to alter our strategic direction with respect to some of our systems and tools, resulting in impairment charges of approximately \$49 million. We also incurred approximately \$22 million in severance payments and other expenses related to the reorganization of our Information Technology Department and other corporate and regional offices. Additional cash outlay and new personnel were also necessary for execution of new plans and strategy. In this strategic shift in direction, assets. As we continue to identify and re-architect additional legacy systems to help mitigate and roll out new tools, we face the risk and exposure these systems introduce to our business. We also continue to allocate resources to new technology and digital initiatives. There can be no assurance that we will be able to build and roll-out our new technology and digital tools on a global scale possibility of further costs, delays, or that they will function as intended, and these initiatives may entail significant expenses and could cause disruptions in our business, disruptions.

Our systems could also be strained by growth in Moreover, our business. Although we work growing business places additional demands on our technology infrastructure, particularly our e-commerce channels. Despite ongoing investments to expand and enhance upgrade our e-commerce features, network infrastructure systems, any inability to handle increased traffic or transaction volumes could impede order processing, impact customer satisfaction, and other technologies harm our financial performance.

In summary, while we are committed to accommodate increases in the volume of traffic to evolving and enhancing our ecommerce channels, we may be unsuccessful in technology systems, these efforts. Our failure, or our third-party providers' initiatives involve considerable risks. Any failure to achieve or maintain system capacity address these challenges effectively could significantly reduce disrupt our ability to process orders operations, erode stakeholder confidence, and could harm adversely affect our business, reputation, revenue and financial condition. results.

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#### **Any acquired companies or future acquisitions may expose us to additional risks.**

We have acquired certain businesses, and we plan to continue to do so in the future as we encounter acquisition prospects that would complement our current product offerings, increase the size and geographic scope of our operations or otherwise offer growth and operating efficiency opportunities. For example, in April 2023, we acquired 60% of LifeDNA, Inc., a DNA assessment company for consideration of \$4.0 million of cash, along with the conversion of a previous \$3.0 million Simple Agreement for Future Equity ("SAFE"), and a \$0.2 million convertible note. Also, in June 2023, we acquired 100% ownership in Beauty Biosciences, LLC, a clean and clinically proven skin care and beauty device company. The purchase price for BeautyBio was \$75.0 million, net of cash acquired of \$1.5 million, all payable in cash. At any particular time, we may be in various stages of assessment, discussion and/or negotiation with regard to one or more potential acquisitions or investments, not all of which will be consummated. Acquisitions involve numerous risks and uncertainties, and some of our past acquisition targets have been in industries in which we lack operational or market experience. Our past acquisitions have entailed, and future acquisitions could entailed entail, numerous risks, including:

- difficulties in integrating acquired operations, employees or products;
- the difficulties of imposing financial and operating controls on the acquired companies and their management and the potential costs of doing so;
- the potential loss of key employees, customers, suppliers or distributors from acquired businesses;
- disruption to our direct selling channel;



- diversion of management's and other employees' attention from our core business;
- the failure to achieve the strategic objectives of these acquisitions;
- increased fixed costs;
- financing structures that dilute the interests of our stockholders and/or result in an increase in our indebtedness;
- the failure of the acquired businesses to achieve the results we have projected in either the near or long term;
- the assumption of unexpected liabilities, including litigation risks or compliance issues not discovered during pre-acquisition diligence;
- adverse effects on existing business relationships with our suppliers, sales force or consumers;
- the risk of being unable to protect intellectual property related to newly acquired technologies; and
- risks associated with entering markets or industries in which we have limited or no prior experience, including limited expertise in running the business, developing the technology, and selling and servicing the products.

The expansion of our Rhyz business into new businesses has been viewed negatively by some of our Sales Leaders as these new companies sell products that are similar to those of our core business and are viewed as using our resources for non-core businesses. These perspectives of our Sales Leaders could have a material negative impact on the number or productivity of our Sales Leaders and result in a reduction in our revenue.

Our failure to successfully complete the integration of any acquired business, a failure to adjust our fixed costs quickly enough or sufficiently to adapt to rapidly changing market conditions, or any other of the risks discussed above could have a material adverse effect on our business, financial condition and operating results. In addition, there can be no assurance that we will be able to identify suitable acquisition candidates, consummate acquisitions on favorable terms or realize the anticipated benefits of an acquisition.

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#### **Product Legal and Regulatory Risks**

**Regulations governing our products, including the formulation, registration, pre-approval, marketing and sale of our products, could harm our business.**

Our products are subject to extensive government regulation by numerous federal, state, and local government agencies and authorities. Many of these laws and regulations involve a high level of subjectivity, are subject to interpretation, and vary significantly from market to market. These laws and regulations can, and often do, have several impacts on our business, including but not limited to:

- delays **in**, or altogether prohibitions **in on**, introducing or selling a product or ingredient in one or more markets;
- delays and expenses associated with the registration and approval process for a product;
- limitations on our ability to import products into a market;
- delays and expenses associated with compliance, such as record keeping, documentation of the properties of certain products, labeling, and scientific substantiation;
- limitations on the claims we can make regarding our products; and
- product reformulations, or the recall or discontinuation of certain products that cannot be reformulated to comply with new regulations.

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We have observed a general increase in regulatory activity and activism in the United States and across many markets globally where we operate, and the regulatory landscape is becoming more complex with increasingly strict requirements. In particular, the requirements are impacting the ingredients we can include in our products, the accepted quantities of those ingredients, and the quality and characterization of the ingredients. Global regulators have in recent years become overall more restrictive on the accepted levels of active ingredients that we can use in our product, in some cases banning them outright. They have also become more restrictive on permitted contaminant levels in ingredients and, in many cases, have forced complete removal of such contaminants. In certain cases, such as regarding some pesticides which are virtually ubiquitous in nature, it has proven difficult to comply with the requirements. Further, many of the restrictions regarding ingredient quality are not directly applicable to our products, leaving the possibility that our interpretation of compliance may not match that of the enforcing authorities. Often there is a lack of an equivalent active ingredient present in the marketplace. In other cases, the removal or reduction of a technical ingredient, such as various types of parabens, leads to a significant change to the character of the product that may make it no longer desirable or safe to the consumer. If this trend in new regulations continues, we may find it necessary to alter some of the ways we have traditionally marketed our products in order to stay in compliance with a changing regulatory landscape and this could add to the costs of our operations and/or have an adverse impact on our business.

Many laws and regulations govern the registration, pre-market approval or other aspects of regulatory oversight of our products. For example, in the United States, some legislators and industry critics have pushed for years to increase regulatory authority by the FDA over nutritional supplements. In 2011, the FDA proposed draft guidance to clarify the FDA's interpretation of the dietary ingredient notification requirements, and in 2016, the FDA issued a revised draft guidance that superseded the 2011 version. **In April 2024, the FDA issued new draft guidance replacing and expanding on the 2016 revised guidance.** This draft guidance is not yet final but **appears to indicate indicates** that the FDA is expanding its definition of what is considered a "new dietary ingredient" **in the United States. The industry has worked with the FDA for several years, providing comments to the FDA to modify this guidance.** While still in flux, if enacted **in final form** as proposed, this guidance could impose new and significant regulatory barriers for our nutritional supplement products or unique ingredients, which could delay or inhibit our ability to formulate, introduce and sell nutritional supplements as we have in the past. Similarly, **from from** time to time, efforts are made by some individuals or groups to repeal the Dietary Supplement Health and Education Act of 1994 ("DSHEA"), the U.S. law that provides a separate body of regulations for dietary supplements as compared to drugs. Such a repeal would result in significant burdens to our product development, and the costs of running our business would increase significantly. We face similar pressures in our other markets, which continue to set restrictions on ingredients and their acceptable maximum levels, as well as on ingredient characterization, quality and levels. In Europe, for example, we are unable to market supplements that contain ingredients that were not marketed in Europe prior to May 1997 ("novel foods") without going through an extensive registration and pre-market approval process.

The FDA currently does not have a pre-market approval system for cosmetics. However, cosmetic products may become subject to more extensive regulation in the future, even beyond the requirements mandated by the recently enacted Modernization of Cosmetics Regulation Act of 2022. These events could interrupt the marketing and sale of our

products, severely damage our brand reputation and image in the marketplace, increase the cost of our products, cause us to fail to meet customer expectations or cause us to be unable to deliver merchandise in sufficient quantities or of sufficient quality to our stores, any of which could result in lost sales.

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Our operations could be harmed if new laws or regulations are enacted that restrict our ability to market or distribute our products or impose additional burdens or requirements on us in order to continue selling our products. In addition, the adoption of new regulations or changes in the interpretations and enforcement of existing regulations may result in significant compliance costs or discontinuation of product sales and may impair the marketability of our products, resulting in significant loss of net sales. We cannot predict the nature of any future laws, regulations, interpretations, or applications, nor can we determine what effect additional governmental regulations or administrative orders, when and if promulgated, would have on our business. If new or existing laws and regulations restrict, inhibit or delay our ability to introduce or market our products or limit the claims we are able to make regarding our products, this could have a material adverse effect on our business, financial condition, and operating results. If we fail to comply with the laws and regulations governing our products, we could face enforcement action, and we could be fined or forced to alter or stop selling our products.

**Government regulations and private party actions relating to the marketing and advertising of our products and services may restrict, inhibit or delay our ability to sell our products and harm our business.**

Government authorities regulate advertising and product claims regarding the efficacy and benefits of our products. These regulatory authorities typically require adequate and reliable scientific substantiation to support any marketing claims. What constitutes such reliable scientific substantiation can vary widely from market to market and there is no assurance that the research and development efforts that we undertake to support our claims will be deemed adequate for any particular product or claim. If we are unable to show adequate and reliable scientific substantiation for our product claims, or if our marketing materials or the marketing materials of our sales force make claims that exceed the scope of allowed claims for dietary supplements, cosmetics or devices that we offer, the FDA or other regulatory authorities could take enforcement action requiring us to revise our marketing materials, amend our claims or stop selling certain products, which could harm our business.

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For example, in recent years, the FDA has issued warning letters to many cosmetic companies alleging improper structure/function claims regarding their cosmetic products, including, for example, product claims regarding gene activity, cellular rejuvenation, and rebuilding collagen. There is a degree of subjectivity in determining whether a claim is an improper structure/function claim. Given this subjectivity and our research and development focus on the sources of aging and the influence of certain ingredients on gene expression, there is a risk that we could receive a warning letter, be required to modify our product claims or take other actions to satisfy the FDA if the FDA determines any of our marketing materials include improper structure/function claims for our cosmetic products. In addition, plaintiffs' lawyers have filed class action lawsuits against some of our competitors after our competitors received these FDA warning letters. There can be no assurance that we will not be subject to government actions or class action lawsuits, which could harm our business.

In the United States, the FTC's Guides Concerning the Use of Endorsements and Testimonials in Advertising ("Guides") require disclosure of material connections between an endorser and the company they are endorsing, and they generally do not allow marketing using atypical results. Our sales force has historically used testimonials and "before and after" photos to market and sell some of our popular products such as our spa devices and *ageLOC Transformation* anti-aging skin care system. We intend to continue to use testimonials for our popular products, including weight management products and beauty products. In highly regulated and scrutinized product categories such as weight management, if we or our sales force fails to comply with the Guides or makes improper product claims, the FTC could bring an enforcement action against us and we could be fined and/or forced to alter our marketing materials. In addition, during 2023, the FTC sent notices of penalty offense to nearly 700 companies, including us, regarding the requirement of sufficient substantiation for product claims. Pursuant to the FTC's "penalty offense authority," companies that received the notice are expected to comply with the standards set in the FTC's prior administrative cases on this topic, and they could incur significant civil penalties if they or their representatives fail to do so.

Additionally, state statutes throughout the United States create private rights of action for individuals claiming harm from false or misleading marketing claims that can lead to the assertion or filing of class action lawsuits. There can be no assurance that we will not be subject to class action lawsuits asserting false or misleading marketing claims, which could harm our business.

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**Our operations could be harmed if we or our vendors fail to comply with Good Manufacturing Practices.**

Across our markets, there are regulations on a diverse range of Good Manufacturing Practices that apply to us and to our vendors covering product categories such as dietary supplements, cosmetics, foods, over-the-counter drugs and medical devices. The Good Manufacturing Practices impose stringent requirements on a variety of topics, including vendor qualifications, ingredient identification, manufacturing controls and record keeping. Ingredient identification requirements, which often require us to confirm the levels, identity and potency of ingredients listed on our product labels within a narrow range, are particularly burdensome and difficult for us because our products contain many different ingredients. Additionally, certain Good Manufacturing Practices obligate us to track and periodically report adverse events to government agencies. Compliance with these increasing regulations may further increase the cost of manufacturing certain of our products as we work with our vendors to assure they are qualified and in compliance. In addition, our operations could be harmed if regulatory authorities determine that we or our vendors are not in compliance with these regulations or if public reporting of adverse events harms our reputation for quality and safety. A finding of noncompliance may result in administrative warnings, penalties or actions impacting our ability to continue selling certain products, including public withdrawals, seizures and recalls. For example, we have had product recalls in the United States based on labeling issues. Problems associated with product recalls could be exacerbated due to the global nature of our business because a recall in one jurisdiction could lead to recalls in other jurisdictions. In addition, these risks associated with noncompliance could increase as we acquire businesses, including our current and future Rhyz businesses.

**If our current or any future device products are determined to be medical devices in a particular geographic market, or if our sales force uses these products for medical purposes or makes improper medical claims, our ability to continue to market and distribute such devices could be harmed, and we could face legal or**



## regulatory actions.

One of our strategies is to market unique and innovative products that allow our sales force to distinguish our products. As we pursue this strategy with our current and future device products, there is a risk that regulatory authorities in our markets could determine that these products must receive clearance or be registered as medical devices. Such a determination could restrict our ability to import or sell the product in such market until registration or clearance is obtained. The process for obtaining such registrations and clearances could require us to provide documentation concerning product manufacturing and clinical utility; to make design, specification and manufacturing process modifications to meet standards imposed on medical device companies; and to modify our marketing claims regarding the registered product.

While we have not been required to register our device products as medical devices in most markets, we have registered some of them in some markets, including *ageLOC Boost* and *Nu Skin WellSpa iO* in Thailand and our *ageLOC Galvanic Facial Spa* and *ageLOC Body Spa* systems in Indonesia, Thailand, Peru and Colombia. We also sought and received clearance from the United States Food and Drug Administration to market our *Nu Skin Facial Spa* device and, more recently, our *Nu Skin RenuSpa iO* device for over-the-counter use. **We are currently pursuing medical device registration of *Nu Skin WellSpa iO* in Thailand, and the registration process could delay the launch of this product in Thailand.**

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In some cases, challenges can arise even after we have completed the required registration/clearance process or determined that a product does not need registration/clearance. This could occur if a jurisdiction changes its laws or interpretations thereof, for example. In addition, if, in violation of our policies, our sales force attempts to import or export products from one market to another, makes medical claims regarding our products, or uses our products to perform medical diagnoses or other activities limited to licensed professionals or approved medical devices (in markets where the product is not approved), it could negatively impact our ability to market or sell these products and subject us to legal or regulatory actions.

Because medical device regulations vary widely from market to market, registration or clearance in one market does not preclude challenges or delays in obtaining registration or clearance in other markets, nor does it preclude other markets from requiring us to make additional modifications or provide additional documentation as conditions to granting clearance. Furthermore, in some cases, registration or clearance to sell a product in one market may be used as precedent for requiring similar approval for the product in another market, or for similar products in the same market. These additional requirements could increase the cost associated with manufacturing and selling these products as non-medical devices in such markets.

Any of the above factors could have a material negative impact on our ability to sell products and could negatively affect our financial results.

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## We may incur product liability claims that could harm our business.

We sell a variety of different products for human consumption and use, including cosmetics, dietary supplements, conventional foods, OTC drugs and devices. Our cosmetics and conventional foods, as well as some of our dietary supplements, are not generally subject to pre-market approval or registration processes so we cannot rely upon a government safety panel to qualify or approve our products for use, and some ingredients may not have long histories of human consumption or use. We rely upon published and unpublished safety information including clinical studies on ingredients used in our products and conduct our own clinical and safety studies on some key ingredients and products, but not all products. A product may be safe for the general population when consumed or used as directed but could cause an adverse reaction for some individuals, such as a person who has a health condition or allergies or who is taking a prescription medication. While we include what we believe are adequate instructions and warnings and we have historically had low numbers of reported reactions, previously unknown adverse reactions could occur. If we discover that our products are causing adverse reactions, or if we determine that any of our employees have not properly handled reports of adverse reactions, we could suffer further adverse publicity or government sanctions.

As a result of the type of products that we sell, we may be subject to various product liability claims, including that the products fail to meet quality or manufacturing specifications, contain contaminants, include inadequate instructions as to their proper use, include inadequate warnings concerning side effects and interactions with other substances or for persons with health conditions or allergies, or cause adverse reactions or side effects. Consumer protection laws and regulations governing our business continue to expand, and in some states such as California, class-action lawsuits based on increasingly novel theories of liability are expanding. Product liability claims could increase our costs, cause negative publicity, and adversely affect our business and financial results. As we continue to offer an increasing number of new products through large product offerings our product liability risk may increase.

If our sales force or employees provide improper advice regarding our products or our products' use or safety, we may be subject to additional product liability.

We have generally elected to self-insure our product liability risks. We periodically evaluate whether we can and should obtain product liability insurance. Based upon our current approach to product liability risk management, if any of our products are found to cause any injury or damage or we become subject to product liability claims, we will be subject to the full amount of liability associated with any injuries or damages. This liability could be substantial and may exceed our existing reserves and harm our business.

## Legal, Regulatory and Compliance Risks

### We may become involved in legal proceedings and other matters that could adversely affect our operations or financial results.

We have been, and regularly are, a party to litigation, government inquiries or investigations, audits or other legal matters. These legal proceedings **may can** include, among other things, claims alleging violation of the federal securities laws or state corporate laws, or claims related to employment matters, contracts, intellectual property, fair-competition/anti-trust laws, our products, business opportunity or advertising, defamation, negligence, data breaches, privacy compliance, or other matters. Claims **may be have been** brought by **a regulator, investor, member regulators, investors, members** of our sales force, **consumer, employee or consumers, employees, and** other private parties and in some cases **may be have been** brought as class action lawsuits.

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Our increased activity during the past several years with acquisitions, divestments and other investment-related activities introduces an additional area of litigation risk, and we have had litigation and threats of litigation related to these matters. Other parties in the transactions or potential transactions, or other parties involved in the businesses themselves, could bring claims against us. For example, from 2019 until January 2023, we were in litigation with a dairy farmer who claimed he was a general partner in our former indoor-growing business and related businesses. He also sought damages exceeding \$250 million. Although we ultimately reached a settlement agreement with him in January 2023, there can be no assurance that the resolution of future cases will be favorable to us.

In general, litigation claims, regulatory actions or other legal matters are expensive and time consuming and can result in settlements, adverse rulings or damages that could significantly affect financial results and the conduct of our business. It is not possible to predict the final resolution of any legal proceeding to which we may become party, and the impact of these matters on our business, results of operations and financial condition could be material.

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**Non-compliance or alleged non-compliance with anti-corruption laws could harm our business.**

Our international operations are subject to various anti-corruption laws in the jurisdictions where we operate, including principally the U.S. Foreign Corrupt Practices Act (the "FCPA"). The FCPA and the anti-corruption laws of other jurisdictions where we operate generally prohibit companies and their agents or intermediaries from making improper payments offering, promising, giving, or authorizing others to give anything of value, either directly or indirectly, to a non-U.S. government official in order to influence official action or otherwise for the purpose of obtaining or retaining business, and they require business. The FCPA also requires public companies to maintain make and keep books and records, which, in reasonable detail, accurately and fairly reflect the transactions of the company and to devise and maintain an adequate system of internal accounting controls. Significant international regulation of our industry and accordingly our business operations requires our employees, agents, and intermediaries to interact frequently with public officials, including officials of non-U.S. governments, in some highly regulated jurisdictions, including Mainland China. We dedicate time and resources to internal investigations of any allegation that we are not or may not be in compliance with the FCPA or other applicable international anti-corruption laws. Such allegations, even if untrue, may result in a government investigation by a foreign or U.S. regulator, including the U.S. Department of Justice and the Securities and Exchange Commission. Our corporate policies require all employees, agents and intermediaries to comply with the FCPA and other applicable anti-corruption laws, including the FCPA's books-and-records and internal-accounting-controls requirements. Any regulatory determination, however, that our operations or activities are not in compliance with existing anti-corruption laws or regulations could result in the imposition of substantial fines and other penalties from U.S. or other regulatory entities.

Although we have implemented anti-corruption policies, controls and training globally to maintain a sufficient an adequate system of books and records and internal accounting controls, we have in the past and may in the future have regulatory investigations and penalties. We cannot guarantee that our compliance efforts will prevent future investigations, fines or penalties under the FCPA or other anti-corruption laws. Our competitors operating in Mainland China have also faced allegations from U.S. regulators and been fined accordingly in some circumstances. For example, in 2020, one of our competitors entered into a large settlement with U.S. regulators related to allegations that its employees violated the FCPA in Mainland China.

Additionally, we cannot predict the nature, scope or effect of future regulatory requirements to which our international operations might be subject or the manner in which existing or new laws might be administered or interpreted. Alleged or actual violations of any such existing or future laws (either due to our own acts or our inadvertence, or due to the acts or inadvertence of others) may result in criminal or civil sanctions or reputational harm, which could have a material adverse effect on our business, financial condition and results of operations.

**A failure of our internal controls over financial reporting or our regulatory compliance efforts could harm our stock price and our financial and operating results or could result in fines or penalties.**

We have implemented internal controls to help ensure the completeness and accuracy of our financial reporting and to detect and prevent fraudulent actions within our financial and accounting processes. We have also implemented compliance policies and programs to help ensure that our employees and sales force comply with applicable laws and regulations. Our internal audit team regularly audits our internal controls and various aspects of our business and compliance program, and we regularly assess the effectiveness of our internal controls. There can be no assurance, however, that our internal or external assessments and audits will identify all fraud, misstatements in our financial reporting, and significant deficiencies or material weaknesses in our internal controls. Material weaknesses have in the past resulted in, and may in the future result result in, a material misstatement of our financial results, requiring us to restate our financial statements.

From time to time, we initiate further investigations into our business operations to further bolster improve our regulatory compliance efforts or based on the results of our internal and external audits or on complaints, questions or allegations made by employees or other parties regarding our business practices and operations. In addition, our business and operations may be investigated by applicable government authorities. In the event any of these investigations identify material violations of applicable laws by our employees, sales force or affiliates, we could be subject to adverse publicity, fines, penalties or loss of licenses or permits.

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[Risks Associated with Taxes, Customs and Debt](#)

**We are subject to changes in tax and customs laws, changes in our tax rates, the adoption of new U.S. or international tax legislation or exposure to additional tax liabilities, which could have a material and adverse impact on our effective tax rate, operating results, cash flows and financial condition.**

As a U.S. company doing business globally, we are subject to applicable tax and customs laws, including those relating to intercompany pricing regulations and transactions between our corporate entities in the jurisdictions in which we do business, as well as customs valuation and classification, income taxes, value-added taxes, withholding taxes, payroll taxes, and other applicable taxes. Tax and customs laws, regulations, administrative practices and interpretations in each jurisdiction are subject to change, with or without notice, due to economic, political or other conditions. For example, in 2022, the United States enacted the Inflation Reduction Act, which imposes a 1% excise tax on stock repurchases, subject to certain adjustments or exceptions. Changes in the law or in authorities' interpretation of the law can materially increase our tax or customs expense and our effective tax rate.

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Due to the numerous jurisdictions in which our subsidiaries are organized and changes in laws and their interpretations, significant judgment is required in evaluating and estimating our provision for income taxes. Our future effective tax rates could be affected by numerous factors, such as intercompany transactions, changes in our business operations, acquisitions and dispositions, entry into new markets, the amount of our earnings and where earned, losses incurred, the inability to realize tax benefits, changes in foreign currency exchange rates, changes in our stock price, uncertain tax positions, allocation and apportionment of state taxes, changes in our deferred tax assets and liabilities and changes in their valuation. In addition, U.S. and foreign governments may enact tax laws or enter into tax treaties that could result in further changes to global taxation and may materially affect our operating results and financial condition.

**Government authorities may question our tax or customs positions or change their laws in a manner that could increase our effective tax rate or otherwise harm our business.**

Despite our best efforts to be aware of and comply with tax and customs laws, including changes to and interpretations thereof, local authorities can and sometimes do question our tax and customs positions. We are regularly subject to tax and customs audits, investigations, inquiries or other tax controversies by tax and customs authorities around the world regarding income taxes, customs valuation and classification, transfer pricing, value-added taxes, withholding taxes, payroll taxes, and other applicable taxes. The ultimate resolution of these matters can take several years, and the outcome is uncertain and can include additional taxes/customs duties, the payment of back taxes/customs duties, interest and penalties. We reserve in our consolidated financial statements amounts that we believe are in accordance with U.S. GAAP, and we regularly assess the likelihood of an adverse outcome in these matters to determine the adequacy of our accruals and adjust them as appropriate. However, developments in these matters could warrant an additional accrual and expense, and the ultimate outcome could be materially different from our accruals, which could materially impact our effective tax rate and/or our overall tax or customs expense.

**A decline in our business could adversely affect our financial position and liquidity, and our debt covenants could limit our ability to pursue transactions or other opportunities that could be beneficial to our business.**

Any significant decline in our operating results could adversely affect our financial position and liquidity. Under the terms of our credit facility, we are required to maintain certain interest coverage and leverage ratios. In addition, our outstanding borrowings under our credit facility and related term loan impose debt service and amortization requirements. A significant deterioration in our results of operations, whether as a result of prevailing economic, financial and industry conditions, or other causes, could impact our ability to comply with our debt covenants and debt service and amortization obligations, which could result in an event of default under the terms of our credit facility. An event of default under our credit facility could result in an inability to access funding under the agreement and cause all outstanding amounts to become immediately due and payable, which would have a material adverse effect on our financial condition and liquidity.

In addition, even if we do not default, our debt covenants could impose limitations on our ability to pursue transactions or other opportunities that could be beneficial to our business. **For example, in June 2023, we borrowed \$80 million under our revolving credit facility in connection with our purchase of Beauty Biosciences LLC. We will be unable to borrow additional funds to pursue other transactions or opportunities if such additional borrowing would cause us to be in violation of our debt covenants.**

#### Intellectual Property Risks

**We may be subject to claims of infringement on the intellectual property rights or trade secrets of others, resulting in costly litigation.**

In recent years, there has been significant litigation in the United States involving patents and other intellectual property rights. In particular, there has been an increase in the filing of suits alleging infringement of intellectual property rights, which pressure defendants into entering into settlement arrangements quickly to dispose of such suits, regardless of their merit. Other companies or individuals may allege that we, or our sales force, consumers, licensees or other parties indemnified by us, infringe on their intellectual property rights. Even if we believe that such claims are without merit, defending such intellectual property litigation can be costly, distract management's attention and resources, and the outcome is inherently uncertain. Claims of intellectual property infringement also might require us to redesign affected products, enter into costly settlement or license agreements, pay costly damage awards, or face a temporary or permanent injunction prohibiting us from marketing or selling certain of our products. Any of these results may adversely affect our financial condition.

As a result of claims against us regarding suspected infringement, our technologies may be subject to injunction, we may be required to pay damages, or we may have to seek a license to continue certain practices (which may not be available on reasonable terms, if at all), all of which may significantly increase our operating expenses or may require us to restrict our business activities and limit our ability to deliver our products and services and/or certain features, integrations, and capabilities of our platform. As a result, we may also be required to develop alternative non-infringing technology, which could require significant effort and expense and/or cause us to alter our products or services, which could negatively affect our business.

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We employ individuals who were previously employed at other beauty or wellness product companies, including our competitors or potential competitors. To the extent that our employees are involved in research areas that are similar to those in which they were involved with their former employers, we may be subject to claims that such employees have inadvertently or otherwise used or disclosed the alleged trade secrets or other proprietary information of the former employers. Litigation may be necessary to defend against such claims.

**If we are unable to protect our intellectual property rights or our proprietary information and know-how, our ability to compete could be negatively impacted and the value of our products could be adversely affected.**

The market for our products depends to a significant extent upon the value associated with our product innovations and our brand equity. We rely upon patent, copyright, trademark, and trade secret laws in the United States and other markets, and non-disclosure, confidentiality, and other types of agreements with our employees, sales force, customers, suppliers and other parties, to establish, maintain and enforce our intellectual property rights. Despite these measures, any of our intellectual property rights could be challenged, invalidated, circumvented, or misappropriated, or such intellectual property rights may not be sufficient to permit us to provide competitive advantages, which could result in costly product redesign efforts, discontinuance of certain product offerings or other competitive harm. In addition, the laws of certain foreign markets where we have significant business, including markets such as Mainland China, do not protect our intellectual property rights to the same extent as the laws of the United States.

The costs required to protect our patents and trademarks may be substantial. In some cases it may not even be practical to seek to register our intellectual property for various reasons, including costs and enforceability. We have filed patent and trademark applications globally to protect our intellectual property rights in our new technologies; however, there can be no assurance that our patent and trademark applications will be approved and issued, that any patents and trademarks issued will adequately protect our intellectual property, or that such patents and trademarks will not be challenged by third parties or found by a judicial authority to be invalid or unenforceable. Additionally, we cannot guarantee that our intellectual property rights will be respected and not infringed by third parties. Moreover, many of our products rely on technologies developed or licensed by third parties, and we may not be able to obtain or continue to obtain licenses and technologies from these third parties on reasonable terms or at all.

From time to time, we become aware of potential violations of our intellectual property rights. For example, we are aware of the use of and attempts to obtain trademark registrations for "Nu Skin" or phonetically similar marks and of some products that may infringe on our intellectual property related to the *ageLOC LumiSpa* device. To enforce and protect our intellectual property rights, we may initiate actions against third parties to protect our intellectual property, such as patent, copyright, and trademark infringement lawsuits or interference proceedings, and seek indemnification by contract or otherwise. Any lawsuits that we initiate could be expensive, take significant time and divert management's attention from other business concerns, and we may ultimately fail to prevail or recover on any indemnification claim. Litigation also puts our patents and trademarks at risk of being invalidated or interpreted narrowly and our patent and trademark applications at risk of not issuing. Additionally, we may provoke third parties to assert claims against us. We may not prevail in any lawsuits that we initiate and the damages or other remedies awarded, if any, may not be commercially valuable. The occurrence of any of these events may adversely affect our financial condition or diminish our investments in this area.

In addition to patented technology, we rely on our unpatented proprietary technology, trade secrets, processes and know-how. We generally seek to protect this information by confidentiality, non-disclosure and assignment of invention agreements with our employees, consultants, scientific advisors and third parties. Our employees may leave to work for competitors. Our sales force members may seek other opportunities. These agreements may be breached, and we may not have adequate remedies for any such breach. In addition, our trade secrets may be disclosed to or otherwise become known or be independently developed by competitors. To the extent that our current or former employees, sales force, consultants or contractors use intellectual property owned by others in their work for us, disputes may arise as to the rights in related or resulting know-how and inventions. If, for any of the above reasons, our intellectual property is disclosed or misappropriated, it would harm our ability to protect our rights and adversely affect our financial condition.

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#### Data Security and Privacy Risks

**Failure to maintain satisfactory compliance with certain privacy and data protections laws and regulations, and the integrity of company, employee, sales force, customer or guest data, could expose us to litigation, liability, substantial negative financial consequences and harm to our reputation.**

We collect, transmit and/or store large volumes of company, employee, sales force, customer and guest data, including payment card information, personally identifiable information, health-related data, **biometric information** and other personal information, for business purposes, including for transactional and promotional purposes, and our various information technology systems enter, process, summarize, report and transmit such data. The various mobile applications, connected beauty and wellness devices, and other connected tools that we have developed or are developing also collect data. The integrity and protection of this data is critical to our business.

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We are subject to various security and privacy regulations in the markets where we do business, as well as requirements imposed by the payment card industry. For example, the General Data Protection Regulation, which went into effect in the European Union in 2018, imposes increased data protection regulations, the violation of which could result in fines of up to 4% of annual consolidated revenue. Many other U.S. states and foreign jurisdictions have similarly enacted security and privacy regulations. **California's newest privacy laws, This includes the California Privacy Rights Act ("CPRA"), which took effect January 1, 2023 and expands the California Consumer Privacy Act and the California Privacy Rights Act, enacted in 2018 and 2020, respectively, provide a private right ("CCPA") of action for consumers against businesses who have violated their rights under these laws, including the right to recover statutory damages ranging between \$100 and \$750 per consumer per incident for certain types of data breaches, 2020.** Other data privacy or data protection laws or regulations have been adopted or are under consideration in many other jurisdictions. We anticipate that federal, state and international regulators will continue to enact legislation related to data protection and privacy. These laws may impose restrictions on our ability to gather and/or transfer personal data, provide individuals with additional rights around their personal data, and place downstream obligations on our Brand Affiliates or other business partners relating to their use of information we provide. Many other jurisdictions, including California and Mainland China, have increased enforcement of laws and regulations that have recently taken effect. **In addition, the FTC has taken an increasingly active approach to enforcing data privacy in the U.S. and has launched investigations and taken action against several large private companies over their data privacy practices in the past year.** We believe these trends will continue.

In the United States, congressional committees have held preliminary hearings about the advisability of a federal data privacy law, but it is uncertain whether the federal government will adopt such a law and whether it would preempt state data privacy laws. Efforts have been made in recent years at the federal level to establish a comprehensive privacy regime including many of the concepts found in other state and federal privacy bills and laws, such as consent requirements for entities providing services to the public that collect, store, process, use or otherwise control sensitive personal information. The prospect of new data privacy laws and ambiguity regarding the interpretation of new and existing laws has resulted in significant uncertainty and compliance costs.

In addition to laws specifically governing privacy and data security, in some cases, federal and state regulators and state attorneys general and administrative agencies have interpreted more general consumer protection laws to impose standards for the online collection, use, dissemination and security of data. **Plaintiffs' Plaintiffs' counsels have also put forward a number of novel theories suing companies on the basis of their collection and use of information under existing privacy-adjacent laws. For example, there has been a recent increase in class action and individual litigation applying the provisions of the California Invasion of Privacy Act, enacted in 1967, to the use of common website technology.**

Although we monitor regulatory developments in this area, laws may be implemented, interpreted, or enforced in a non-uniform or inconsistent way across jurisdictions, and we may not be aware of every development that impacts our business. Any actual or perceived failure by us to comply with these requirements could subject us to significant penalties, lawsuits and negative publicity and require changes to our business practices. The costs of complying with existing or new data privacy or data protection laws and regulations may limit our ability to gather personal information needed to provide our products and services, delay or impede the development of new products and services, or negatively impact the use of or demand for our products and services, any of which could harm our business. In particular, maintaining compliance with these and other evolving regulations and requirements around the world has required changes to our information system architecture, data transfer and data storage processes. For example, data privacy laws in Mainland China, the European Union and other jurisdictions place restrictions on the cross-border transmission of personal data, which could impede our ability to perform many business functions, including calculating and paying compensation to our sales force, absent significant changes to our information system architecture. In 2023, the European Union adopted a new adequacy decision for the E.U.-U.S. Data Privacy Framework. However, activist groups have already indicated an intent to challenge this new framework. Because of these challenges, there is constant uncertainty regarding the legal basis for data transfers to the United States from the European Union. This may result in the eventual interruption of such transfers and therefore the interruption of business functions that rely on these transfers. Changing our information system architecture and data transfer and storage processes is difficult and expensive. Investigations by the regulators of data security or protection laws across jurisdictions could also result in the payment of fines, reputational harm and an inability to continue doing business in certain jurisdictions. Class actions or other private actions by affected individuals in some jurisdictions could also result in significant monetary or reputational damage.

The following additional factors also cause risks related to the use of data:

- Sales force—We share certain data with our sales force. We could face fines, investigations, lawsuits or other legal action if our sales force violates, or is perceived to violate, applicable laws and regulations, and our reputation and brand could be negatively impacted.
- Payment card industry data security standards—A failure to adhere to the payment card industry's data security standards could cause us to incur penalties from payment card associations, termination of our ability to accept credit or debit card payments, litigation and adverse publicity, any of which could have a material adverse effect on our business and financial condition.
- Consumer health data regulations—In addition to state comprehensive privacy laws, several states (Washington, Nevada and Connecticut) have passed targeted legislation regulating "consumer health information," generally defined as personal information linked or reasonably linkable to a consumer that identifies their past, present, or future physical or mental health status. This broad definition likely imposes restrictions on our ability to gather this data. These new laws appear to require additional privacy policies and specific consents from consumers; compliance with these new laws may require significant time and effort. If found to be in violation of these laws, we may face regulatory scrutiny and fines. The cost of assessing and bringing company practices into compliance with these new laws can be significant and the risk of legal claims in the event of a non-compliance is increasing. For example, Washington's "My Health, My Data" law creates a private right of action for non-compliance.
- Artificial intelligence ("AI")—If we introduce AI technologies into new or existing offerings or back-office functions, it may result in new or expanded risks and liabilities due to enhanced governmental or regulatory scrutiny, litigation, compliance issues, ethical concerns, and data privacy and security risks, all of which could adversely affect our business, reputation, and financial results. For example, the use of AI technologies could lead to unintended consequences, such as accuracy issues, cybersecurity and data privacy risks, unintended biases, and discriminatory outputs, which could impact our ability to protect our data, intellectual property, and client information, or could expose us to intellectual property claims by third parties. In addition to these risks, several U.S. and international jurisdictions have passed laws regulating the use of AI technologies. For example, the European Union's Artificial Intelligence Act has provided a regulatory landscape that private businesses will need to navigate with caution. The scale of penalties for non-compliance could be up to €35 million or 7% of global turnover. We anticipate we will only see an increase in regulation in this area, which may impact our ability to use AI technologies into our new or existing offerings or back-office functions, and new regulations may require reconstruction of technologies already in use.

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**The unauthorized access, use, theft or destruction of our information systems or of data that is stored in our information systems or by third parties on our behalf could impact our reputation and brand and expose us to potential liability and loss of revenues.**

A breached or compromised data system or the intentional, inadvertent or negligent release, misuse or disclosure of data could result in theft, loss, or fraudulent or unlawful use of company, employee, sales force, customer or guest data. Although we take measures to protect the security, integrity, accessibility and confidentiality of our data systems, we experience cyberattacks of varying degrees and types on a regular basis. Although we use best efforts to detect and investigate all cyberattacks and data security incidents, it may be difficult to determine its scope of impact. Our infrastructure may be vulnerable to these attacks, and in some cases it could take time to discover them, attacks and determine their impact. Our security measures may also be breached due to employee error or malfeasance, system errors or otherwise. Additionally, outside parties may attempt to fraudulently induce employees, users, or customers to disclose confidential information to gain access to our systems, our data, or our users' or customers' data. Any such breach or unauthorized access could result in the unauthorized disclosure, misuse or loss of sensitive information and lead to significant legal and financial exposure, regulatory inquiries or investigations, loss of confidence by our sales force and customers, disruption of our operations, damage to our reputation, and costs associated with remediating the incident. The cost of investigation and response, including providing required breach notification obligations to individuals, regulators, and other third parties may be significant. The risk of legal claims in the event of a security breach is increasing. A successful assertion of one or more large claims against us in the event of a data breach may exceed available insurance coverage or lead to increases in premiums or required deductibles. A data breach could also lead to a lack of consumer trust and negatively affect our reputation. These risks are likely to increase as we continue to expand operations and process increasing amounts of personal information, proprietary data and sensitive data.

In addition, should a threat-actor successfully breach our systems to a significant extent, they could disable our systems or take our systems offline via ransomware, and such actions could stop or significantly impair our ability to conduct business, including processing orders and tracking and timely paying sales compensation to our sales force. Additionally, threat-actors regularly extort money from victims as a condition to returning the victim's systems to operation and/or to not releasing stolen data to the public.

These risks are heightened as we work with third-party providers, including providers of mobile and cloud technologies, and as our sales force uses social media, as our third-party providers and the social media platforms could be vulnerable to the same types of breaches and other risks. These risks also are heightened as a result of our recent restructurings, which affected several functions at our company, including our information technology and information security functions. Acquisition activity, which we have engaged in and which



we plan to continue to engage in, may also heighten these risks, as the systems of the companies we acquire are not under our control prior to the acquisitions and it may take time to evaluate these systems and implement appropriate modifications to them.

#### Sustainability Risks

**Our business could be negatively impacted by corporate citizenship and sustainability matters.**

There are increased and increasing expectations and focus from certain investors, Brand Affiliates, consumers, employees, regulators and other stakeholders concerning corporate citizenship and sustainability matters, including environmental, social and governance matters; packaging; responsible sourcing; and diversity, equity and inclusion matters. For example, the European Union's Packaging and Packaging Waste Regulation, which was adopted in December 2024, with some of its provisions becoming effective beginning in August 2026, regulates what kind of packaging can be placed on the EU market, as well as packaging waste management and prevention measures. Packaging not meeting the standards will no longer be allowed on the EU market.

In addition, some jurisdictions, including California and the European Union, have enacted laws requiring public disclosure of information in these sustainability-related areas, and from time to time, we announce certain initiatives and goals in these areas. We could fail, or be perceived to fail, in our achievement of such initiatives or goals or in meeting stakeholders' expectations, or we could fail in complying with laws or accurately reporting our progress on such initiatives, goals and expectations. Moreover, the standards by which corporate citizenship and sustainability efforts and related matters are measured are developing and evolving, and certain areas are subject to assumptions. The standards or assumptions could change over time. In addition, we could be criticized for the scope of our initiatives or goals or perceived as not acting responsibly in connection with these matters, such as with our carbon footprint, recyclability of our packaging, ingredients used in our products or the sourcing of such ingredients. Any such matters, or related corporate citizenship and sustainability matters, could have a material adverse effect on our business.

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#### Risks Related to Our Common Stock

**The market price of our Class A common stock is subject to significant fluctuations due to a number of factors that are beyond our control.**

Our Class A common stock closed at \$48.19 \$42.88 per share on January 31, 2022 January 31, 2023 and closed at \$18.56 \$6.55 per share on January 31, 2024 January 31, 2025. During this two-year period, our common stock traded as low as \$16.15 \$5.95 per share and as high as \$56.76 \$45.55 per share. Many factors, including some we may be unable to control, could cause the market price of our Class A common stock to fall. Some of these factors include:

- fluctuations in our operating results;
- government investigations of our business;
- trends or adverse publicity related to our business, products, industry or competitors;
- the sale of shares of Class A common stock by significant stockholders;
- our dividend policy;
- demand, and general trends in the market, for our products;
- acquisitions by us or our competitors;
- economic or currency exchange issues in markets in which we operate;
- changes in estimates of our operating performance or changes in recommendations by securities analysts;
- speculative trading, including short selling and options trading; trading, as well as stockholder activism and takeover activity, all of which may be more likely after a stock price decline such as ours in recent years; and
- general economic, business, regulatory and political conditions.

Broad market fluctuations could also lower the market price of our Class A common stock regardless of our actual operating performance.

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#### **ITEM 1B. UNRESOLVED STAFF COMMENTS**

None.

#### **ITEM 1C. CYBERSECURITY**

Our company is exposed to a variety of evolving cybersecurity risks. We invest in our cybersecurity program to proactively manage and mitigate these risks. On an annual basis, we utilize our Enterprise Risk Management ("ERM") program to estimate our annual loss potential based on our defined control framework and its overall effectiveness. In conjunction with our ERM program, the cybersecurity program references the CIS Critical Security Controls and the NIST Cybersecurity Framework (CSF) to guide our organization's risk identification and mitigation procedures. In addition, we undergo an annual third-party external PCI penetration test, as well as third-party attack-surface monitoring to understand our potential vulnerabilities, threat vectors, and additional impacts to critical assets and operations. In addition, our cybersecurity team performs procedures to identify risks that inform our annual security roadmap. We also periodically review our cybersecurity policies and require cybersecurity training for our employees.

We periodically engage third-party cybersecurity experts to provide independent assessments of our cybersecurity readiness and control effectiveness. Our goal in collaborating with external cybersecurity firms is to gain insights and knowledge into emerging threats and vulnerabilities, industry trends and best practices to inform our risk remediation efforts. Additionally, we engage with our externally retained incident response team and select internal teams to perform tabletop exercises that inform our cybersecurity response capabilities and resilience.



We also enact a process to perform a risk assessment of new third-parties, inclusive of new third-party contracts, which provides an additional layer of oversight in identifying material risks associated with the use of particular external service providers.

At this time, we have not identified risks from known cybersecurity threats, including as a result of any previous cybersecurity incidents, that have materially affected our business strategy, results of operations or financial condition, but we cannot provide assurance that such risks or future material incidents will not materially affect us in the future. For more information regarding the risks we face from cybersecurity threats, please see Item 1A. Risk Factors.

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Our management plays a pivotal role in assessing and managing material risks from cybersecurity threats. Our management has implemented a broad and continuous process for cyber event monitoring, analysis of emerging threats, and the development and implementation of risk mitigation strategies. Led by our Chief Technology Officer ("CTO") and Chief Information Security Officer ("CISO"), we implement cybersecurity policies, procedures and strategies, including employee training programs, security assessments and attack detection alerts designed to address the constantly evolving threat landscape. Our CTO has over 20 years of technology experience, including roles at Amazon Web Services, Dell EMC, and Ball Aerospace. Our CISO has over 30 years of cybersecurity and IT leadership experience.

At the Board of Directors level, our Audit Committee oversees our risks related to information security and privacy. To accomplish this responsibility, the Audit Committee meets quarterly with our CTO and CISO to receive and discuss updates on our cybersecurity program. Top risks, key initiatives, any material cyber incidents, remediation activity and security metrics are shared to report the overall loss potential, program effectiveness, risk management conditions and current threat landscape. Our Board of Directors is committed to maintaining a well-informed and security-aware business by regularly engaging through updates on the organization's roadmap and evolving threat landscape.

## ITEM 2. PROPERTIES

Our principal properties consist of the following:

### Offices

Our principal administrative offices are our corporate headquarters in Provo, Utah and our offices in Shanghai, China.

### Distribution Centers

We distribute our products through distribution centers and warehouses in many of our markets, with our principal facilities being in Provo, Utah and Mainland China.

### Research and Development Centers

We operate research and development centers in Provo, Utah and Shanghai, China.

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## Manufacturing Facilities

We operate manufacturing facilities in Mainland China, and two of our Rhyz companies (Manufacturing segment) operate manufacturing facilities in Provo, Utah, Draper, Utah and West Valley City, Utah.

We own the above properties, except we lease the manufacturing facilities in Provo, Utah and West Valley City, Utah, certain of the manufacturing facilities in China, and the land for our facilities in Shanghai, China.

## ITEM 3. LEGAL PROCEEDINGS

From time to time, we are involved in legal proceedings arising in the ordinary course of business.

## ITEM 4. MINE SAFETY DISCLOSURES

Not applicable.

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## PART II

## ITEM 5. MARKET FOR REGISTRANT'S COMMON EQUITY, RELATED STOCKHOLDER MATTERS AND ISSUER PURCHASES OF EQUITY SECURITIES

### Market Information and Holders

Our Class A common stock is listed on the New York Stock Exchange and trades under the symbol "NUS." The approximate number of holders of record of our Class A common stock as of **January 31, 2024** **January 31, 2025** was **210,207**. This number of holders of record does not represent the actual number of beneficial owners of shares of our Class A common stock because shares are frequently held in "street name" by securities dealers and others for the benefit of individual owners who have the right to vote their shares.

#### Purchases of Equity Securities by the Issuer

Period	(a)	(b)	(c)	(d)
	Total Number of Shares Purchased	Average Price Paid per Share	Total Number of Shares Purchased as Part of Publicly Announced Plans or Programs	Approximate Dollar Value of Shares that May Yet Be Purchased Under the Plans or Programs (in millions)(1)
October 1 – 31, 2023	—	\$ —	—	\$ 162.4
November 1 – 30, 2023	—	—	—	\$ 162.4
December 1 – 31, 2023	—	—	—	\$ 162.4
Total	—	\$ —	—	—

Period	(a)	(b)	(c)	(d)
	Total Number of Shares Purchased	Average Price Paid per Share	Total Number of Shares Purchased as Part of Publicly Announced Plans or Programs	Approximate Dollar Value of Shares that May Yet Be Purchased Under the Plans or Programs (in millions)(1)
October 1 – 31, 2024	—	\$ —	—	\$ 162.4
November 1 – 30, 2024	—	—	—	\$ 162.4
December 1 – 31, 2024	—	—	—	\$ 162.4
Total	—	\$ —	—	—

(1) In August 2018, we announced that our board of directors approved a stock repurchase plan. Under this plan, our board of directors authorized the repurchase of up to \$500 million of our outstanding Class A common stock on the open market or in privately negotiated transactions.

#### Recent Sales of Unregistered Securities

None.

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#### Stock Performance Graph

The following graph shows the changes in value over the five-year period ended **December 31, 2023** **December 31, 2024** of an assumed \$100 investment in our Class A common stock, the S&P SmallCap 600 Consumer Staples Index (the "SmallCap Index") and the S&P 500 Index. The stock performance graph in our Annual Report on Form 10-K for the 2022 fiscal year included the S&P MidCap 400 Consumer Staples Index (the "MidCap Index"). We have determined to begin including the SmallCap Index rather than the MidCap Index because we believe the SmallCap Index is better reflective of our current market cap. As required by SEC rules, we include the MidCap Index in the graph below because we included it for the immediately preceding fiscal year.

#### COMPARISON OF 5 YEAR CUMULATIVE TOTAL RETURN

Among Nu Skin Enterprises, Inc., the S&P 500 Index, and the S&P SmallCap 600 Consumer Staples Index and the S&P MidCap 400 Consumer Staples Index

 graphic

Measured Period	Nu Skin	S&P 500 Index	S&P MidCap 400 Consumer Staples Index		S&P SmallCap 600 Consumer Staples Index		S&P SmallCap 600 Consumer Staples Index
			Consumer Staples Index	Consumer Staples Index	Nu Skin	S&P 500 Index	
December 31, 2018	100.00	100.00	100.00	100.00			
December 31, 2019	68.99	131.49	110.85	116.91	100.00	100.00	100.00
December 31, 2020	95.75	155.68	135.49	129.93	138.78	118.40	111.14
December 31, 2021	91.60	200.37	149.15	167.35	132.76	152.39	143.15
December 31, 2022	78.83	164.08	148.00	156.52	114.25	124.79	133.89

December 31, 2023	38.56	207.21	171.24	179.98	55.88	157.59	153.95
December 31, 2024					20.30	197.02	155.83

The stock performance graph above shall not be deemed to be “soliciting material” or to be “filed” with the U.S. Securities and Exchange Commission or subject to the liabilities of Section 18 under the Securities Exchange Act of 1934, as amended (the “Exchange Act”). In addition, it shall not be deemed incorporated by reference by any statement that incorporates this Annual Report on Form 10-K by reference into any filing under the Securities Act of 1933 (the “Securities Act”) or the Exchange Act, except to the extent that we specifically incorporate this information by reference.

ITEM 6. **RESERVED**

Not applicable.

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ITEM 7. **MANAGEMENT’S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS**

The following discussion of our financial condition and results of operations should be read in conjunction with the consolidated financial statements and related notes, which are included in this Annual Report on Form 10-K.

**Business Overview**

**Our Products**

Nu Skin Enterprises, Inc. develops and distributes a comprehensive line of premium-quality beauty and wellness solutions in nearly 50 markets worldwide. In 2023, 2024, our revenue of \$2.0 billion \$1.7 billion was primarily generated by our three primary brands: our beauty brand, Nu Skin; our wellness brand, Pharmanex; and our anti-aging brand, ageLOC. We operate in the direct selling channel, primarily utilizing person-to-person marketing to promote and sell our products, including through the use of social and digital platforms. In all of our markets besides Mainland China, we refer to members of our independent sales force as “Brand Affiliates” because their primary role is to promote our brand and products through their personal and social networks.

In addition to our core Nu Skin business, we also explore new areas of synergistic and adjacent growth through our business arm known as Rhyz Inc. Our Rhyz businesses primarily consist of consumer, technology and manufacturing companies. In 2023, 2024, the Rhyz companies generated \$216.6 million \$286.6 million, or 11% 17% of our 2023 2024 reported revenue (excluding sales to our core Nu Skin business). Rhyz is a key component of our business, and we anticipate its continued growth in the coming years both on an absolute basis and as a percentage of our consolidated revenue. These these companies enable us to reduce our cost of goods, improve lead times, diversify our revenue mix, serve more customers where they shop, and create synergies for our owned and partner brands.

**Recent Developments**

Until January 2025, the Rhyz businesses included MyFavoriteThings, Inc., dba Mavely, a social commerce platform. As previously announced, we sold this business in January 2025 for total consideration consisting of \$230 million in cash, subject to certain adjustments as set forth in the purchase agreement, including post-closing determination of net working capital and other elements of the purchase price, and a number of shares of the purchaser’s common stock valued by the parties at \$20 million. Following the completion of certain payments to other equity holders in Mavely, we expect to retain approximately \$201 million of cash, subject to certain adjustments as set forth in the purchase agreement, and a number of shares of the purchaser’s common stock valued at \$10 million. Mavely accounted for \$69.6 million of our 2024 reported revenue.

**Our Global Operations**

In 2023, 2024, we generated approximately 26% 30% of our revenue from the United States (consisting of our Nu Skin United States and Rhyz businesses) and the remainder from our international markets. Given the size of our international operations, our results, as reported in U.S. dollars, are often impacted by foreign-currency fluctuations; in 2023, 2024, our revenue was negatively impacted 3% 4% from foreign-currency fluctuations compared to 2022. In addition, our 2023. Our results also can be impacted by global economic, political, demographic and business trends and conditions.

**A Global Network of Customers, Paid Affiliates and Sales Leaders**

As of December 31, 2023 December 31, 2024, we had 977,039 831,972 persons who purchased directly from the company during the previous three months (“Customers”). Our Customer numbers include members of our sales force who made such a purchase, including Paid Affiliates and those who qualify as Sales Leaders, but they do not include consumers who purchase directly from members of our sales force. We believe a significant majority of Customers purchase our products primarily for personal or family consumption but are not actively pursuing the opportunity to generate supplemental income by actively and consistently marketing and reselling products.

Our revenue is highly influenced by the number and productivity of our Sales Leaders. “Sales Leaders” are our Brand Affiliates, as well as sales employees and independent marketers in Mainland China, who achieve certain qualification requirements. Our reported Sales Leaders number is the three-month average of our monthly Sales Leaders as of the end of each month of the quarter.

As we continue to focus on customer acquisition and social commerce, we believe our number of Paid Affiliates is an important indicator of consumer purchasing activity in our business. “Paid Affiliates” are any Brand Affiliates, as well as members of our sales force in Mainland China, who earned sales compensation during the previous three months. Paid Affiliates power our social commerce model and are a bridge to attracting new customers and nurturing relationships and community.

We have been successful in attracting and motivating our sales force by:

- developing and marketing innovative, technologically and scientifically advanced products;
- providing compelling initiatives and strong support; and
- offering an attractive sales compensation, **incentive, and recognition rewards** structure.

Our global sales force helps us to rapidly introduce products and penetrate our markets with modest up-front promotional expense. We rely on our sales force to create consumer demand for our products, as opposed to a traditional approach of advertising-generated consumer awareness. Our approach is particularly effective with products that benefit from personal education and demonstration. Similar to other companies in our industry, we experience relatively high turnover among our sales force.

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To enhance customer retention, we have developed product subscription and loyalty programs that provide incentives for consumers to commit to purchase a specific amount of product on a monthly basis. All purchases under these programs are subject to our standard product payment and return policies. We believe these subscription and loyalty programs have improved consumer retention, have had a stabilizing impact on revenue and have helped generate recurring sales.

#### **Product Innovation**

Our sales force markets and sells our products, and attracts others to the opportunity, based on the distinguishing benefits and innovative characteristics of our products. As a result, we leverage our scientific expertise and product development resources to introduce innovative beauty, wellness and anti-aging products. Our sales force is increasingly using social media to market and sell our products. To continue to leverage social media, it is imperative that we develop demonstrable products that are unique and engaging to younger consumers. **We strive to strike a balance between the expenses associated with our scientific expertise and sales compensation with a competitive price point.**

Any delays or difficulties in introducing compelling products or attractive initiatives or tools into our markets may have a negative impact on our revenue and our number of Customers, Paid Affiliates and Sales Leaders.

#### **Our Product Launch Process**

Prior to making a product generally available for purchase in a market, we often do one or more introductory offerings of the product, such as a preview of the product to our Sales Leaders or other product introduction or promotion. We refer to the entire process, beginning with the introductory offering through general availability of the product, as a product launch or our product launch process. The timing of the launch of a particular product often varies from market to market depending on such factors as customer demand, **affiliate brand focus**, product registration or other local legal requirements, and product availability in our supply chain.

Sales Leader previews and other product introductions and promotions sometimes generate significant activity and a high level of purchasing, which can result in a higher-than-normal increase in revenue during the quarter and **can** skew year-over-year and sequential comparisons. We believe our product launch process attracts new Customers, Paid Affiliates and Sales Leaders to our business, increases consumer trial, and provides us with important marketing and forecasting information about our products. Please refer to Item 1A. Risk Factors for more information on risks related to our product launch process.

#### **Income Statement Presentation**

We report revenue in nine segments, and we translate revenue from each market's local currency into U.S. dollars using weighted-average exchange rates. Revenue is measured as the amount of consideration we expect to receive in exchange for transferring products. All revenue **associated with a contract** is recognized when we satisfy our performance obligations under the contract. We recognize revenue by transferring the promised products to the customer, with revenue recognized at shipping point, the point in time the customer obtains control of the products. We recognize revenue for shipping and handling charges at the time the products are delivered to or picked up by the customer. In most markets, we offer a return policy that allows our sales force to return unopened and unused product for up to **30 days for a full refund, or** 12 months subject to a 10% restocking fee. Reported revenue is net of returns, which have historically been less than 5% of annual revenue. Sales taxes and value added taxes in foreign jurisdictions that are collected from customers and remitted to governmental authorities are accounted for on a net basis and therefore are excluded from net sales.

Cost of sales primarily consists of:

- cost of products purchased from third-party vendors;
- cost of self-manufactured products;
- cost of adjustments to inventory carrying value;
- freight cost of shipping products to our sales force and import duties for the products; and
- royalties and related expenses for licensed technologies.

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For markets other than Mainland China, in **2023, 2024**, we sourced most of our beauty products and wellness products from trusted third-party suppliers and manufacturers. In Mainland China, we operate manufacturing facilities where we produce the majority of our beauty and wellness products sold in Mainland China. We also produce some products at these facilities that are exported to other markets. In addition, our Rhyz Manufacturing entities in the United States are producing some of our products. Cost of sales and gross profit, on a consolidated basis, may fluctuate as a result of changes in the ratio between self-manufactured products and products sourced from third-party vendors. In addition, because we purchase a significant amount of our goods in U.S. dollars and recognize revenue in local currencies, our gross margin is subject to exchange rate risks. Because our

gross margins vary from product to product and due to higher pricing in some markets, changes in product mix and geographic revenue mix can impact our gross margin on a consolidated basis.

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Selling expenses are our most significant expense and are classified as operating expenses. Selling expenses include sales commissions paid to our sales force, special incentives, costs for incentive trips, cost of sales force conventions and other rewards, as well as salaries, service fees, benefits, bonuses and other labor and unemployment expenses we pay to our sales force in Mainland China. The sales force conventions are held in various markets worldwide, which we generally expense in the period in which they are incurred. Because our various sales force conventions are not held during each fiscal year, or in the same period each year, their impact on our general and administrative expenses may vary from year to year and from quarter to quarter. For example, we currently plan to hold a global convention approximately every other year. We held our last in-person global convention in October 2019, as our 2021 global convention was held virtually due to the COVID-19 pandemic. We are currently planning to hold third quarter of 2024, with an east event in South Korea and a global convention west event in 2024 to celebrate our 40th anniversary. In addition, we hold regional conventions and conventions in our major markets at different times during the year. United States. These conventions have significant expenses associated with them. Because we have not incurred expenses for these conventions during every fiscal year or in comparable interim periods, year-over-year comparisons have been impacted accordingly. Selling expenses do not include amounts we pay to our sales force based on their personal purchases; rather, such amounts are reflected as reductions to revenue. Our global sales compensation plan, which we employ in all our markets except Mainland China, is an important factor in our ability to attract and retain our Sales Leaders. Under our global sales compensation plan, Sales Leaders can earn "multi-level" compensation, where they earn commissions for product sales to their consumer groups as well as the product sales made through the sales network they have developed and trained. We do not pay commissions on sales materials, business portfolios. Fluctuations occur in the amount of commissions paid as our numbers of Customers and Sales Leaders change from month to month, but the fluctuation in the overall payout as a percentage of revenue tends to be relatively small. Selling expenses as a percentage of revenue typically increase in connection with a significant product offering, due to growth in the number of Sales Leaders qualifying for increased sales compensation and promotional incentives. From time to time, we make modifications and enhancements to our global sales compensation plan in an effort to help motivate our sales force and develop leadership characteristics, which can have an impact on selling expenses.

Outside of Mainland China, Brand Affiliates also have the opportunity to make profits by purchasing products from us at a discount and selling them to consumers with a mark-up. We do not account for, nor pay, additional commissions on these mark-ups received by Brand Affiliates. In many markets, we also allow individuals who are not part of our sales force, whom we refer to as "preferred customers," to buy products directly from us at a discount. We pay commissions on preferred customer purchases to the referring member of our sales force.

General and administrative expenses include:

- wages and benefits;
- rents and utilities;
- depreciation and amortization;
- promotion and advertising;
- professional fees;
- travel;
- research and development; and
- other operating expenses.

Labor expenses are the most significant portion of our general and administrative expenses.

Provision for income taxes depends on the statutory tax rates and the withholding taxes in each of the jurisdictions in which we operate. For example, statutory tax rates in 2023 2024 were approximately 17% in Hong Kong, 20% in Taiwan, 21% in South Korea, 32% in Japan and 25% in Mainland China. We are subject to taxation in the United States at the statutory corporate federal tax rate of 21% in 2023, 2024, and we pay taxes in multiple states within the United States at various tax rates. Our overall effective tax rate was 67.7% 16.3% for the year ended December 31, 2023 December 31, 2024, a decrease from the previous fiscal year due to the sale of the Company's subsidiary Mavely on January 2, 2025.

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## Critical Accounting Policies and Estimates

The following critical accounting policies and estimates should be read in conjunction with our audited consolidated financial statements and related notes thereto. Management considers our critical accounting policies to be accounting for income taxes and accounting for intangible assets. In each of these areas, management makes estimates based on historical results, current trends and future projections.

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**Income Taxes.** We account for income taxes in accordance with the Income Taxes Topic of the Financial Accounting Standards Codification. This Topic establishes financial accounting and reporting standards for the effects of income taxes that result from an enterprise's activities during the current and preceding years. We take an asset and liability approach for financial accounting and reporting of income taxes. We pay income taxes in many foreign jurisdictions based on the profits realized in those jurisdictions, which can be significantly impacted by terms of intercompany transactions between Nu Skin affiliates around the world. Deferred tax assets and liabilities are created in this process. As of December 31, 2023 December 31, 2024, we had net deferred tax assets of \$105.0 million \$173.9 million. We net these deferred tax assets and deferred tax liabilities by jurisdiction. Valuation allowances are established when necessary to reduce deferred tax assets to the amounts expected to be ultimately realized. These deferred tax assets assume sufficient future earnings will exist for their realization and are calculated using anticipated tax rates. In certain jurisdictions, valuation allowances have been recorded against the deferred tax

assets specifically related to use of foreign tax credits **research and development credits for branch income** and net operating losses. The valuation allowance assessment requires estimates as to future operating results. These estimates are made on an ongoing basis based upon the **Company's Company's** business plans and growth strategies in each market and consequently, future material changes in the valuation allowance are possible. The valuation allowance reduces the deferred tax assets to an amount that management determined is more-likely-than-not to be realized. When we determine that there is sufficient taxable income to utilize the foreign tax **credits, the research and development** credits or the net operating losses, the valuation allowances will be released. In the event we were to determine that we would not be able to realize all or part of our deferred tax assets in the future, an adjustment to the deferred tax assets would be charged to earnings in the period such determination was made. **It is reasonably possible that within the next 12 months sufficient negative evidence may exist that will require us to establish additional valuation allowance on our deferred tax assets that we do not expect to realize.**

We evaluate our indefinite reinvestment assertions with respect to foreign earnings for each period. Other than earnings we intend to reinvest indefinitely, we accrue for the U.S. federal and state income taxes applicable to the earnings. For all foreign earnings, we accrue the applicable foreign income taxes. We intend to utilize the offshore earnings to fund foreign investments, specifically capital expenditures. Undistributed earnings that we have indefinitely reinvested aggregate to \$60.0 million as of **December 31, 2023 December 31, 2024**. If this amount were repatriated to the United States, the amount of incremental taxes would be approximately \$6.0 million.

The company operates in and files income tax returns in the U.S. and numerous foreign jurisdictions, which are subject to examination by tax authorities. Years open to examination contain matters that could be subject to differing interpretations of applicable tax laws and regulations related to the amount and/or timing of income, deductions, and tax credits. We account for uncertain tax positions in accordance with Accounting Standards Codification ("**ASC**" ("**ASC**") 740, Income Taxes. This guidance prescribes a minimum probability threshold that a tax position must meet before a financial statement benefit is recognized. The minimum threshold is defined as a tax position that is more likely than not to be sustained upon examination by the applicable taxing authority, including resolution of any related appeals or litigation processes, based on the technical merits of the position. The tax benefit to be recognized is measured as the largest amount of benefit that is greater than 50 percent likely of being realized upon ultimate settlement. In 2009, we entered into a voluntary program with the IRS called Compliance Assurance Process ("**CAP**"). Under the CAP program, the IRS audits the tax position of the Company to identify and resolve any tax issues that may arise throughout the tax year. **In 2022, T** the IRS **has** developed a new **pilot phase of CAP** called **"Bridge" "Bridge Plus."** Under Bridge Plus the taxpayer is required to provide book-to-tax reconciliations, credit utilization and other supporting documentation shortly after their audited financial statement is finalized. The company was selected for **the Bridge Plus phase** for the **2022, 2023, 2024, and 2024 2025** tax years. As of **December 31, 2023 December 31, 2024**, all open tax years except 2021 have been audited and are effectively closed to further examination. For the tax year 2021, the Company was in the Bridge phase of the CAP program, pursuant to which the IRS did not accept disclosures, did not conduct reviews and did not provide letters of assurance for the Bridge year. There are limited circumstances that tax years in the Bridge phase will be opened for examination. With a few exceptions, we are no longer subject to state and local income tax examination by tax authorities for the years before **2020 2021**. Foreign jurisdictions have varying lengths of statutes of limitations for income tax examinations. Some statutes are as short as three years and in certain markets may be as long as ten years. We are currently under examination in certain foreign jurisdictions; however, the outcomes of those reviews are not yet determinable.

Our unrecognized tax benefits are related to multiple foreign and domestic jurisdictions. Due to potential changes in unrecognized tax benefits from the multiple jurisdictions in which we operate, as well as the expiration of various statutes of limitation, it is reasonably possible that our gross unrecognized tax benefits, net of foreign currency adjustments, may **increase decrease** within the next 12 months by a range of approximately **\$2.0 \$1.0 to \$3.0 million \$2.0 million**.

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At **December 31, 2024**, we had **\$25.9 million in unrecognized tax benefits of which \$25.9 million, if recognized, would affect the effective tax rate**. In comparison, at **December 31, 2023**, we had **\$22.0 million in unrecognized tax benefits of which \$22.0 million, if recognized, would affect the effective tax rate**. **In comparison, at December 31, 2022, we had \$23.1 million in unrecognized tax benefits of which \$23.1 million, if recognized, would affect the effective tax rate**. We recognized an increase of approximately **\$0.6 million \$0.7 million** in interest and penalties expense during the year ended **December 31, 2023 December 31, 2024** and **\$5.7 million \$0.6 million** in interest and penalties during the year ended **December 31, 2022 December 31, 2023**. We had approximately **\$13.0 million \$13.7 million, \$12.4 million \$13.0 million and \$6.7 million \$12.4 million** of accrued interest and penalties related to uncertain tax positions at **December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022**, respectively. Interest and penalties related to uncertain tax positions are recognized as a component of income tax expense.

In 2021, as part of the Organization for Economic Co-operation and Development's ("**OECD**") Inclusive Framework, 140 member countries agreed to the implementation of the **Pillar Two Global Minimum Tax ("Pillar Two")** of 15%. The OECD continues to release additional guidance, including administrative guidance on how **Pillar Two** rules should be interpreted and applied by jurisdictions as they adopt **Pillar Two**. A number of countries have utilized the administrative guidance as a starting point for legislation that went into effect **January 1, 2024**. The company did not have a tax impact related to **Pillar Two** in 2024 and based on current enacted legislation, the Company does not anticipate a material impact related to **Pillar Two** for 2025.

In **December 2024**, The U.S. Treasury Department and IRS released final and proposed regulations relating to the determination under section 987 of taxable income or loss and foreign currency gain or loss with respect to a qualified business unit (QBU). The final regulations are effective for tax years beginning after **December 31, 2024**, with early adoption permitted. We are currently evaluating the impact that this guidance will have on the disclosures within our consolidated financial statements.

We are subject to regular audits by federal, state and foreign tax authorities. These audits may result in additional tax liabilities. We account for such contingent liabilities in accordance with relevant accounting standards and believe we have appropriately provided for income taxes for all years. Several factors drive the calculation of our tax reserves. Some of these factors include: (i) the expiration of various statutes of limitations; (ii) changes in tax law and regulations; (iii) issuance of tax rulings; and (iv) settlements with tax authorities. Changes in any of these factors may result in adjustments to our reserves, which would impact our reported financial results.

**Intangible Assets.** Acquired intangible assets may represent indefinite-lived assets, determinable-lived intangibles or goodwill. Of these, only the costs of determinable-lived intangibles are amortized to expense over their estimated life. The value of indefinite-lived intangible assets and residual goodwill is not amortized, but is tested at least annually for impairment. Our impairment testing for goodwill is performed separately from our impairment testing of indefinite-lived intangibles. We test goodwill for impairment, at least annually, by reviewing the book value compared to the fair value at the reportable unit level. We have the option to perform a qualitative assessment to determine whether further impairment testing is necessary or to perform a quantitative assessment by comparing the fair value of a reporting unit to its carrying amount, including goodwill. Under the qualitative assessment, an entity is not required to calculate the fair value of a reporting unit unless the entity determines that it is more likely than not that its fair value is less than its carrying amount. If under the quantitative assessment the fair value of a reporting unit is less than its carrying amount, then the amount of the impairment loss, if any, must be measured. We



elected to perform the quantitative assessment for fiscal years year 2022 and we used the qualitative assessment for fiscal years 2023 and 2021. year 2023.

Considerable management judgment and assumptions are used in our goodwill impairment assessment, including with respect to the estimated future cash flows, the earnings multiples used in the market approach, the discount rate used to discount such estimated future cash flows to their net present value and the reasonableness of the implied control premium relative to our market capitalization. These factors could materially increase or decrease the fair value of our reporting units and, accordingly, could result in a related impairment charge. Declines in our market capitalization or in our business performance could also result in a material impairment charge in a future period.

We completed During the annual three months ended March 31, 2024, we determined that the recent decline in our stock price and corresponding decrease in market capitalization were a triggering event that required us to perform a quantitative impairment analysis. Based on the analysis, we concluded the fair values of all reporting units were in excess of their carrying amounts and no impairment charge was required. For goodwill, and indefinite-lived intangible asset impairment testing as of October 1, 2023, and concluded the qualitative assessment indicated that the estimated fair value of the reporting units exceeded the carrying value by approximately 1% - 7%.

During the three months ended June 30, 2024, we determined that the continued decline in our stock price and corresponding decrease in market capitalization as well as declines in some of our reporting units' forecasts were triggering events that required us to perform a quantitative impairment analysis. Based on the analysis, we concluded that the estimated fair value of Americas, Mainland China, Southeast Asia/Pacific, Japan, South Korea, Europe & Africa, Hong Kong/Taiwan and our BeautyBio reporting units were less than their carrying value of equity as June 30, 2024. As a result, we recorded a non-cash goodwill impairment charge of \$130.9 million in the second quarter of 2024.

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In addition, during the three months ended June 30, 2024, we determined that the current operating losses and therefore decline in forecasted losses associated with our BeautyBio retail asset group were not at risk for impairment. As an interim triggering event that required us to perform an interim impairment analysis on our BeautyBio retail asset group. We assessed the recoverability of the October 1, 2022 testing date, related asset group comparing the carrying value of the asset group to the undiscounted cash flows expected to be generated. The recoverability test indicated the retail asset group was impaired. We concluded the carrying value of the retail asset group exceeded the estimated fair value which resulted in an impairment charge of \$10.1 million in our Rhyz Other segment during the three months ended June 30, 2024.

During the three months ended September 30, 2024, we determined that the continued decline in our stock price and corresponding decrease in market capitalization were a triggering event that required us to perform a quantitative impairment analysis for the Manufacturing and Rhyz Other reporting units. Based on the analysis, we concluded the fair value of the Manufacturing and Rhyz Other reporting unit was estimated to be approximately 8% units were in excess of its their carrying amount, amounts and no impairment charge was required at that time.

- During the three months ended December 31, 2024, the continued decline in our BeautyBio reporting unit forecast was a triggering event that required us to perform a quantitative analysis. As a result, we concluded the estimated fair value of our BeautyBio reporting unit was less than its carrying value and as a result recorded a non-cash goodwill impairment charge of \$3.6 million.
- At the time of the September 30, 2024 analysis, the estimated fair value of the Manufacturing reporting unit exceeded the carrying value by approximately 8%; therefore, the reporting unit is considered to be at risk of future impairment. The Manufacturing reporting units' fair values remain sensitive to unfavorable changes in assumptions utilized in the income approach, including revenue growth rates, profitability margins, estimated future cash flows, and the discount rates that could result in impairment charges in a future period.

Our revenue and profitability forecasts used in the reporting unit is goodwill impairment assessments considered recent and historical performance, strategic initiatives, industry trends and macroeconomic factors. Assumptions used in the valuations were similar to those that would be at risk used by market participants performing independent valuations of future impairment. The Manufacturing reporting unit's fair value remains sensitive to significant unfavorable changes the business.

Key assumptions developed by management and used in revenue, gross margin and discount rates that could negatively impact future analyses. the quantitative analyses:

- Financial projections and future cash flows, including a base year that considered recent actual results lower than previous internal forecasts, with revenue growth and profitability improvement throughout the forecast period that reflects the long-term strategy for the business, and terminal growth rates based on the expected long-term growth rate of the business; and
- Market-based discount rates.

During 2022, we recognized an impairment charge of \$1.7 million associated with determinable-lived intangibles. During 2021, we recognized an impairment charge associated with our exit of the Grow Tech segment. We did not recognize any impairment charges for goodwill or intangible assets during 2023.

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Results of Operations

The following table sets forth our operating results as a percentage of revenue for the periods indicated:

Year Ended December 31,			Year Ended December 31,		
2023	2022	2021	2024	2023	2022

Revenue	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Cost of sales	31.1	28.3	25.0	31.8	31.1	28.3
Gross profit	68.9	71.7	75.0	68.2	68.9	71.7
Operating expenses:						
Selling expenses	37.7	39.5	40.1	37.6	37.7	39.5
General and administrative expenses	27.8	25.0	24.3	27.7	27.8	25.0
Restructuring and impairment expenses	1.0	2.2	2.0	11.7	1.0	2.3
Total operating expenses	66.5	66.7	66.3	77.0	66.5	66.7
Operating income	2.4	5.0	8.7			
Operating income (loss)				(8.8)	2.4	5.0
Interest expense				1.5	1.3	0.6
Other income (expense), net	(1.1)	(1.0)	(0.1)	0.2	0.2	(0.4)
Income before provision for income taxes	1.3	4.0	8.6			
Income (loss) before provision for income taxes				(10.1)	1.3	4.0
Provision (benefit) for income taxes	0.9	(0.7)	3.1	(1.6)	0.9	(0.7)
Net income	0.4%	4.7%	5.5%			
Net income (loss)				(8.5)%	0.4%	4.7%

## 2023 2024 Compared to 2022 2023

### Overview

Revenue in 2023 2024 decreased 12% to \$1.73 billion from \$1.97 billion from \$2.23 billion in 2022, 2023. Our 2023 2024 revenue was negatively impacted 3% 4% from foreign-currency fluctuations. As of the end of the fourth quarter of 2023, 2024, Customers decreased 15%, Paid Affiliates decreased 30% 13% and Sales Leaders decreased 10% 16% compared to the prior year.

The year-over-year decrease in our 2023 2024 revenue was primarily driven by the continued macroeconomic pressures we've we've been facing in our markets, which have negatively impacted consumer spending and customer acquisition. In addition, while we continue to make progress on our long-term vision, we have experienced headwinds from the transformation process. During 2023 we began the launch process of ageLOC TRMe, our new personalized approach to weight management, which generated approximately \$87.5 million in revenue in 2023. In the third quarter of 2023, we began the launch process of our next smart connected device system, ageLOC WellSpa iO, which generated \$62.2 million in revenue. The decline declines in our core Nu Skin segments was were partially offset by 41% 32% growth in our Rhyz segments, partially from acquisitions during in the year second quarter of 2023 as well as organic growth. In January 2025, we sold one of our Rhyz businesses that accounted for \$69.6 million of our 2024 reported revenue. Rhyz is a key component of our business, and these companies enable us to reduce our cost of goods, improve lead times, diversify our revenue mix, and create synergies for our owned and partner brands. In the fourth quarter of 2024 we began to introduce enhancements to our sales performance plan, which we believe combines the best of affiliate marketing and leadership incentives to activate our existing sales force and excite potential new prospects. The plan is placing an enhanced focus on upfront earnings to help attract and retain new affiliates.

Earnings per share in 2023 2024 decreased 92% to \$(2.95) from \$0.17 from \$2.07 in 2022, 2023. The decrease in earnings per share was primarily driven by a third quarter 2024 million of 2023 restructuring and impairment charges, an inventory write-off charge of \$65.7 million, a \$19.8 million restructuring charge and \$38.8 million as well as the overall decline in revenue, partially offset by our 2022 \$48.5 million restructuring the 2023 \$65.7 million inventory write-off charge and \$26.9 million third quarter of 2022 inventory write-off charge. In addition, our Earnings the \$19.8 million restructuring charges. Our earnings per share was also impacted by an increase a decrease in our effective tax rate for 2023, 2024.

### Segment Results

We report our business in nine segments to reflect our current management approach. These segments consist of our seven geographic Nu Skin segments—Americas, Mainland China, Southeast Asia/Pacific, South Korea, Mainland China, Japan, Europe & Africa, South Korea, and Hong Kong/Taiwan—and our two Rhyz segments—Manufacturing and Rhyz other. Other. The Nu Skin Other category includes miscellaneous corporate revenue and related adjustments. The Rhyz other Other segment includes other investments by our Rhyz business arm, which were entered into during 2021 and 2023, arm. Our Europe & Africa segment was previously Europe, Middle East and Africa ("EMEA" ("EMEA")), but was changed following the June 2023 closure of the Israel market.

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The following table sets forth revenue for the years ended December 31, 2023 December 31, 2024 and 2022 2023 for each of our reportable segments (U.S. dollars in thousands):

Constant

Constant

	Year Ended December 31,				Year Ended December 31,			
	2023	2022	Change	Currency Change(1)	2024	2023	Change	Currency Change(1)
<i>Nu Skin</i>								
Americas	\$ 398,222	\$ 508,537	(22)%	(18)%	\$ 322,516	\$ 398,222	(19.0)%	(8.2)%
East Asia/Pacific					244,846	267,206	(8.4)%	(6.4)%
Mainland China	298,079	360,389	(17)%	(13)%	235,235	298,079	(21.1)%	(19.7)%
Southeast Asia/Pacific	267,206	344,411	(22)%	(21)%				
South Korea	236,099	268,707	(12)%	(11)%				
Japan	207,833	224,896	(8)%	(1)%	181,557	207,833	(12.6)%	(5.9)%
Europe & Africa	192,352	204,275	(6)%	(8)%	164,164	192,352	(14.7)%	(14.6)%
Hong Kong/ Taiwan	153,589	157,197	(2)%	1%				
South Korea					163,706	236,099	(30.7)%	(27.7)%
Hong Kong/Taiwan					130,610	153,589	(15.0)%	(13.3)%
Other	(858)	3,959	(122)%	(122)%	2,832	(858)	(431.2)%	(430.3)%
<b>Total Nu Skin</b>	<b>1,752,522</b>	<b>2,072,371</b>	<b>(15)%</b>	<b>(13)%</b>	<b>1,445,466</b>	<b>1,752,522</b>	<b>(17.5)%</b>	<b>(13.2)%</b>
<i>Rhyz</i>								
Manufacturing	181,395	149,458	21%	21%	201,430	181,395	11.0%	11.0%
Rhyz Other	35,214	3,830	819%	819%	85,188	35,214	141.9%	142.0%
<b>Total Rhyz</b>	<b>216,609</b>	<b>153,288</b>	<b>41%</b>	<b>41%</b>	<b>286,618</b>	<b>216,609</b>	<b>32.3%</b>	<b>32.3%</b>
<b>Total</b>	<b>\$ 1,969,131</b>	<b>\$ 2,225,659</b>	<b>(12)%</b>	<b>(9)%</b>	<b>\$ 1,732,084</b>	<b>\$ 1,969,131</b>	<b>(12.0)%</b>	<b>(8.2)%</b>

(1) Constant-currency revenue change is a non-GAAP financial measure. See "Non-GAAP Financial Measures," below.

The tables below set forth segment contribution for the years ended December 31, 2023 and 2022 summarized financial information for each of our reportable segments for the years ended December 31, 2024 and 2023 (U.S. dollars in thousands). Segment contribution excludes certain intercompany charges, specifically royalties, license fees, transfer pricing and other miscellaneous items. We use segment contribution to measure the portion of profitability that the segment managers have the ability to control for their respective segments. For additional information regarding our segments and the calculation of segment contribution, see Note 15 to the consolidated financial statements contained in this report.

Year Ended December 31, 2024										
	Nu Skin						Rhyz Investments			
	Americas	Southeast Asia/Pacific	Mainland China	Japan	Europe & Africa	South Korea	Hong Kong/ Taiwan	Manufacturing	Rhyz Other	Total Segments
Revenue	\$ 322,516	\$ 244,846	\$ 235,235	\$ 181,557	\$ 164,164	\$ 163,706	\$ 130,610	\$ 201,430	\$ 85,188	\$ 1,729,252
Cost of sales	83,461	64,950	44,059	36,852	42,766	33,600	24,932	164,145	14,532	509,297
Other segment items	171,338	134,666	145,086	93,907	100,389	79,360	70,989	35,825	116,465	948,025
Segment contribution	\$ 67,717	\$ 45,230	\$ 46,090	\$ 50,798	\$ 21,009	\$ 50,746	\$ 34,689	\$ 1,460	\$ (45,809)	\$ 271,930
Segment contribution as a percentage of revenue	21%	18%	20%	28%	13%	31%	27%	1%	-54%	-9%
	Year Ended December 31,						Year Ended December 31,			
	2023	2022	Change		2023	2022	Change		2023	2022
<i>Nu Skin</i>										
Americas					\$ 78,943	\$ 97,298				(19)%
Mainland China					62,259	72,362				(14)%
Southeast Asia/Pacific					47,743	75,902				(37)%
South Korea					74,091	78,811				(6)%
Japan					54,076	51,620				5%
Europe & Africa					18,592	15,959				16%
Hong Kong/Taiwan					40,582	32,584				25%
<b>Total Nu Skin</b>					<b>376,286</b>	<b>424,536</b>				<b>(11)%</b>
<i>Rhyz</i>										
Manufacturing					12,321	3,570				245%
Rhyz Other					(20,564)	(6,180)				(233)%
<b>Total Rhyz</b>					<b>(8,243)</b>	<b>(2,610)</b>				<b>216%</b>
Year Ended December 31, 2023										
	Nu Skin						Rhyz Investments			
	Americas	Southeast Asia/Pacific	Mainland China	Japan	Europe & Africa	South Korea	Hong Kong/ Taiwan	Manufacturing	Rhyz Other	Total Segments

	Americas	Southeast Asia/ Pacific	Mainland China	Japan	Europe & Africa	South Korea	Hong Kong/ Taiwan	Manufacturing	Rhyz Other	Total Segments
Revenue	\$ 398,222	\$ 267,206	\$ 298,079	\$ 207,833	\$ 192,352	\$ 236,099	\$ 153,589	\$ 181,395	\$ 35,214	\$ 1,969,989
Cost of sales	104,162	71,364	46,915	41,191	54,095	46,326	27,488	136,875	5,274	533,690
Other segment items	215,117	148,099	188,905	112,566	119,665	115,682	85,519	32,199	50,504	1,068,256
Segment contribution	\$ 78,943	\$ 47,743	\$ 62,259	\$ 54,076	\$ 18,592	\$ 74,091	\$ 40,582	\$ 12,321	\$ (20,564)	\$ 378,043
Segment contribution as a percentage of revenue	20 %	18 %	21 %	26 %	10 %	31 %	26 %	7 %	-58 %	19 %

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The following table provides information concerning the number of Customers, Paid Affiliates and Sales Leaders in our core Nu Skin business as of **December 31, 2023**, **December 31, 2024** and **2022**, **2023**.

- "Customers" are persons who have purchased directly from the Company during the three months ended as of the date indicated. Our Customer numbers include members of our sales force who made such a purchase, including Paid Affiliates and those who qualify as Sales Leaders, but they do not include consumers who purchase directly from members of our sales force.
- "Paid Affiliates" are any Brand Affiliates, as well as members of our sales force in Mainland China, who earned sales compensation during the three-month period. In all of our markets besides Mainland China, we refer to members of our independent sales force as "Brand Affiliates" because their primary role is to promote our brand and products through their personal social networks.
- "Sales Leaders" are the three-month average of our monthly Brand Affiliates, as well as sales employees and independent marketers in Mainland China, who achieved certain qualification requirements as of the end of each month of the quarter.

	Three Months Ended December 31,			Three Months Ended December 31,		
	2023	2022	Change	2024	2023	Change
<b>Customers</b>						
Americas	231,183	299,287	(23)%	227,556	231,183	(2)%
Southeast Asia/Pacific				82,956	106,471	(22)%
Mainland China	207,276	202,933	2%	150,731	207,276	(27)%
Southeast Asia/Pacific	106,471	141,183	(25)%			
South Korea	103,151	123,749	(17)%			
Japan	113,670	119,152	(5)%	110,069	113,670	(3)%
Europe & Africa	163,178	197,917	(18)%	133,306	163,178	(18)%
South Korea				81,301	103,151	(21)%
Hong Kong/Taiwan	52,110	62,903	(17)%	46,053	52,110	(12)%
Total Customers	977,039	1,147,124	(15)%			
Total				831,972	977,039	(15)%
<b>Paid Affiliates</b>						
Americas	31,910	42,633	(25)%	28,361	31,910	(11)%
Southeast Asia/Pacific(1)				26,310	34,404	(24)%
Mainland China	25,889	23,436	10%	22,125	25,889	(15)%
Southeast Asia/Pacific	34,404	38,653	(11)%			
Japan				22,318	22,417	—
Europe & Africa				16,860	18,888	(11)%
South Korea(1)	22,166	45,058	(51)%	17,939	22,166	(19)%
Japan(1)	22,417	38,021	(41)%			
Europe & Africa(1)	18,888	31,869	(41)%			
Hong Kong/Taiwan(1)	11,212	17,286	(35)%	10,961	11,212	(2)%
Total Paid Affiliates	166,886	236,956	(30)%			
Total				144,874	166,886	(13)%
<b>Sales Leaders</b>						
Americas	7,126	9,594	(26)%	6,778	7,126	(5)%
Southeast Asia/Pacific				5,288	6,418	(18)%
Mainland China	11,296	12,359	(9)%	8,969	11,296	(21)%
Southeast Asia/Pacific	6,418	6,999	(8)%			

South Korea	5,249	6,094	(14)%			
Japan	7,086	5,936	19%	6,780	7,086	(4)%
Europe & Africa	3,968	4,740	(16)%	3,343	3,968	(16)%
South Korea				3,343	5,249	(36)%
Hong Kong/Taiwan	2,916	3,015	(3)%	2,411	2,916	(17)%
Total Sales Leaders	44,059	48,737	(10)%			
Total				36,912	44,059	(16)%

- (1) The **December 31, 2023** **December 31, 2024** number is affected by a change in eligibility requirements for receiving certain rewards within our compensation structure, to more narrowly focus on those affiliates who are actively building a consumer base. See "South "Southeast Asia/Pacific," and "South Korea," "Japan," "Europe & Africa," and "Hong Kong/Taiwan," below. We plan to implement these changes in additional segments over the next several quarters.

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Following is a narrative discussion of our results in each segment, which supplements the tables above.

**Americas.** The **decline in revenue, Customers, Paid Affiliates and Sales Leaders results** in our Americas segment **for the fiscal year 2023 is attributable to the reflect** a continued decline in momentum in our North America markets, while our Latin America markets continue to be challenged by macroeconomic issues. **In the first quarter of 2023 we launched our new affiliate rewards and recognition program in North America. In the second quarter of 2023, we adjusted the structure of our sales compensation program in our Latin America markets and implemented our new e-commerce platform in North America. In connection with the our transformation efforts, we also have experienced disruptions to our subscriptions subscription sales in North America, which negatively impacted revenue. Despite some early difficulties In addition, our reported revenue reflects a negative impact from unfavorable foreign currency fluctuations of 10.8% for fiscal year 2024. Our 2024 revenue benefited from new and recent product launches, including our ageLOC WellSpa iO and Nu Skin RenuSpa iO connected devices, which generated approximately \$32.5 million in revenue for 2024, and our ageLOC TruFace Peptide Retinol Complex with migration advanced peptide technology and adoption MYND360, our new brand taking a holistic approach to support cognitive health, which generated a total of approximately \$9.6 million of revenue during the new programs second half of 2024. We introduced our enhancements to the sales performance plan in North America starting in November 2024.**

**In the second quarter of 2024, we launched our developing market strategy in Argentina, with a revised operating model with a focused product portfolio and platforms, we believe these changes will be beneficial for modified business model that has enabled us to reach a broader demographic. During the third and fourth quarters of 2024, our future Argentina market revenue, Customers and Sales Leaders all experienced double-digit growth opportunities. year-over-year. We plan on leveraging our learnings from this strategy throughout the remainder of Latin America in 2025.**

The year-over-year decrease in segment contribution primarily reflects the decline in revenue.

**Mainland China.** Our Mainland China market continued to be challenged during 2023. Although we saw certain improving trends during the second quarter, ongoing macroeconomic factors in the third quarter and the associated decrease in consumer spending led to declines in revenue. The year-over-year increases in our Paid Affiliates reflect the second quarter growth in these metrics from promotional activities and our ageLOC TRMe preview. Our Customers increased from promotions in the fourth quarter of 2023. Our revenue for fiscal year 2023 was negatively impacted 4% by unfavorable foreign currency fluctuations. While we continue to believe in the potential of this market, we anticipate the current deflationary pressures and other economic challenges persisting as the economy works to recover.

**The year-over-year decrease in segment contribution for fiscal year 2023 primarily reflects a decrease in revenue, partially offset by a 0.8 percentage point improvement in gross margin from a favorable sales mix as well as decreased production promotions and discounts during the year.**

**Southeast Asia/Pacific.** The decline in revenue, Customers, Paid Affiliates and Sales Leaders for **2023 2024** is partially attributable to slowing momentum from the general macroeconomic factors in the markets along with price increases that we implemented to address inflation. **In addition, in During the first second half of 2022 2024, we launched ageLOC Meta (locally referred began to as ageLOC Reset see year-over-year improvements in many of our markets, but our Indonesia market remains challenging. Our Paid Affiliates were negatively impacted by a change in eligibility requirements in our Southeast Asia markets), which generated \$48.1 million Pacific markets for receiving certain rewards within our compensation structure. We estimate the change in revenue eligibility requirements resulted in a reduction of approximately 1,500 Paid Affiliates for fiscal year 2022, respectively, compared to \$22.2 million for fiscal year 2023. the three months ended December 31, 2024.**

The year-over-year decrease in segment contribution is primarily attributable to the decline in revenue.

**Mainland China.** Our Mainland China market continued to be challenged during 2024, with ongoing macroeconomic factors and the associated decrease in consumer spending leading to declines in revenue, **along with Customers, Paid Affiliates and Sales Leaders. We anticipate the current regulatory pressures as well as other economic challenges persisting as the economy works to recover.**

**The year-over-year decrease in segment contribution for 2024 primarily reflects lower revenue. In addition, our segment contribution was impacted by a 1.7 2.7 percentage point decline decrease in gross margin due for 2024, attributable to product mix, and increased sales promotions as well as pressure from the new manufacturing plant that went into operation in the fourth quarter of 2023. Our segment contribution was also impacted by a 1.0 1.4 percentage point increase in selling expenses as a percentage of revenue for 2024, due to increased transitional sales force incentives.**

**Japan.** The decline in revenue is primarily attributable to a 6.7% negative impact from unfavorable foreign-currency fluctuations as well as consumer inflationary pressures which depressed spending. On a local currency basis, revenue decreased 5.9%.

**The year-over-year decline in segment contribution reflects the decreased revenue, partially offset by a 1.3 percentage point decline in general and administrative expenses for 2024 attributable to savings from our restructuring plan.**

Europe & Africa. The reduction in revenue, Customers, Paid Affiliates and Sales Leaders reflects the continued softening of momentum, as well as a continuation of the macroeconomic factors that have led to a decline in the purchasing power of our customers. Leveraging our learnings from Argentina, we plan on focusing on a product and pricing strategy aimed towards increasing accessibility and affordability.

The year-over-year increase in segment contribution is primarily attributable to a 2.1 percentage-point increase in gross margin from less sales discounts, as well as a 0.50 percentage-point decrease in general and administrative expenses as a percent of revenue from incremental cost associated with our Sales Leader growth program, which is aimed at channel development efforts, saving efforts, all partially offset by the decline in revenue.

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South Korea. Our South Korea market was challenged by difficult macroeconomic trends, including inflationary pressures, and our associated price increases which negatively impacted our revenue, Customers, Paid Affiliates and Sales Leaders for the year ended December 31, 2023 December 31, 2024. During the fourth quarter of 2024, we introduced our enhancements to the sales performance plan in South Korea. Our Paid Affiliates were also negatively impacted by a change in eligibility requirements for receiving certain rewards within our compensation structure. We estimate the change in eligibility requirements resulted in a reduction of approximately 14 thousand 1,000 Paid Affiliates for the three months ended December 31, 2023 December 31, 2024.

The year-over-year decrease in segment contribution primarily reflects the decline in revenue, partially offset by a \$9.0 million decrease in general and administrative expenses from savings generated by our 2022 restructuring plan, revenue.

Japan. The decline in revenue is primarily attributable to a 7% negative impact from unfavorable foreign-currency fluctuations. On a local currency basis, revenue decreased less than 1%. The increase in Sales Leaders is primarily from a modification we made to the compensation plan starting in June 2023. Our Paid Affiliates were also negatively impacted by a change in eligibility requirements made in the fourth quarter of 2023 for receiving certain rewards within our compensation structure. We estimate the change in eligibility requirements resulted in a reduction of approximately 15 thousand Paid Affiliates for the fourth quarter of 2023.

The year-over-year decline in segment contribution reflects the decline in revenue, partially offset by cost savings generated from the 2022 restructuring plan, and a decrease in selling expenses due to a reduction in the incentive trips accrual.

Europe & Africa. The reduction in revenue, Customers, Paid Affiliates and Sales Leaders reflects the softening of momentum that occurred during the first half of 2023, as well as macroeconomic factors that have led to a decline in the purchasing power of our customers. Our Paid Affiliates were also negatively impacted by a change in eligibility requirements for receiving certain rewards within our compensation structure. We estimate the change in eligibility requirements resulted in a reduction of approximately 6 thousand Paid Affiliates for the fourth quarter of 2023. Effective June 2023, we closed our Israel market. This market generated \$65 thousand of revenue for the first half of 2023 prior to its closure and \$172 thousand for the full year 2022.

The year-over-year decline in segment contribution reflects the decline in revenue, partially offset by a slight 1.4 percentage point improvement in gross margin due to favorable sales mix and price increase.

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Hong Kong/Taiwan. Our The declines in our Hong Kong/Taiwan segment revenue decreased 2% for fiscal year 2023. Our revenue was negatively impacted 3% from unfavorable foreign-currency fluctuations. During the back half of 2023, 2024 are attributable to macroeconomic issues, which are resulting in less purchasing power for our consumers. In addition, we previewed and launched our ageLOC WellSpa iO, which generated approximately \$13.5 million of revenue. Our experienced some transformational pressures with new technology in Taiwan.

The decline in Customers is primarily related to the product launch process, under which the product was initially only available to our Sales Leaders for purchase. Our Paid Affiliates were also negatively impacted by a change in eligibility requirements for receiving certain rewards within our compensation structure. We estimate the change in eligibility requirements resulted in a reduction of approximately 3 thousand Paid Affiliates for the fourth quarter of 2023.

Our segment contribution benefited from a 2.0 percentage point improvement was primarily driven by the decline in gross margin from cost saving initiatives to reduce freight and overhead cost, a 2.1 percentage point decrease in selling expenses as a percentage of revenue from lower incentive trip accruals, and a 1.7 percentage point decrease in general and administrative expenses from cost savings in occupancy and labor resulting primarily from our 2022 restructuring plan, revenue.

Manufacturing. Our Manufacturing segment revenue increased 21% 11.0%, primarily driven by our Wasatch Manufacturing entity. During 2023, 2024, Wasatch revenue increased approximately 46% 20.6%, primarily from onboarding new customers and continued automation efforts to increase efficiencies, enabling an expansion in capabilities.

The decrease in segment contribution for 2024 is primarily from the revenue mix amongst our manufacturing entities as well as product mix, which resulted in less profitability for the periods presented.

Rhyz Other. The increase in production capacity, revenue of our Rhyz Other segment was primarily driven by 182.4% growth at our Mavely entity. This entity accounted for \$69.6 million and \$24.7 million of our 2024 and 2023 reported revenue, respectively.

The increase in segment contribution for 2023 2024 is primarily from the increased revenue and efficiencies gained from automation. In addition, segment contribution benefited from a favorable revenue mix between profitability at our manufacturing entities, which have differing profitability levels. Mavely entity as it continued to grow.



Rhyz Other. The increase As previously disclosed, in revenue January 2025, we completed the sale of our Mavely entity for \$230 million in our Rhyz other segment is primarily driven by \$20.8 million growth at Mavely, our previously acquired social commerce platform for 2023. In addition, we recognized \$10.6 million of revenue for 2023, from our entities acquired cash, subject to certain adjustments as set forth in the second purchase agreement, including post-closing determination of net working capital and other elements of the purchase price, and a number of shares of the purchaser's common stock valued by the parties at \$20 million. Following the completion of certain payments to other equity holders in Mavely, we expect to retain approximately \$201 million of cash, subject to certain adjustments as set forth in the purchase agreement, and a number of shares of the purchaser's common stock valued at \$10 million. In the first quarter of 2023. Because 2025, we acquired these entities during expect to record a pre-tax gain on disposition of approximately \$170-\$190 million, pending the year, our reported revenue for these entities consists only finalization of the revenue after the acquisition dates, not the full year.

In April 2023, we acquired 60 percent of LifeDNA, Inc. ("LifeDNA"), a DNA assessment company. Consideration paid included \$4.0 million of cash, along with the conversion of a previous \$3.0 million Simple Agreement for Future Equity ("SAFE"), and a \$0.2 million convertible note. In June 2023, we acquired 100 percent ownership in Beauty Biosciences, LLC ("BeautyBio"), a clean and clinically proven skin care and beauty device company. The purchase price for BeautyBio was \$75.0 million, net of cash acquired of \$1.5 million, all payable in cash.

The decline in segment contribution for 2023 is primarily from our recent acquisitions, which we are currently investing in to enable future growth, as well as the impacts of purchase accounting, which resulted in \$3.3 million of incremental amortization of intangible assets. valuation.

## Consolidated Results

### Revenue

Revenue for the year ended December 31, 2023 December 31, 2024 decreased 12% to \$1.97 billion \$1.73 billion, compared to \$2.23 billion \$1.97 billion in the prior-year period. For a discussion and analysis of this increase decline in revenue, see "Overview" and "Segment Results," above.

### Gross profit

Gross profit as a percentage of revenue decreased to 68.2% in 2024, compared to 68.9% in 2023, compared to 71.7% in 2022. 2023. Gross profit as a percentage of revenue for core Nu Skin decreased 2.2 increased 1.1 percentage points to 73.2%, primarily driven by our third quarter of 2023 strategic decision to re-balance and narrow our product portfolio, which resulted in an incremental \$65.7 million inventory write-off, compared to an incremental \$26.9 million write-off in the third quarter of 2022. 74.3%. Our gross margin was also impacted by the gross margin of our owned manufacturing entities, which as previously disclosed, is significantly lower than the gross margin of our core Nu Skin business. With the year-over-year growth within our Manufacturing segment, their revenue represented a higher proportion of our overall consolidated revenue for the year ended December 31, 2023 December 31, 2024 than in the prior-year. In the fourth quarter of 2024, we recorded an incremental inventory write-off charge of \$38.8 million as we continue to accelerate and expand our product portfolio optimization, compared to a \$65.7 million charge in 2023.

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### Selling expenses

Selling expenses as a percentage of revenue decreased to 37.7% 37.6% in 2023, 2024, compared to 39.5% 37.7% for 2022. 2023. Our core Nu Skin business's selling expense as a percentage of revenue decreased 1.2 increased 0.8 percentage points to 41.9% for 2024, compared to 41.1% for 2023, compared to 42.3% for 2022. 2023. Selling expenses for our core Nu Skin business are driven by the specific performance of our individual Sales Leaders. Given the size of our sales force and the various components of our compensation and incentive programs, selling expenses as a percentage of revenue typically fluctuate plus or minus approximately 100 basis points from period to period. Our selling expenses is are also impacted by the growth within our Manufacturing segment, which has minimal selling expenses. We expect to see future fluctuations in our selling expenses as a result of growth in the Rhyz segments and varying level of selling expenses by entity. For example, as discussed above, Manufacturing has minimal selling expenses, and within Rhyz other, Other, the Mavely has business that we sold in January 2025 had selling expenses of approximately 80% of revenue, and BeautyBio and LifeDNA the selling expenses of the other two entities in Rhyz Other are minimal. In the third quarter of 2024, we held our global Nu Skin LIVE event with an east LIVE in South Korea and a west LIVE in the United States. As a result of these events, we incurred approximately \$10.2 million of incremental expenditures, which contributed to our elevated selling expenses.

### General and administrative expenses

General and administrative expenses decreased to \$479.0 million in 2024, compared to \$546.9 million in 2023, compared to \$555.8 million in 2022. 2023. The \$8.9 million \$67.9 million decrease primarily was from contraction a \$48.1 million reduction in labor expense and \$16.0 million reduction in occupancy related expenses, both attributable to our 2022 recent restructuring plans, in which we reduced our physical footprint and headcount. As a percentage of revenue, general and administrative increased 2.8 decreased 0.1 percentage points to 27.7% for 2024, compared to 27.8% for 2023, compared to 25.0% for 2022. 2023.

### Restructuring and impairment expenses

2022 restructuring plan. In the third quarter of 2022, we adopted a strategic plan to focus resources on our strategic priorities and optimize future growth and profitability. The global program included workforce reductions and footprint optimization. Total charges incurred under the program were approximately \$53.3 million, with \$40.8 million in cash charges of severance and lease termination cost and approximately \$12.5 million of non-cash charges of impairment of fixed assets, acceleration of depreciation and impairment of other intangibles related to our footprint optimization. During 2022, we incurred charges to be settled in cash of \$20.1 million in severance charges, \$7.4 million in lease termination cost, and \$5.2 million in other associated cost, and non-cash charges of \$8.2 million in fixed asset impairments, \$0.9 million in accelerated depreciation and \$1.7 million in impairment of other intangibles. During 2023, we incurred charges to be settled in cash of \$4.0 million in severance charges, \$1.9 million in lease termination cost, and \$2.2 million in other associated cost, and non-cash charges of \$1.7 million in accelerated depreciation.

2023 restructuring plan. In the fourth quarter of 2023, we adopted another strategic plan to focus resources on our global priorities and optimize future growth and profitability. The global program includes workforce reductions. We estimate total reductions and fixed asset impairments associated with our consolidation of technology assets. Total charges under

the program will approximate \$15–\$25 million included approximately \$27.9 million in cash charges of severance, approximately \$1.0 million in other cash charges which will be paid and approximately \$38.8 million in cash, non-cash charges, including approximately \$36.6 million in fixed asset impairments. We expect to substantially complete have incurred all expected charges under the program during 2023 plan and anticipate making the remaining payments in the first half of 2024. The program may expand as we continue to evaluate our business, including our product portfolio, global processes and organization, and operational footprint, 2025. During the fourth quarter of 2023, we incurred charges to be settled in cash of \$10.0 million in severance charges. During 2024, we incurred charges to be settled in cash of \$17.9 million in severance charges and \$1.0 million of other associated cost, and non-cash charges of \$36.6 million of fixed asset impairments and \$2.2 million of other non-cash charges.

**Goodwill and intangibles impairment.** During the three months ended June 30, 2024, we determined that the continued decline in our stock price and corresponding decrease in market capitalization as well as declines in some of our reporting units' forecasts were triggering events that required us to perform a quantitative impairment analysis. When we performed an impairment test during the second quarter of 2024, we concluded that the estimated fair value of Americas, Mainland China, Southeast Asia/Pacific, Japan, South Korea, Europe & Africa, Hong Kong/Taiwan and our BeautyBio reporting units were less than their carrying value of equity as June 30, 2024. As a result, we recorded a non-cash goodwill impairment charge of \$130.9 million in the second quarter of 2024. During the fourth quarter of 2024, the continued decline in our BeautyBio reporting unit forecast was a triggering event that required us to perform a quantitative analysis. As a result, we concluded the estimated fair value of our BeautyBio reporting unit was less than its carrying value and as a result recorded a non-cash goodwill impairment charge of \$3.6 million.

In addition, during the three months ended June 30, 2024, we determined that the current operating losses and decline in forecasted losses associated with our BeautyBio retail asset group were an interim triggering event that required us to perform an interim impairment analysis on our BeautyBio retail asset group. We assessed the recoverability of the related asset group comparing the carrying value of the asset group to the undiscounted cash flows expected to be generated. The recoverability test indicated the retail asset group was impaired. We concluded the carrying value of the retail asset group exceeded the estimated fair value which resulted in an impairment charge of \$10.1 million in our Rhyz Other segment during the three months ended June 30, 2024.

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### **Interest expense**

Interest expense increased to \$26.4 million for 2024, compared to \$25.6 million in the prior-year period. The increase in interest expense was primarily due to increased borrowings on our revolving credit facility in the first half of 2024 compared to 2023, associated with our June 2023 acquisition of BeautyBio. During January 2025, we made a \$115.0 million payment on our term loan using a portion of the proceeds from the Mavely sale; accordingly, we anticipate that our interest expense will decline in the first quarter of 2025.

### **Other income (expense), net**

Other income (expense), net for 2023 2024 was \$(21.7) million, \$2.9 million, compared to \$(21.9) million \$3.9 million in 2022, 2023. The decrease in other expense income for year ended December 31, 2023 December 31, 2024 primarily reflects a \$7.2 million decline in an incremental \$0.7 million of foreign currency losses and a \$9.3 million unrealized investment loss recorded in 2022 related to a controlled environment agriculture company that we invested in, partially offset by a \$12.1 million increase in interest expense and a \$4.0 million decline in contingent consideration that was recorded in 2022 in connection with a previous acquisition. losses.

### **Provision for income taxes**

Provision (benefit) for income taxes increased decreased to \$(28.5) million in 2024 from \$18.0 million in 2023 from \$(15.8) million in 2022, 2023. Our effective tax rate increased decreased to 67.7% 16.3% of pre-tax income in 2023 2024 from (17.8)% 67.7% in 2022, 2023. The increase decrease in the effective tax rate for 2023 2024 is primarily due to the restructuring charges that affected our U.S. earnings. These additional expenses company having net loss in the U.S. reduced our ability to utilize 2024 but still paying taxes, primarily in foreign tax credits. As a result, we recorded an additional \$6.1 million valuation allowance against our foreign tax credits, jurisdictions.

For 2024, 2025, we currently anticipate that our effective tax rate will be approximately 25-35%. Our actual 2024 2025 effective tax rate could differ materially from this estimate. Our future effective tax rates could fluctuate significantly, being affected by numerous factors, such as intercompany transactions, changes in our business operations, foreign audits, increases in uncertain tax positions, acquisitions, entry into new markets, the amount of our foreign earnings, including earnings being lower than anticipated in jurisdictions where we have a lower statutory rate and higher than anticipated in jurisdictions where we have a higher statutory rate, losses incurred in jurisdictions, the inability to realize tax benefits, withholding taxes, changes in foreign currency exchange rates, changes in our stock price, changes in our deferred tax assets and liabilities and their valuation.

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### **Net income (loss)**

As a result of the foregoing factors, net income in 2023 2024 decreased to \$8.6 million, \$(146.6) million, compared to \$104.8 million \$8.6 million in 2022, 2023.

### **2022 2023 Compared to 2021 2022**

For a comparison of our operating results for 2022 2023 compared to 2021, 2022, see Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations beginning on page 44 46 of our Annual Report on Form 10-K for the fiscal year ended December 31, 2022 December 31, 2023, as filed with the SEC on February 16, 2023 February 15, 2024.

### **Liquidity and Capital Resources**

Historically, our principal uses of cash have included operating expenses (particularly selling expenses) and working capital (principally inventory purchases), as well as capital expenditures, stock repurchases, dividends, debt repayment and the development of operations in new markets. We have at times incurred long-term debt, or drawn on our revolving line of credit, to fund strategic transactions, stock repurchases, capital investments and short-term operating needs. We typically generate positive cash flow from operations due to favorable margins and have generally relied on cash from operations to fund operating activities. We generated \$111.7 million in cash from operations during 2024, compared to \$118.6 million in cash from operations during 2023, compared to \$108.1 million in cash from operations during 2022. The increase in cash flow from operations primarily reflects higher payout of our accruals in 2022, attributable to our 2021 restructuring and higher commission charges incurred during the fourth quarter of 2021, partially offset by a lower net income in 2023.

As of December 31, 2023 December 31, 2024, cash and cash equivalents, including current investments, were \$267.8 million \$198.0 million compared to \$278.5 million \$267.8 million as of December 31, 2022 December 31, 2023. The decrease was primarily driven by our second quarter of 2023 acquisitions of BeautyBio quarterly debt payments, \$85.0 million paid on our revolving credit facility and LifeDNA, quarterly dividend payments, capital expenditures, as discussed below, and payment on liabilities associated with our 2022 restructuring plan, partially offset by borrowings on our revolving credit facility, a substantial portion of which was to fund our acquisition of BeautyBio. \$111.7 million in cash from operations. Working capital as of December 31, 2023 December 31, 2024 was \$373.0 million \$242.0 million compared to \$400.6 million \$373.0 million as of December 31, 2022 December 31, 2023. The decrease Our decline in working capital is primarily attributable to the decline in cash as discussed above and a lower inventory primarily from our third quarter of 2023 \$65.7 million write-off, balance, partially offset by an increase a decrease in accounts receivable from the growth in our Rhyz segments. accrued expenses associated with lower employee-related cost and commissions.

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Cash requirements. For 2024 2025, we currently expect that our material cash requirements will include the following:

- Cash requirements for operating activities. Our operating expenses typically total approximately 85%-90% of our revenue, with compensation to our sales force constituting 40%-43% of our core Nu Skin revenue. These compensation expenses consist primarily of commission payments, which we generally pay to our sales force within approximately one to two months of the sale. Inventory purchases have historically constituted approximately 15%-20% of our revenue. On average, we purchase our inventory approximately three to six months prior to sale. While our actual cash usage may vary based on the timing of payments, we currently expect these approximate percentages and payment practices to continue in 2024 2025. In addition, we expect our 2024 2025 lease payments will be approximately \$27.2 million \$21.5 million.
- Cash requirements for investing activities. As discussed in more detail below, our capital expenditures are expected to be \$40-60 \$45-65 million for 2024 2025.
- Cash requirements for financing activities. In 2024 2025 we are obligated to make a total of \$25.0 million \$20.0 million in quarterly principal payments plus the associated interest on our term loan. We also anticipate paying quarterly cash dividends throughout 2024 2025, approximating \$3 million \$3 million per quarter depending on the number of shares outstanding as of record date. Additional details about our dividends and term loan are provided below.

For 2024 2025 and onward, we currently expect the above material cash requirements will remain. See Note 6 7 and Note 7 8 to the consolidated financial statements contained in this report for our future cash requirements related to our debt principal repayment and our maturities of lease liabilities.

We intend to fund the aforementioned cash requirements with our cash from operations and draw on our revolving credit facility, as needed, to address any short-term funding requirements.

Capital expenditures. Capital expenditures in 2023 2024 totaled \$58.5 million \$41.6 million. We As with 2024, we expect that our the capital expenditures in 2024 2025 will be primarily related to:

- Rhyz plant expansion to increase capacity and capabilities;
- purchases and expenditures for computer systems and equipment, software, and application development; and
- the expansion and upgrade of facilities in our various markets.

We estimate that capital expenditures for the uses listed above will total approximately \$40-60 \$45-65 million for 2024. The construction of the new manufacturing plant in Mainland China was substantially completed during 2023; production began in the fourth quarter of 2023. As of December 31, 2023, we had spent approximately \$53.9 million on this project, including \$9.2 million in 2023 2025.

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Credit Agreement. On June 14, 2022, we entered into an Amended and Restated Credit Agreement (the "Credit Agreement") with various financial institutions as lenders and Bank of America, N.A., as administrative agent. The Credit Agreement provides for a \$400.0 million term loan facility and a \$500.0 million revolving credit facility, each with a term of five years. We used the proceeds of the term loan and the draw on the revolving facility to pay off the previous credit agreement. Both facilities bear interest at the Secured Overnight Financing Rate ("SOFR" ("SOFR")), plus a margin based on our consolidated leverage ratio. The term loan facility amortizes in quarterly installments in amounts resulting in an annual amortization of 2.5% during the first year and 5.0% during the subsequent years after the closing date of the Credit Agreement, with the remainder payable at final maturity. As of December 31, 2023 December 31, 2024 and 2022 2023, we had \$120.0 million \$35.0 million and \$10.0 million \$120.0 million of outstanding borrowings under our revolving credit facility, and \$385.0 million \$360.0 million and \$395.0 million \$385.0 million on our term loan facility. The carrying value of the debt also reflects debt issuance costs of \$2.0 million \$1.4 million and \$2.5 million \$2.0 million as of December 31, 2023 December 31, 2024 and 2022 2023, respectively, related to the Credit Agreement. The Credit Agreement requires us to maintain a consolidated leverage ratio not exceeding 2.25 to 1.00 and a consolidated interest coverage ratio of no less than 3.00 to 1.00. As of December 31, 2023 December 31, 2024, we were in compliance with all debt covenants under the Credit Agreement.

Modification of previous credit agreement. On June 14, 2022, In January 2025, we repaid our outstanding debt under our previous credit agreement, dated as of April 18, 2018, with several financial institutions as lenders and Bank of America, N.A., as administrative agent. We had indebtedness of \$70.0 million on our revolver as of December 31, 2021, and \$307.5 million made a \$115.0 million payment on our term loan as using a portion of December 31, 2021. the proceeds from the Mavely sale.

**Derivative instruments.** As of ~~December 31, 2023~~ December 31, 2024, we had four interest rate swaps, with a total notional principal amount of \$200 million and a maturity date of July 31, 2025. We entered into these interest rate swap arrangements during the third quarter of 2020 to hedge the variable cash flows associated with our variable-rate debt under the Credit Agreement. ~~Our interest expense may increase after our interest rate swaps expire in July 2025.~~

**Stock repurchase plan.** In 2018, our board of directors approved a stock repurchase plan authorizing us to repurchase up to \$500.0 million of our outstanding shares of Class A common stock on the open market or in private transactions. During ~~2023~~, 2024, we ~~repurchased approximately 0.6 million shares of our Class A common stock under the plan for \$13.0 million.~~ made no repurchases. As of ~~December 31, 2023~~ December 31, 2024, \$162.4 million was available for repurchases under the plan. Our stock repurchases are used primarily to offset dilution from our equity incentive plans and for strategic initiatives.

**Dividends.** In February, May, ~~July~~ August and ~~October 2023~~, November 2024, our board of directors declared quarterly cash dividends of ~~\$0.39~~ \$0.06 per share. ~~These~~ The quarterly cash dividends of ~~\$19.4 million, \$19.5 million, \$19.5 million and \$19.3 million~~ \$3.0 million were paid on ~~March 8, 2023~~ March 6, 2024, ~~June 7, 2023~~ June 12, 2024, ~~September 6, 2023~~ September 11, 2024 and ~~December 6, 2023~~ December 11, 2024 to stockholders of record on ~~February 27, 2023~~ February 26, 2024, ~~May 26, 2023~~ May 31, 2024, ~~August 25, 2023~~ August 30, 2024 and ~~November 24, 2023~~ November 29, 2024. In February ~~2024~~, 2025, our board of directors declared a ~~reduced~~ quarterly cash dividend of ~~\$0.06~~ \$0.06 per share to be paid on ~~March 6, 2024~~ March 5, 2025 to stockholders of record on ~~February 26, 2024~~ February 24, 2025. During 2023, we paid quarterly cash dividends of \$0.39 per share. The reduction of our decrease in the quarterly dividend is expected to preserve in 2024 preserved approximately \$65.0 million \$65.0 million of capital on an annualized basis, better positioning us to allocate additional capital to our growth initiatives to execute on our business strategy. in 2024. Currently, we anticipate that our board of directors will continue to declare quarterly cash dividends and that the cash flows from operations will be sufficient to fund our future dividend payments. However, the continued declaration of dividends is subject to the discretion of our board of directors and will depend upon various factors, including our net earnings, financial condition, cash requirements, future prospects and other relevant factors.

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**Cash from foreign subsidiaries.** As of ~~December 31, 2023~~ December 31, 2024 and ~~2022~~, 2023, we held ~~\$267.8 million~~ \$198.0 million and ~~\$278.5 million~~ \$267.8 million, respectively, in cash and cash equivalents, including current investments. These amounts include ~~\$213.7 million~~ \$154.1 million and ~~\$223.0 million~~ \$222.4 million as of ~~December 31, 2023~~ December 31, 2024 and ~~2022~~, 2023, respectively, held in our operations outside of the United States. Substantially all of our non-U.S. cash and cash equivalents are readily convertible into U.S. dollars or other currencies, subject to procedural or other requirements in certain markets, as well as an indefinite-reinvestment designation, as described below.

We typically fund the cash requirements of our operations in the United States through intercompany dividends, intercompany loans and intercompany charges for products, use of intangible property, and corporate services. However, some markets impose government-approval or other requirements for the repatriation of dividends. For example, in Mainland China, we are unable to repatriate cash from current operations in the form of dividends until we file the necessary statutory financial statements for the relevant period. As of ~~December 31, 2023~~ December 31, 2024 and ~~2022~~, 2023, we had ~~\$31.8 million~~ \$27.4 million and ~~\$33.4 million~~ \$31.8 million, respectively, in cash denominated in Chinese RMB. We also have experienced delays in repatriating cash from Argentina. As of ~~December 31, 2023~~ December 31, 2024 and ~~2022~~, 2023, we had ~~\$17.7 million~~ \$22.4 million and ~~\$14.9 million~~ \$17.7 million, respectively, in intercompany receivable with our Argentina subsidiary. We also have intercompany loan arrangements with some of our markets, including Mainland China, that allow us to access available cash, subject to certain limits in Mainland China and other jurisdictions. We also have drawn on our revolving line of credit to address cash needs until we can repatriate cash from Mainland China or other markets, and we may continue to do so. Except for \$60 million of earnings in Mainland China that we designated as indefinitely reinvested during the second quarter of 2018, we currently plan to repatriate undistributed earnings from our non-U.S. operations as necessary, considering the cash needs of our non-U.S. operations and the cash needs of our U.S. operations for dividends, stock repurchases, capital investments, debt repayment and strategic transactions. Repatriation of non-U.S. earnings is subject to withholding taxes in certain foreign jurisdictions. Accordingly, we have accrued the necessary withholding taxes related to the non-U.S. earnings.

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We currently believe that existing cash balances, future cash flows from operations and existing lines of credit will be adequate to fund our cash needs on both a short- and long-term basis. The majority of our historical expenses have been variable in nature and as such, a potential reduction in the level of revenue would reduce our cash flow needs. In the event that our current cash balances, future cash flow from operations and current lines of credit are not sufficient to meet our obligations or strategic needs, we would consider raising additional funds in the debt or equity markets or restructuring our current debt obligations. Additionally, we would consider realigning our strategic plans, including a reduction in capital spending, stock repurchases or dividend payments.

#### **Non-GAAP Financial Measures**

Constant-currency revenue change is a non-GAAP financial measure that removes the impact of fluctuations in foreign-currency exchange rates, thereby facilitating period-to-period comparisons of the Company's performance. It is calculated by translating the current period's revenue at the same average exchange rates in effect during the applicable prior-year period and then comparing that amount to the prior-year period's revenue. We believe that constant-currency revenue change is useful to investors, lenders, and analysts because such information enables them to gauge the impact of foreign-currency fluctuations on our revenue from period to period.

#### **Contingent Liabilities**

Please refer to Note ~~16~~ 17 to the consolidated financial statements contained in this report for information regarding our contingent liabilities.

#### **Seasonality and Cyclical**

In addition to general economic factors, we are impacted by seasonal factors and trends such as major cultural events and vacation patterns. For example, most Asian markets celebrate their respective local New Year in the first quarter, which generally has a negative impact on that quarter. We believe that direct selling is also generally negatively

impacted during the third quarter, when many individuals, including our sales force, traditionally take vacations.

Prior to making a product generally available for purchase in a market, we often do one or more introductory offerings of the product, such as a preview of the product to our Sales Leaders or other product introduction or promotion. These offerings sometimes generate significant activity and a high level of purchasing, which can result in a higher-than-normal increase in revenue, Sales Leaders, Paid Affiliates and/or Customers during the quarter and can skew year-over-year and sequential comparisons.

#### Recent Accounting Pronouncements

A description of new accounting pronouncements is contained in Note 2 to consolidated financial statements contained in this report.

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#### ITEM 7A. QUANTITATIVE AND QUALITATIVE DISCLOSURES ABOUT MARKET RISK

##### Currency Risk and Exchange Rate Information

A majority of our revenue and many of our expenses are recognized outside of the United States, except for inventory purchases, a significant portion of which are primarily transacted in U.S. dollars from vendors in the United States. The local currency of each of our Subsidiaries' primary markets is considered the functional currency with the exception of our Asia product-distribution subsidiary in Singapore and, as discussed below, our subsidiary in Argentina. All revenue and expenses are translated at weighted-average exchange rates for the periods reported. Therefore, our reported revenue and earnings will be positively impacted by a weakening of the U.S. dollar and will be negatively impacted by a strengthening of the U.S. dollar. These impacts may be significant because a large portion of our business is derived from outside of the United States. Given the uncertainty of exchange rate fluctuations, it is difficult to predict the effect of these fluctuations on our future business, product pricing and results of operations or financial condition.

In the second quarter of 2018, published inflation indices indicated that the three-year cumulative inflation in Argentina exceeded 100%, and as of July 1, 2018, we elected to adopt highly inflationary accounting for our subsidiary in Argentina. Under highly inflationary accounting, Argentina's functional currency became the U.S. dollar, and its income statement and balance sheet have been measured in U.S. dollars using both current and historical rates of exchange. The effect of changes in exchange rates on peso-denominated monetary assets and liabilities has been reflected in earnings in Other income (expense), net and was not material. As of December 31, 2023 December 31, 2024, our Argentina subsidiary had a small net peso monetary position. Net sales of Argentina were less than 2% of our consolidated net sales for 2024, 2023 2022 and 2021, 2022.

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We may seek to reduce our exposure to fluctuations in foreign currency exchange rates through the use of foreign currency exchange contracts and through intercompany loans of foreign currency. We do not use derivative financial instruments for trading or speculative purposes. We regularly monitor our foreign currency risks and periodically take measures to reduce the impact of foreign exchange fluctuations on our operating results. As of December 31, 2023 December 31, 2024, and 2022, 2023, we did not hold non-designated mark-to-market forward derivative contracts to hedge foreign-denominated intercompany positions or third-party foreign debt. As of December 31, 2023 December 31, 2024 and 2022, 2023, we did not hold any forward contracts designated as foreign-currency cash flow hedges. We continue to evaluate our foreign currency hedging policy.

Following are the weighted-average currency exchange rates of U.S. \$1 into local currency for each of our international or foreign markets in which revenue exceeded U.S. \$5.0 million for at least one of the quarters listed:

	2023				2022				2024				2023	
	4 <sup>th</sup>	3 <sup>rd</sup>	2 <sup>nd</sup>	1 <sup>st</sup>	4 <sup>th</sup>	3 <sup>rd</sup>	2 <sup>nd</sup>	1 <sup>st</sup>	4 <sup>th</sup>	3 <sup>rd</sup>	2 <sup>nd</sup>	1 <sup>st</sup>	4 <sup>th</sup>	3 <sup>rd</sup>
	Quarter	Quarter	Quarter	Quarter	Quarter	Quarter	Quarter	Quarter	Quarter	Quarter	Quarter	Quarter	Quarter	Quarter
Argentina	429.5	295.7	232.9	190.2	162.6	136.8	118.6	107.0	1,000.8	948.8	888.9	821.9	429.5	295.7
Australia	1.5	1.5	1.5	1.5	1.5	1.5	1.4	1.4	1.5	1.5	1.5	1.5	1.5	1.5
Canada	1.4	1.3	1.3	1.4	1.4	1.3	1.3	1.3	1.4	1.4	1.4	1.3	1.4	1.4
Chile	896.1	847.7	800.2	810.3	915.8	930.6	840.9	809.1						
Eurozone countries	0.9	0.9	0.9	0.9	1.0	1.0	0.9	0.9	0.9	0.9	0.9	0.9	0.9	0.9
Hong Kong	7.8	7.8	7.8	7.8	7.8	7.8	7.8	7.8	7.8	7.8	7.8	7.8	7.8	7.8
Indonesia	15,605	15,229	14,885	15,235	15,553	14,933	14,536	14,344	15,839	15,805	16,167	15,664	15,605	15,229
Japan	147.6	144.8	137.4	132.4	140.8	138.1	129.5	116.2	152.4	148.8	156.0	148.5	147.6	144.8
Mainland China	7.2	7.2	7.0	6.9	7.1	6.8	6.6	6.3	7.2	7.2	7.2	7.2	7.2	7.2
Malaysia	4.7	4.6	4.5	4.4	4.6	4.5	4.3	4.2	4.4	4.5	4.7	4.7	4.7	4.7
Mexico	17.5	17.1	17.6	18.7	19.7	20.2	20.0	20.5	20.1	18.9	17.3	17.0	17.5	17.1
Philippines	56.0	56.0	55.6	54.8	57.2	56.3	52.7	51.6						
Singapore	1.4	1.3	1.3	1.3	1.4	1.4	1.4	1.4	1.3	1.3	1.4	1.3	1.4	1.4
South Korea	1,321.1	1,316.6	1,314.5	1,283.0	1,358.2	1,342.2	1,262.1	1,206.2	1,399.1	1,351.9	1,371.7	1,330.0	1,321.1	1,316.6
Taiwan	31.7	31.8	30.7	30.4	31.1	30.4	29.4	28.0	32.4	32.2	32.4	31.5	31.7	31.8
Thailand	35.6	35.2	34.4	34.0	36.2	36.4	34.5	33.0						
Vietnam	24,374	23,926	23,478	23,587	24,303	23,463	23,081	22,770	25,282	25,046	25,363	24,568	24,374	23,926



## Interest Rate Risk

We are exposed to risks related to fluctuations in interest rates on our outstanding variable rate debt. As of **December 31, 2023** **December 31, 2024**, we had **\$503.0 million** **\$393.6 million** outstanding on the term loan, net of unamortized debt issuance cost and outstanding borrowings on our revolving credit facility. Our four interest rate swaps reduce our exposure to interest rate risk on our term loan by \$200.0 million as of **December 31, 2023** **December 31, 2024**. As a result, the total variable debt of **\$303.0 million** **\$193.6 million** was exposed to market risks as of **December 31, 2023** **December 31, 2024**. A hypothetical one percentage point increase (decrease) in interest rates on our variable rate debt would increase (decrease) our annual interest expense by approximately **\$3.0 million** **\$1.9 million**.

For variable rate debt, interest rate changes generally do not affect the fair value of the debt instrument, but do impact future earnings and cash flows, assuming other factors are held constant. We have not entered into and currently do not hold derivatives for trading or speculative purposes.

For additional information about our market risk see Note **14** **15** to the consolidated financial statements contained in this report.

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## ITEM 8. FINANCIAL STATEMENTS AND SUPPLEMENTARY DATA

1. Financial Statements. Set forth below is the index to the Financial Statements included in this Item 8:

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<a href="#">Consolidated Balance Sheets at December 31, <b>2023</b> <b>2024</b> and <b>2022</b> <b>2023</b></a>	66
<a href="#">Consolidated Statements of Income for the years ended <b>December 31, 2023</b> <b>December 31, 2024</b>, <b>2022</b> <b>2023</b> and <b>2021</b> <b>2022</b></a>	<b>63</b> <b>67</b>
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<a href="#">Consolidated Statements of Comprehensive Income for the years ended <b>December 31, 2023</b> <b>December 31, 2024</b>, <b>2022</b> <b>2023</b> and <b>2021</b> <b>2022</b></a>	68
	<b>65</b>
<a href="#">Consolidated Statements of Stockholders' Equity for the years ended <b>December 31, 2024</b>, <b>2023</b> <b>2022</b> and <b>2021</b> <b>2022</b></a>	69
<a href="#">Consolidated Statements of Cash Flows for the years ended <b>December 31, 2024</b>, <b>2023</b> <b>2022</b> and <b>2021</b> <b>2022</b></a>	<b>66</b> <b>70</b>
	<b>67</b>
<a href="#">Notes to Consolidated Financial Statements</a>	<b>71</b>
	<b>96</b>
<a href="#">Report of Independent Registered Public Accounting Firm (PricewaterhouseCoopers LLP, PCAOB ID 238)</a>	99

2. Financial Statement Schedules: Financial statement schedules have been omitted because they are not required or are not applicable, or because the required information is shown in the financial statements or notes thereto.

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## NU SKIN ENTERPRISES, INC. Consolidated Balance Sheets (U.S. dollars in thousands)

	December 31,		December 31,	
	2023	2022	2024	2023
<b>ASSETS</b>				
Current assets				
Cash and cash equivalents	\$ 256,057	\$ 264,725	\$ 186,883	\$ 256,057
Current investments	11,759	13,784	11,111	11,759
Accounts receivable, net	72,879	47,360	50,784	58,695
Inventories, net	279,978	346,183	190,242	279,978
Prepaid expenses and other	81,198	87,816	72,643	81,066
Current assets held for sale			26,936	14,316
Total current assets	701,871	759,868	538,599	701,871
Property and equipment, net	432,965	444,806	379,595	432,965
Operating lease right-of-use assets	90,107	98,734	72,605	90,107
Goodwill	230,768	206,432	83,625	218,166
Other intangible assets, net	105,309	66,701	74,278	95,260



Other assets	245,443	244,429	298,008	247,606
Long-term assets held for sale			22,204	22,651
<b>Total assets</b>	<b>\$ 1,806,463</b>	<b>\$ 1,820,970</b>	<b>\$ 1,468,914</b>	<b>\$ 1,808,626</b>
<b>LIABILITIES AND STOCKHOLDERS' EQUITY</b>				
Current liabilities				
Accounts payable	\$ 43,505	\$ 53,963	\$ 34,880	\$ 43,113
Accrued expenses	260,366	280,280	217,808	253,702
Current portion of long-term debt	25,000	25,000	30,000	25,000
Current liabilities held for sale			13,919	7,056
<b>Total current liabilities</b>	<b>328,871</b>	<b>359,243</b>	<b>296,607</b>	<b>328,871</b>
Operating lease liabilities	70,943	76,540	58,439	70,943
Long-term debt	478,040	377,466	363,613	478,040
Other liabilities	106,641	110,425	97,475	106,641
Long-term liabilities held for sale			1,325	2,163
<b>Total liabilities</b>	<b>984,495</b>	<b>923,674</b>	<b>817,459</b>	<b>986,658</b>
Commitments and contingencies (Notes 7 and 16)				
Commitments and contingencies (Notes 8 and 17)				
Stockholders' equity				
Class A common stock – 500 million shares authorized, \$0.001 par value, 90.6 million shares issued	91	91	91	91
Additional paid-in capital	621,853	613,278	627,787	621,853
Treasury stock, at cost – 41.1 million and 41.1 million shares	(1,570,440)	(1,569,061)		
Treasury stock, at cost – 40.8 million and 41.1 million shares			(1,563,614)	(1,570,440)
Accumulated other comprehensive loss	(100,006)	(86,509)	(124,758)	(100,006)
Retained earnings	1,870,470	1,939,497	1,711,949	1,870,470
<b>Total stockholders' equity</b>	<b>821,968</b>	<b>897,296</b>	<b>651,455</b>	<b>821,968</b>
<b>Total liabilities and stockholders' equity</b>	<b>\$ 1,806,463</b>	<b>\$ 1,820,970</b>	<b>\$ 1,468,914</b>	<b>\$ 1,808,626</b>

The accompanying notes are an integral part of these consolidated financial statements.

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## NU SKIN ENTERPRISES, INC.

### Consolidated Statements of Income

(U.S. dollars in thousands, except per share amounts)

	Year Ended December 31,			Year Ended December 31,		
	2023	2022	2021	2024	2023	2022
Revenue	\$ 1,969,131	\$ 2,225,659	\$ 2,695,669	\$ 1,732,084	\$ 1,969,131	\$ 2,225,659
Cost of sales	611,850	630,915	675,223	550,233	611,850	630,915
Gross profit	1,357,281	1,594,744	2,020,446	1,181,851	1,357,281	1,594,744
Operating expenses:						
Selling expenses	742,365	879,634	1,080,153	652,039	742,365	879,634
General and administrative expenses	546,858	555,769	654,431	479,037	546,858	555,769
Restructuring and impairment expenses	19,790	48,494	51,870	202,360	19,790	48,494
Total operating expenses	1,309,013	1,483,897	1,786,454	1,333,436	1,309,013	1,483,897
Operating income	48,268	110,847	233,992			
Other income (expense), net (Note 17)	(21,690)	(21,877)	(1,533)			
Operating income (loss)				(151,585)	48,268	110,847
Interest expense				26,409	25,560	13,493
Other income (expense), net				2,943	3,870	(8,384)
Income before provision for income taxes	26,578	88,970	232,459			
Income (loss) before provision for income taxes				(175,051)	26,578	88,970

Provision (benefit) for income taxes	17,983	(15,808)	85,193	(28,457)	17,983	(15,808)
Net income	\$ 8,595	\$ 104,778	\$ 147,266			
Net income (loss)				\$ (146,594)	\$ 8,595	\$ 104,778
Net income per share:						
Net income (loss) per share:						
Basic	\$ 0.17	\$ 2.10	\$ 2.93	\$ (2.95)	\$ 0.17	\$ 2.10
Diluted	\$ 0.17	\$ 2.07	\$ 2.86	\$ (2.95)	\$ 0.17	\$ 2.07
Weighted-average common shares outstanding (000s):						
Basic	49,711	50,002	50,193	49,662	49,711	50,002
Diluted	49,860	50,525	51,427	49,662	49,860	50,525

The accompanying notes are an integral part of these consolidated financial statements.

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#### NU SKIN ENTERPRISES, INC.

#### Consolidated Statements of Comprehensive Income

(U.S. dollars in thousands)

	Year Ended December 31,		
	2023	2022	2021
Net income	\$ 8,595	\$ 104,778	\$ 147,266
Other comprehensive income (loss):			
Foreign currency translation adjustment, net of taxes of \$(626), \$536, and \$429, respectively	(7,973)	(22,918)	(13,476)
Net unrealized gains/(losses) on cash flow hedges, net of taxes of \$(629), \$(3,519) and \$(1,166), respectively	2,281	12,748	4,225
Less: Reclassification adjustment for realized losses/(gains) in current earnings on cash flow hedges, net of taxes of \$2,154, \$674, and \$(34), respectively	(7,805)	(2,443)	123
	(13,497)	(12,613)	(9,128)
Comprehensive income	\$ (4,902)	\$ 92,165	\$ 138,138

	Year Ended December 31,		
	2024	2023	2022
Net income (loss)	\$ (146,594)	\$ 8,595	\$ 104,778
Other comprehensive income (loss):			
Foreign currency translation adjustment, net of taxes of \$406, \$(626), and \$536, respectively	(18,497)	(7,973)	(22,918)
Net unrealized gains/(losses) on cash flow hedges, net of taxes of \$(497), \$(629) and \$(3,519), respectively	1,800	2,281	12,748
Less: Reclassification adjustment for realized losses/(gains) in current earnings on cash flow hedges, net of taxes of \$2,223, \$2,154, and \$674, respectively	(8,055)	(7,805)	(2,443)
	(24,752)	(13,497)	(12,613)
Comprehensive income (loss)	\$ (171,346)	\$ (4,902)	\$ 92,165

The accompanying notes are an integral part of these consolidated financial statements.

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#### NU SKIN ENTERPRISES, INC.

#### Consolidated Statements of Stockholders' Equity

(U.S. dollars in thousands)

Class A Common Stock	Additional Paid-in Capital	Treasury Stock, at cost	Accumulated Other Comprehensive Loss	Retained Earnings	Total	Class A Common Stock	Additional Paid-in Capital	Treasury Stock, at cost	Accumul Other Comprehe Loss
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Exercise of employee stock options (0.5 million shares)/vesting of stock awards	—	(7,071)	11,632	—	—	4,561	—	(7,071)	11,632
Stock-based compensation	—	15,646	—	—	—	15,646	—	15,646	—
Cash dividends	—	—	—	—	(77,622)	(77,622)	—	—	—
Balance at December 31, 2023	\$ 91	\$ 621,853	\$ (1,570,440)	\$ (100,006)	\$ 1,870,470	\$ 821,968	\$ 91	\$ 621,853	\$ (1,570,440)
Net income (loss)							—	—	—
Other comprehensive loss, net of tax							—	—	(2,000)
Exercise of employee stock options (0.3 million shares)/vesting of stock awards							—	(8,889)	6,826
Stock-based compensation							—	14,823	—
Cash dividends							—	—	—
Balance at December 31, 2024							\$ 91	\$ 627,787	\$ (1,563,614)

The accompanying notes are an integral part of these consolidated financial statements.

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**NU SKIN ENTERPRISES, INC.**  
**Consolidated Statements of Cash Flows**  
(U.S. dollars in thousands)

	Year Ended December 31,			Year Ended December 31,		
	2023	2022	2021	2024	2023	2022
Cash flows from operating activities:						
Net income	\$ 8,595	\$ 104,778	\$ 147,266			
Net income (loss)				\$ (146,594)	\$ 8,595	\$ 104,778
Adjustments to reconcile net income to net cash provided by operating activities:						
Depreciation and amortization	70,923	72,506	76,320	69,810	70,923	72,506
Non-cash lease expense	33,321	44,518	48,704	26,600	33,321	44,518
Stock-based compensation	15,646	12,367	23,194	14,823	15,646	12,367
Inventory write-down <sup>(1)</sup>	88,108	43,286	31,300			
Foreign currency (gains)/losses	1,039	8,245	7,056			
Loss on disposal of assets	780	33	13,026			
Impairment of fixed assets and other intangibles	—	9,916	31,892			
Unrealized (gain)/losses on equity investments	—	—	(18,077)			
Inventory write-down				48,221	88,108	43,286
Foreign currency losses				1,709	1,039	8,245
(Gain) loss on disposal of assets				(84)	780	33
Impairment of fixed assets, goodwill and other intangibles				181,069	—	9,916
Deferred taxes	(18,090)	(51,626)	5,821	(55,477)	(18,090)	(51,626)
Changes in operating assets and liabilities:						
Accounts receivable, net	(22,679)	(11,449)	20,219	(7,763)	(22,679)	(11,449)

Inventories, net	(13,222)	(2,972)	(126,620)	30,318	(13,222)	(2,972)
Prepaid expenses and other	6,359	2,758	15,132	579	6,359	2,758
Other assets	45	3,099	(19,792)	(1,054)	45	3,099
Accounts payable	(10,083)	9,263	(13,279)	(7,294)	(10,083)	9,263
Accrued expenses	(37,701)	(120,833)	(104,992)	(27,582)	(37,701)	(120,833)
Other liabilities	(4,402)	(15,827)	4,412	(15,539)	(4,402)	(15,827)
Net cash provided by operating activities	118,639	108,062	141,582	111,742	118,639	108,062
Cash flows from investing activities:						
Purchases of property and equipment	(58,490)	(59,056)	(68,615)	(41,583)	(58,490)	(59,056)
Proceeds on investment sales	18,147	5,932	15,094	18,378	18,147	5,932
Purchases of investments	(16,883)	(13,955)	(16,242)	(14,757)	(16,883)	(13,955)
Acquisitions (net of cash acquired)	(77,275)	—	(18,963)	—	(77,275)	—
Net cash used in investing activities	(134,501)	(67,079)	(88,726)	(37,962)	(134,501)	(67,079)
Cash flows from financing activities:						
Exercise of employee stock options and taxes paid related to the net shares settlement of stock awards	4,561	27,052	13,861	(2,063)	4,561	27,052
Payment of cash dividends	(77,622)	(77,015)	(76,272)	(11,927)	(77,622)	(77,015)
Repurchase of shares of common stock	(13,011)	(70,045)	(80,420)	—	(13,011)	(70,045)
Finance lease principal payments	(3,198)	(1,919)	(1,871)	(2,886)	(3,198)	(1,919)
Contingent consideration payments	—	—	—	(6,300)	—	—
Payment of debt issuance cost	—	(5,077)	—	—	—	(5,077)
Payments on debt	(10,000)	(432,500)	(115,000)	(125,000)	(10,000)	(432,500)
Proceeds from debt	110,000	460,000	155,000	15,000	110,000	460,000
Net cash provided by (used in) financing activities	10,730	(99,504)	(104,702)	—	10,730	(99,504)
Net cash (used in) provided by financing activities	—	—	—	(133,176)	—	—
Effect of exchange rate changes on cash	(3,536)	(16,347)	(11,244)	(9,778)	(3,536)	(16,347)
Net increase (decrease) in cash and cash equivalents	(8,668)	(74,868)	(63,090)	—	—	—
Net decrease in cash and cash equivalents	—	—	—	(69,174)	(8,668)	(74,868)
Cash and cash equivalents, beginning of period	264,725	339,593	402,683	256,057	264,725	339,593
Cash and cash equivalents, end of period	\$ 256,057	\$ 264,725	\$ 339,593	\$ 186,883	\$ 256,057	\$ 264,725

The accompanying notes are an integral part of these consolidated financial statements.

(1) Year ended December 31, 2022 and 2021 have been recast from Inventories, net to comply with current presentation

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## NU SKIN ENTERPRISES, INC.

### Notes to Consolidated Financial Statements

#### 1. The Company

Nu Skin Enterprises, Inc. (the "Company") is a holding company, with Nu Skin being the primary operating unit. Nu Skin develops and distributes premium-quality, innovative beauty and wellness products that are sold worldwide primarily under the Nu Skin, Pharmanex and ageLOC brands and a small number of other products and services, brands. The Company reports revenue from nine segments, consisting of its seven geographic Nu Skin segments—Americas, which includes Canada, Latin America and the United States; Mainland China; Southeast Asia/Pacific, which includes Indonesia, Malaysia, the Philippines, Singapore, Thailand, Vietnam, Australia, New Zealand, and other markets; South Korea; Mainland China; Japan; Europe and Africa, which includes markets in Europe as well as South Africa; South Korea; and Hong Kong/Taiwan, which also includes Macau—and two Rhyz segments—Manufacturing, which includes manufacturing and packaging subsidiaries it has acquired; and Rhyz other, Other, which includes other investments by its Rhyz business arm (the Company's subsidiaries operating within each segment are collectively referred to as the "Subsidiaries").

#### 2. Summary of Significant Accounting Policies

##### Consolidation

The consolidated financial statements include the accounts of the Company and the Subsidiaries. All intercompany accounts and transactions are eliminated in consolidation.

#### Use of estimates

The preparation of these financial statements, in conformity with accounting principles generally accepted in the United States of America ("U.S. GAAP"), required management to make estimates and assumptions that affected the reported amounts of assets and liabilities, and disclosure of contingent assets and liabilities, at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results may differ from these estimates.

#### Reclassifications

Certain prior period amounts have been reclassified to conform with current presentation. The Company reclassified \$25.6 million and \$13.5 million of interest expense from other income (expense), net to the interest expense line on the consolidated statement of income for the fiscal year 2023 and 2022, respectively. The reclassification had no impact on net income for fiscal year 2023 or 2022. The Company reclassified certain amounts in the consolidated balance sheet for December 31, 2023, see Note 3 "Held for Sale" for more information.

#### Cash and cash equivalents

Cash equivalents are short-term, highly liquid instruments with original maturities of 90 days or less.

#### Accounts receivable

Accounts receivable represents amounts owed to us through our operating activities and are presented net of allowance for doubtful accounts. Accounts receivable for core Nu Skin consists primarily of credit card receivables, while accounts receivable for our Rhyz businesses consists primarily of trade receivables from customer sales. For the Company's trade receivables from its Rhyz customers, the Company performs ongoing credit evaluations of its customers and maintains an allowance for expected credit losses. The allowance for expected credit losses represents the Company's best estimate based on current and historical information, and reasonable and supportable forecasts of future events and circumstances.

#### Inventories

Inventories consist primarily of merchandise purchased for resale and are stated at the lower of standard cost or net realizable value, using a standard cost method which approximates the first-in, first-out method. The Company had reserves of its inventory carrying value totaling \$83.4 million \$84.0 million and \$37.3 million \$83.4 million as of December 31, 2023 December 31, 2024 and 2022, 2023, respectively.

Inventories consist of the following (U.S. dollars in thousands):

	December 31,	
	2023	2022
Raw materials	\$ 140,133	\$ 163,797
Finished goods	139,845	182,386
Total inventory, net	<u>\$ 279,978</u>	<u>\$ 346,183</u>

	December 31,	
	2024	2023
Raw materials	\$ 121,929	\$ 140,133
Finished goods	68,313	139,845
Total inventory, net	<u>\$ 190,242</u>	<u>\$ 279,978</u>

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Reserves of inventories consist of the following (U.S. dollars in thousands):

	2023	2022	2021
Beginning balance	\$ 37,267	\$ 18,643	\$ 14,249
Additions <sup>(1)</sup>	88,108	43,286	31,300
Disposals	(41,997)	(24,662)	(26,906)
Ending balance	<u>\$ 83,378</u>	<u>\$ 37,267</u>	<u>\$ 18,643</u>
	2024	2023	2022
Beginning balance	\$ 83,378	\$ 37,267	\$ 18,643
Additions <sup>(1)</sup>	48,211	88,108	43,286
Disposals	(47,583)	(41,997)	(24,662)



Ending balance	\$ 84,006	\$ 83,378	\$ 37,267
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- (1) During the fourth quarter of 2024, the Company further executed on its product portfolio optimization initiative which resulted in an incremental inventory write-off charge of \$38.8 million to the inventory carrying value. During the third quarter of 2023, and 2022, the Company made the strategic decision to re-balance and narrow their its product portfolio, which resulted in an incremental adjustment to inventory write-off charge of \$65.7 million. During the inventory carrying value. This resulted in third quarter of 2022, the Company reserved an incremental reserve \$26.9 million of \$65.7 inventory. million and \$26.9 million during the years ended December 31, 2023 and 2022, respectively. The remaining reserve balances as of the end of 2023, 2022 and 2021 related to normal, recurring activity.

#### Prepaid expense and other

Prepaid expenses and other consist of the following (U.S. dollars in thousands):

	December 31,	
	2023	2022
Deferred charges	\$ 10,227	\$ 11,748
Prepaid income tax	8,376	9,333
Prepaid inventory and import costs	5,689	3,540
Prepaid rent, insurance and other occupancy costs	1,643	5,830
Prepaid promotion and event cost	6,556	2,395
Prepaid other taxes	5,608	8,768
Derivative financial instruments	8,955	9,156
Prepaid software license	13,931	17,463
Deposits	2,295	1,153
Other	17,918	18,430
Total prepaid expense and other	\$ 81,198	\$ 87,816

  

	December 31,	
	2024	2023
Deferred charges	\$ 6,023	\$ 10,227
Prepaid income tax	11,532	8,376
Prepaid inventory and import costs	4,931	5,689
Prepaid rent, insurance and other occupancy costs	3,597	1,643
Prepaid promotion and event cost	5,818	6,556
Prepaid other taxes	3,237	5,608
Derivative financial instruments	4,708	8,955
Prepaid software license	15,118	13,931
Deposits	3,960	2,287
Other	13,719	17,794
Total prepaid expense and other	\$ 72,643	\$ 81,066

#### Property and equipment

Property and equipment are stated at cost less accumulated depreciation. Depreciation is recorded using the straight-line method over the following estimated useful lives:

Buildings	39 years
Furniture and fixtures	5 - 7 years
Computers and equipment	3 - 5 years
Leasehold improvements	Shorter of estimated useful life or lease term
Scanners	3 years
Vehicles	3 - 5 years

Expenditures for maintenance and repairs are charged to expense as incurred. When an asset is sold or otherwise disposed of, the cost and associated accumulated depreciation are removed from the accounts and the resulting gain or loss is recognized in the statement of income. Property and equipment are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of such assets may not be recoverable. An impairment loss is recognized if the carrying amount of the asset exceeds its fair value.

#### Leases

The Company determines if an arrangement is a lease at inception. Operating leases are included in operating lease right-of-use ("ROU") assets, accrued expenses and operating lease liabilities on the consolidated balance sheets. Finance leases are included in other assets, accrued expenses and other liabilities on the consolidated balance sheets.

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Operating lease ROU assets represent the Company's right to use an underlying asset for the lease term, and lease liabilities represent the Company's obligation to make lease payments arising from the lease. ROU assets and lease liabilities are recognized at the lease commencement date based on the estimated present value of lease payments over the lease term. The Company uses its estimated incremental borrowing rate based on the information available at commencement date in determining the present value of future payments. The operating lease ROU assets also include any lease payments made and exclude lease incentives and initial direct costs incurred. The Company's lease terms may include options to extend or terminate the lease when it is reasonably certain that the Company will exercise that option. Lease expense for minimum lease payments is recognized on a straight-line basis over the lease term. Leases with a term of 12 months or less are not recorded on the balance sheet. The Company's lease agreements do not contain any residual value guarantees.

The Company has lease agreements with lease and non-lease components. The Company accounts for the lease and non-lease components as a single lease component.

#### Goodwill and other intangible assets

Goodwill is recorded when the cost of acquired businesses exceeds the fair value of the identifiable net assets acquired. Goodwill and intangible assets with indefinite useful lives are not amortized, but are assessed for impairment annually on October 1. In addition, impairment testing is conducted when events occur or circumstances change that would more likely than not reduce the fair value of a reporting unit below its carrying amount. Goodwill and intangible assets with indefinite useful lives would be written down to fair value if considered impaired. Guidance under Accounting Standards Codification ("ASC") 350, *Intangibles - Goodwill and Other* ("ASC 350"), requires an entity to test goodwill for impairment on at least an annual basis. The Company had the option to perform a qualitative assessment to determine whether further impairment testing is necessary or to perform a quantitative assessment by comparing the fair value of a reporting unit to its carrying amount, including goodwill. Under the qualitative assessment, an entity is not required to calculate the fair value of a reporting unit unless the entity determines that it is more likely than not that its fair value is less than its carrying amount. If under the quantitative assessment the fair value of a reporting unit is less than its carrying amount, then the amount of the impairment loss, if any, must be measured. **The In fiscal years 2022 and 2024 a quantitative assessment was performed. In fiscal year 2023, the Company elected to perform the qualitative assessment, during fiscal year 2023 and 2021, and determined that it is was not more likely than not the carrying value exceeds exceeded the fair value of the reporting units. In fiscal years 2022, a quantitative assessment was performed.** Intangible assets with finite useful lives are amortized to their estimated residual values over such finite lives using the straight-line method and reviewed for impairment whenever events or circumstances warrant such a review.

**As discussed further** During the three months ended June 30, 2024, the Company determined that the continued decline in **Note 20** the Company's stock price and corresponding decrease in market capitalization as well as declines in some of the **Notes to Consolidated Financial Statements**, during the fourth quarter of fiscal year 2021, Company's reporting units' forecasts were triggering events that required the Company **recognized an \$18.2 million** to perform a quantitative impairment analysis for all reporting units. Based on the analysis, the Company concluded the estimated fair values of certain of its reporting units were less than their carrying values of equity as June 30, 2024. As a result, the Company recorded non-cash goodwill and intangibles impairment charge related to the Grow Tech segment, which was included in Restructuring charges of \$130.9 million within restructuring and impairment expenses **in on** the consolidated statement of income. During fiscal year 2022, income during the Company recorded a **\$1.7 million** three months ended June 30, 2024. The impairment of other intangibles.

**The Company completed** charges were \$9.4 million for the annual goodwill Americas segment, \$32.2 million for the Mainland China segment, \$18.5 million for the Southeast Asia/Pacific segment, \$16.0 million for the Japan segment, \$29.3 million for the South Korea segment, \$2.9 million for the Europe & Africa segment, \$6.6 million for the Hong Kong/Taiwan segment and **indefinite-lived intangible asset impairment testing as of October 1, 2023, and concluded \$15.9 million for the qualitative assessment indicated that BeautyBio reporting unit within the fair value Rhyz Other segment. As part of the Company's impairment analysis, the fair values of the reporting units exceeded their carrying value were determined using the income approach. The income approach used level 3 inputs and therefore utilized management estimates related to revenue growth rates, profitability margins, estimated future cash flows and discount rates.**

During the three months ended September 30, 2024, the Company determined that the continued decline in the Company's stock price and corresponding decrease in market capitalization were **not at risk** a triggering event that required the Company to perform a quantitative impairment analysis for impairment. If there is continued deterioration of economic conditions it may lead to an impairment. As of the **October 1, 2022 quantitative** Manufacturing and Rhyz Other reporting units. Based on the analysis, **testing date, the Company concluded the fair value of the Manufacturing and Rhyz Other reporting unit was estimated to be approximately 8% units were in excess of its their carrying amount, amounts and therefore the reporting unit is considered to be no impairment charge was required at risk of future impairment. The Manufacturing reporting unit's fair value remains sensitive to significant unfavorable changes in revenue, gross margin and discount rates that could negatively impact future analyses.** time.

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- During the fourth quarter of 2024, the continued decline in our BeautyBio reporting unit forecast was a triggering event that required us to perform a quantitative analysis. As a result, we concluded the estimated fair value of our BeautyBio reporting unit was less than its carrying value and as a result recorded a non-cash goodwill impairment charge of \$3.6 million.
- At the time of the September 30, 2024 analysis, the estimated fair value of the Manufacturing reporting unit exceeded the carrying value by approximately 8%; therefore, the reporting unit is considered to be at risk of future impairment. The Manufacturing reporting unit's fair values remain sensitive to unfavorable changes in assumptions utilized in the income approach, including revenue growth rates, profitability margins, estimated future cash flows, and the discount rates that could result in impairment charges in a future period.

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#### Equity investments

The Company holds strategic investments in other companies. These investments are accounted for under the measurement alternative described in ASC 321, *Investments - Equity Securities* ("ASC 321") for equity investments that do not have readily determinable fair values. These investments are measured at cost, less impairment, if any, plus or minus changes resulting from observable price changes in orderly transactions for identical or similar investments of the same issuer. The Company does not exercise significant influence over these companies. These investments are carried on the consolidated balance sheets within Other Assets. Changes in fair value based on impairments or resulting from observable price changes are recorded in Other Income (expense), net on the consolidated statements of income. See Note 10 11 – Fair Value and Equity Investments, for further details around the Company's equity investments.

#### Other assets

Other assets consist of the following (U.S. dollars in thousands):

	December 31,	
	2023	2022
Deferred taxes	\$ 105,529	\$ 89,770
Deposits for noncancelable operating leases	8,675	13,872
Cash surrender value for life insurance policies	45,041	40,055
Right-of-use assets, Financing, net	11,170	14,259
Derivative financial instruments	3,734	10,582
Long-term investments	36,374	39,493
Other	34,920	36,398
Total other assets	<u>\$ 245,443</u>	<u>\$ 244,429</u>

  

	December 31,	
	2024	2023
Deferred taxes	\$ 174,249	\$ 107,692
Deposits for noncancelable operating leases	5,167	8,675
Cash surrender value for life insurance policies	44,091	45,041
Right-of-use assets, Financing, net	9,541	11,170
Derivative financial instruments	—	3,734
Long-term investments	39,590	36,374
Other	25,370	34,920
Total other assets	<u>\$ 298,008</u>	<u>\$ 247,606</u>

#### Accrued expenses

Accrued expenses consist of the following (U.S. dollars in thousands):

	December 31,	
	2023	2022
Accrued sales force commissions and other payments	\$ 82,103	\$ 95,686
Accrued other taxes	21,245	21,822
Accrued payroll and other employee expenses	44,335	37,650
Accrued payable to vendors	22,752	29,569
Short-term operating lease liability	23,898	29,376
Accrued royalties	1,139	845
Sales return reserve	4,733	3,359
Deferred revenue	20,388	27,053
Contingent consideration	6,300	—
Other	33,473	34,920
Total accrued expenses	<u>\$ 260,366</u>	<u>\$ 280,280</u>

  

	December 31,	
	2024	2023
Accrued sales force commissions and other payments	\$ 68,431	\$ 82,103
Accrued other taxes	22,140	21,245
Accrued payroll and other employee expenses	28,774	43,065
Accrued payable to vendors	18,667	22,752
Short-term operating lease liability	17,922	23,898
Short-term liability for deferred compensation plan	4,419	—
Accrued royalties	574	1,139

Sales return reserve	5,548	4,733
Deferred revenue	15,688	20,338
Contingent consideration	—	6,300
Other	35,645	28,129
Total accrued expenses	<u>\$ 217,808</u>	<u>\$ 253,702</u>

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#### Other liabilities

Other liabilities consist of the following (U.S. dollars in thousands):

	December 31,	
	2023	2022
Deferred tax liabilities	\$ 522	\$ 439
Reserve for other tax liabilities	35,013	35,532
Liability for deferred compensation plan	49,224	44,427
Contingent consideration	—	6,364
Finance lease liabilities	9,449	12,140
Asset retirement obligation	3,483	5,978
Other	8,950	5,545
Total other liabilities	<u>\$ 106,641</u>	<u>\$ 110,425</u>

  

	December 31,	
	2024	2023
Deferred tax liabilities	\$ 345	\$ 522
Reserve for other tax liabilities	39,521	35,013
Liability for deferred compensation plan	38,568	49,224
Finance lease liabilities	8,251	9,449
Asset retirement obligation	3,312	3,482
Other	7,478	8,951
Total other liabilities	<u>\$ 97,475</u>	<u>\$ 106,641</u>

#### Revenue recognition

Net sales include products and shipping and handling charges, net of estimates for product returns and any related sales incentives. Revenue is measured as the amount of consideration we expect to receive in exchange for transferring products. All revenue is recognized when we satisfy our performance obligations under the contract. The Company recognizes revenue by transferring the promised products to the customer, with revenue recognized at shipping point, the point in time the customer obtains control of the products. The Company recognizes revenue for shipping and handling charges at the time the products are delivered to or picked up by the customer. A reserve for product returns is accrued based on historical experience totaling \$4.7 million \$5.5 million and \$3.4 million \$4.7 million as of December 31, 2023 December 31, 2024 and 2022 2023, respectively. During the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, the Company recorded sales returns of \$34.7 million \$36.7 million, \$31.6 million \$34.7 million and \$52.1 million \$31.6 million, respectively. The majority of the Company's contracts have a single performance obligation and are short term in nature. Sales taxes and value added taxes in foreign jurisdictions that are collected from customers and remitted to governmental authorities are accounted for on a net basis and therefore are excluded from net sales.

#### Contract Liabilities – Customer Loyalty Programs

Contract liabilities, recorded as deferred revenue within the accrued expenses line in the consolidated balance sheets, include loyalty point program deferrals with certain customers which are accounted for as a reduction in the transaction price and are generally recognized as points are redeemed for additional products.

The balance of deferred revenue related to contract liabilities was \$12.6 million \$7.8 million and \$18.7 million \$12.6 million as of December 31, 2023 December 31, 2024, and 2022 2023, respectively. The contract liabilities impact to revenue for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021 2022 was an increase of \$6.1 million \$4.8 million, an increase of \$6.1 million and \$3.3 million and a decrease of \$3.8 million, respectively.

#### Disaggregation of Revenue

Please refer to Note 15 16 - Segment Information for revenue by segment and product line.

#### Arrangements with Multiple Performance Obligations

The Company's contracts with customers may include multiple performance obligations. For such arrangements, the Company allocates revenues to each performance obligation based on its relative standalone selling price. The Company generally determines standalone selling prices based on the prices charged to customers for individual products sales

to customers.

Shipping and handling costs

Shipping and handling costs are recorded as cost of sales and are expensed as incurred.

Advertising expenses

Advertising costs are expensed as incurred and are included in general and administrative expenses in the accompanying consolidated statements of income. Advertising expense incurred for the years ended **December 31, 2023** **December 31, 2024**, **2023** and **2022** totaled **\$17.4 million**, **\$18.0 million** and **2021** totaled **\$18.0 million**, **\$14.5 million** and **\$15.5 million**, respectively.

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Selling expenses

Selling expenses are the Company's most significant expense and are classified as operating expenses. Selling expenses include commissions the Company pays to its Brand Affiliates, as well as salaries, service fees, benefits, bonuses and other labor and unemployment expenses the Company pays to its sales force in Mainland China. Selling expenses do not include amounts the Company pays to its sales force based on their personal purchases; rather, such amounts are reflected as reductions to revenue. The term "Brand Affiliates" refers to members of the Company's independent sales force in all of the Company's markets besides Mainland China. In each of the Company's markets, except Mainland China, Sales Leaders can earn "multi-level" compensation under the Company's global sales compensation plan, including commissions for product sales to their consumer groups as well as the product sales made through the sales network they have developed and trained. The Company does not pay commissions on sales materials.

Outside of Mainland China, the Company's Brand Affiliates may make profits by purchasing the products from the Company at a discount and selling them to consumers with a mark-up. The Company does not account for nor pay additional commissions on these mark-ups received by Brand Affiliates. In many markets, the Company also allows individuals who are not members of its sales force, referred to as "preferred customers," to buy products directly from the Company at a discount. The Company pays commissions on preferred customer purchases to the referring member of its sales force.

Research and development

Research and development costs are expensed as incurred and are included in general and administrative expenses in the accompanying consolidated statements of income and totaled **\$22.6 million** **\$13.0 million**, **\$22.6 million** and **\$23.3 million** in **2024**, **2023** and **\$27.2 million** in **2023**, **2022**, and **2021**, respectively.

Deferred tax assets and liabilities

The Company accounts for income taxes in accordance with **ASC 740 "Income the Income Taxes," Topic of the Financial Accounting Standards Codification**. These standards establish financial accounting and reporting standards for the effects of income taxes that result from an enterprise's activities during the current and preceding years. The Company takes an asset and liability approach for financial accounting and reporting of income taxes. The Company pays income taxes in many foreign jurisdictions based on the profits realized in those jurisdictions, which can be significantly impacted by terms of intercompany transactions between the Company and its foreign affiliates. Deferred tax assets and liabilities are created in this process. The Company has netted these deferred tax assets and deferred tax liabilities by jurisdiction. These deferred tax assets assume sufficient future earnings will exist for their realization and are calculated using anticipated tax rates. Valuation allowances are established when necessary to reduce deferred tax assets to the amounts expected to be ultimately realized.

Uncertain tax positions

The Company files income tax returns in the U.S. federal jurisdiction, and in various state and foreign jurisdictions. In 2009, we entered into a voluntary program with the IRS called Compliance Assurance Process ("CAP"). Under the CAP program, the IRS audits the tax position of the Company to identify and resolve any tax issues that may arise throughout the tax year. **The In 2022, the IRS has** developed a new **pilot** phase called "Bridge Plus." Under Bridge Plus the taxpayer is required to provide book-to-tax reconciliations, credit utilization and other supporting documentation shortly after their audited financial statement is finalized. The company was selected for Bridge Plus **phase** for the **2022**, **2023**, **2024**, and **2024** **2025** tax years. As of **December 31, 2023** **December 31, 2024**, all open tax years except 2021 have been audited and are effectively closed to further examination. For the tax year 2021, the Company was in the Bridge phase of the CAP program, pursuant to which the IRS did not accept disclosures, did not conduct reviews and did not provide letters of assurance for the year. There are limited circumstances that tax years in the Bridge phase will be opened for examination. With a few exceptions, we are no longer subject to state and local income tax examination by tax authorities for the years before **2020**, **2021**. Foreign jurisdictions have varying lengths of statutes of limitations for income tax examinations. Some statutes are as short as three years and in certain markets may be as long as ten years. The Company is currently under examination in certain foreign jurisdictions; however, the outcomes of those reviews are not yet determinable.

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A reconciliation of the beginning and ending amount of unrecognized tax benefits included in other liabilities is as follows (U.S. dollars in thousands):

	2023	2022	2021
Gross balance at January 1	\$ 23,099	\$ 15,090	\$ 17,620

Increases related to prior year tax positions	180	6,768	4,146
Increases related to current year tax positions	3,065	5,485	1,794
Settlements	(2,378 )	(2,590 )	(5,494 )
Decreases due to lapse of statutes of limitations	(1,284 )	(95 )	(2,409 )
Currency adjustments	(680 )	(1,559 )	(567 )
Gross balance at December 31	<u>\$ 22,002</u>	<u>\$ 23,099</u>	<u>\$ 15,090</u>
	<b>2024</b>	<b>2023</b>	<b>2022</b>
Gross balance at January 1	\$ 22,002	\$ 23,099	\$ 15,090
Increases related to prior year tax positions	2,858	180	6,768
Increases related to current year tax positions	5,354	3,065	5,485
Settlements	(2,299 )	(2,378 )	(2,590 )
Decreases due to lapse of statutes of limitations	(489 )	(1,284 )	(95 )
Currency adjustments	(1,560 )	(680 )	(1,559 )
Gross balance at December 31	<u>\$ 25,866</u>	<u>\$ 22,002</u>	<u>\$ 23,099</u>

At December 31, 2024, the Company had \$25.9 million in unrecognized tax benefits of which \$25.9 million, if recognized, would affect the effective tax rate. In comparison, at December 31, 2023, the Company had \$22.0 million in unrecognized tax benefits of which \$22.0 million, if recognized, would affect the effective tax rate. In comparison, at December 31, 2022, the Company had \$23.1 million in unrecognized tax benefits of which \$23.1 million, if recognized, would affect the effective tax rate. The Company's unrecognized tax benefits relate to multiple foreign and domestic jurisdictions. Due to potential changes in unrecognized tax benefits from the multiple jurisdictions in which the Company operates, as well as the expiration of various statutes of limitation, it is reasonably possible that the Company's gross unrecognized tax benefits, net of foreign currency adjustments, may increase decrease within the next 12 months by a range of approximately \$2.0 \$1.0 to \$3.0 million \$2.0 million.

During the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021 2022, the Company recognized \$0.6 million \$0.7 million, \$5.7 million \$0.6 million and \$1.6 million \$5.7 million, respectively in interest and penalties expenses related to uncertain tax positions. The Company had \$13.0 million \$13.7 million, \$12.4 million \$13.0 million and \$6.7 million \$12.4 million of accrued interest and penalties related to uncertain tax positions at December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, respectively. Interest and penalties related to uncertain tax positions are recognized as a component of income tax expense.

#### Net income per share

Net income per share is computed based on the weighted-average number of common shares outstanding during the periods presented. Additionally, diluted earnings per share data gives effect to all potentially dilutive common shares that were outstanding during the periods presented (Note 8) 9).

#### Foreign currency translation

A significant portion of the Company's business operations occurs outside of the United States. The local currency of each of the Company's Subsidiaries is considered its functional currency, except for the Company's subsidiaries in Singapore and countries deemed highly inflationary where the U.S. dollar is used. All assets and liabilities are translated into U.S. dollars at exchange rates existing at the balance sheet dates, revenue and expenses are translated at weighted-average exchange rates and stockholders' equity is recorded at historical exchange rates. The resulting foreign currency translation adjustments are recorded as a separate component of stockholders' equity in the consolidated balance sheets and transaction gains and losses are included in other income (expense), net in the consolidated statements of income. Net of tax, the accumulated other comprehensive loss related to the foreign currency translation adjustments are \$128.4 million (net of tax of \$7.8 million), \$110.0 million (net of tax of \$7.4 million), and \$102.0 million (net of tax of \$8.1 million), at December 31, 2024, 2023 and \$79.1 million (net of tax of \$7.5 million), at December 31, 2023, 2022, and 2021, respectively.

#### Classification of a highly inflationary economy

A market is considered to have a highly inflationary economy if it has a cumulative inflation rate of approximately 100% or more over a three-year period as well as other qualitative factors including historic inflation rate trends (increasing and decreasing), the capital intensiveness of the operation and other pertinent economic factors. The functional currency in highly inflationary economies is required to be the functional currency of the entity's parent company, and transactions denominated in the local currency are remeasured to the functional currency. The remeasurement of local currency into U.S. dollars creates foreign currency transaction gains or losses, which the Company includes in its consolidated statements of income.

In the second quarter of 2018, published inflation indices indicated that the three-year cumulative inflation in Argentina exceeded 100 percent, and as of July 1, 2018, we elected to adopt highly inflationary accounting for our subsidiary in Argentina. Under highly inflationary accounting, Argentina's functional currency became the U.S. dollar, and its income statement and balance sheet have been measured in U.S. dollars using both current and historical rates of exchange. The effect of changes in exchange rates on peso-denominated monetary assets and liabilities has been reflected in earnings in Other expense, other income (expense), net and was not material. As of December 31, 2023, December 31, 2024 and 2022, 2023, Argentina had a small net peso monetary position. Net sales of Argentina were less than 12 percent of our consolidated net sales for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022.

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#### Fair value of financial instruments



The carrying value of financial instruments including cash and cash equivalents, accounts receivable and accounts payable approximate fair values due to the short-term nature of these instruments. The Company's current investments as of **December 31, 2023** **December 31, 2024** include certificates of deposits and **pre-refunded municipal bonds that are classified by management as held-to-maturity as other investments with maturity dates within the Company had the positive intent and ability to hold to maturity, next 12-months**. The carrying value of these current investments approximate fair values due to the short-term nature of these instruments. As of **December 31, 2023** **December 31, 2024** and **2022**, **2023**, the fair value of debt was **\$505.0 million** **\$395.0 million** and **\$405.0 million** **\$505.0 million**, respectively. The fair value of the Company's debt is estimated using level 2 inputs based on interest rates available for debt with similar terms and remaining maturities.

The FASB Codification defines fair value as the price that would be received to sell an asset or paid to transfer a liability in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants at the measurement date. On a quarterly basis, the Company measures at fair value certain financial assets, including cash equivalents. Accounting standards specify a hierarchy of valuation techniques based on whether the inputs to those valuation techniques are observable or unobservable. Observable inputs reflect data obtained from independent sources, while unobservable inputs reflect the Company's market assumptions. These two types of inputs have created the following fair-value hierarchy:

- Level 1 – quoted prices in active markets for identical assets or liabilities;
- Level 2 – inputs, other than the quoted prices in active markets, that are observable either directly or indirectly;
- Level 3 – unobservable inputs based on the Company's own assumptions.

Accounting standards permit companies, at their option, to measure many financial instruments and certain other items at fair value. The Company has elected not to apply the fair value option to existing eligible items.

#### *Stock-based compensation*

All share-based payments, including grants of stock options and restricted stock units, are required to be recognized in the Company's financial statements based upon their respective grant date fair values. The Black-Scholes option-pricing model is used to estimate the fair value of stock options. The determination of the fair value of stock options is affected by the Company's stock price and a number of assumptions, including expected volatility, expected life, risk-free interest rate and expected dividends. The Company uses historical volatility as the expected volatility assumption required in the Black-Scholes model. The expected life of the stock options is based on historical data trended into the future. The risk-free interest rate assumption is based on observed interest rates appropriate for the expected terms of the Company's stock options. The fair value of the Company's restricted stock units is based on the closing market price of its stock on the date of grant less the Company's expected dividend yield. The Company recognizes stock-based compensation net of actual forfeitures over the requisite service period of the award.

The total compensation expense related to equity compensation plans was **\$15.6 million** **\$14.8 million**, **\$12.4 million** **\$15.6 million** and **\$23.2 million** **\$12.4 million** for the years ended **December 31, 2023** **December 31, 2024**, **2022** **2023** and **2021**, **2022**, respectively. In **2024**, **2023** **2022** and **2021**, **2022**, these amounts reflect the reversal of \$0, **\$1.3**, **\$0**, and **\$0**, **\$1.3**, respectively, for certain performance-based awards that were no longer expected to vest. For the years ended **December 31, 2023** **December 31, 2024**, **2022** **2023** and **2021**, **2022**, all stock-based compensation expense was recorded within general and administrative expenses.

#### *Reporting comprehensive income*

Comprehensive income is defined as the change in equity of a business enterprise during a period from transactions and other events and circumstances from non-owner sources, and it includes all changes in equity during a period except those resulting from investments by owners and distributions to owners.

#### *Derivative instruments and hedging activities*

FASB ASC 815, Derivatives and Hedging ("ASC 815"), provides the disclosure requirements for derivatives and hedging activities with the intent to provide users of financial statements with an enhanced understanding of: (a) how and why an entity uses derivative instruments, (b) how the entity accounts for derivative instruments and related hedged items, and (c) how derivative instruments and related hedged items affect an entity's financial position, financial performance, and cash flows. Further, qualitative disclosures are required that explain the Company's objectives and strategies for using derivatives, as well as quantitative disclosures about the fair value of and gains and losses on derivative instruments, and disclosures about credit-risk-related contingent features in derivative instruments.

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As required by ASC 815, the Company records all derivatives on the balance sheet at fair value. The accounting for changes in the fair value of derivatives depends on the intended use of the derivative, whether the Company has elected to designate a derivative in a hedging relationship and apply hedge accounting and whether the hedging relationship has satisfied the criteria necessary to apply hedge accounting. Derivatives designated and qualifying as a hedge of the exposure to changes in the fair value of an asset, liability, or firm commitment attributable to a particular risk, such as interest rate risk, are considered fair value hedges. Derivatives designated and qualifying as a hedge of the exposure to variability in expected future cash flows, or other types of forecasted transactions, are considered cash flow hedges. Derivatives may also be designated as hedges of the foreign currency exposure of a net investment in a foreign operation. Hedge accounting generally provides for the matching of the timing of gain or loss recognition on the hedging instrument with the recognition of the changes in the fair value of the hedged asset or liability that are attributable to the hedged risk in a fair value hedge or the earnings effect of the hedged forecasted transactions in a cash flow hedge. The Company may enter into derivative contracts that are intended to economically hedge certain of its risk, even though hedge accounting does not apply or the Company elects not to apply hedge accounting.

In accordance with the FASB's fair value measurement guidance in ASU 2011-04, the Company made an accounting policy election to measure the credit risk of its derivative financial instruments that are subject to master netting agreements on a net basis by counterparty portfolio.

#### *Recent accounting pronouncements*

In November 2023, the FASB issued ASU 2023-07, Segment Reporting (Topic 280): Improvements to Reportable Segment Disclosures, expanding segment disclosure requirements. The amendments require enhanced disclosure for certain segment items and required disclosure on how management uses reported measures to assess segment performance. The amendments do not change how segments are determined, aggregated, or how thresholds are applied to determine reportable segments. The Company adopted ASU 2023-07 is effective for the Company's beginning with their 2024 annual periods beginning January 1, 2024, and for interim periods beginning January 1, 2025, with early adoption permitted. The Company is currently evaluating the potential effect that the updated standard will have on their financial statement disclosures, reporting, through retrospective application.

In December 2023, the FASB issued ASU 2023-09, Income Taxes (Topic 740): Improvements to Income Tax Disclosures. The guidance requires disclosure of disaggregated income taxes paid, prescribes standardized categories for the components of the effective tax rate reconciliation, and modifies other income tax-related disclosures. ASU 2023-09 is effective for the Company's annual periods beginning January 1, 2025, with early adoption permitted. The Company is currently evaluating the potential effect that the updated standard will have on their financial statement disclosures.

In November 2024, the FASB issued ASU 2024-03, Income Statement – Reporting Comprehensive Income – Expense Disaggregation Disclosures (Topic 220). This standard requires disclosure of specific information about costs and expenses. ASU 2024-03 is effective for fiscal years beginning after December 15, 2026 and interim reporting periods beginning after December 15, 2027. The Company is currently evaluating the potential effect that the updated standard will have on their financial statement disclosures.

### 3. Held for Sale

Assets and liabilities to be disposed of by sale are classified as "held for sale" if their carrying amounts are principally expected to be recovered through a sale transaction rather than through continuing use. The classification occurs when the disposal group is available for immediate sale and the sale is probable. These criteria are generally met when an agreement to sell exists, or management has committed to a plan to sell the assets within one year. Disposal groups are measured at the lower of carrying amount or fair value less costs to sell, and long-lived assets included within the disposal group are not depreciated or amortized. The fair value of a disposal group, less any costs to sell, is assessed each reporting period it remains classified as held for sale and any remeasurement to the lower of carrying value or fair value less costs to sell is reported as an adjustment to the carrying value of the disposal group. When the net realizable value of a disposal group increases during a period, a gain can be recognized to the extent that it does not increase the value of the disposal group beyond its original carrying value when the disposal group was reclassified as held for sale.

On January 2, 2025, the Company completed the sale of its Mavely entity to Clout.io Holdings, Inc. for \$230 million in cash, subject to certain adjustments as set forth in the purchase agreement, including post-closing determination of net working capital and other elements of the purchase price, and a number of shares of the purchaser's common stock valued by the parties at \$20 million.

As of December 31, 2024, the Mavely disposal group, consisting of \$26.9 million of current assets, \$22.2 million of long-term assets, \$13.9 million of current liabilities and \$1.3 million of long-term liabilities within the Company's Rhyz Other segment, was classified as "Current assets held for sale", "Long-term assets held for sale", "Current liabilities held for sale" and "Long-term liabilities held for sale" in the Consolidated Balance Sheet. In January 2025, the Company used a portion of the sale proceeds to make a \$115.0 million payment on its Credit Agreement term loan facility. The Company determined that as of December 31, 2024, the disposal group met the criteria for classification as held for sale but did not meet the criteria for classification as discontinued operations. The Company recognized income (loss) before provision for income taxes for the Mavely disposal group of \$9.0 million, \$(7.7) million and \$(6.2) million for the years ended December 31, 2024, 2023 and 2022, respectively.

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The total assets and liabilities of the Mavely disposal group that have met the classification of held for sale in the Company's Consolidated Balance sheet are as follows (U.S. dollars in thousands):

	December 31,	
	2024	2023
<b>Assets</b>		
Current assets		
Accounts receivable, net	\$ 26,455	\$ 14,184
Prepaid expenses and other	481	132
Total current assets held for sale	<u>26,936</u>	<u>14,316</u>
Property and equipment, net	1,668	—
Goodwill	12,602	12,602
Other intangible assets, net <sup>(1)</sup>	7,934	10,049
Total long-term assets held for sale	<u>\$ 22,204</u>	<u>\$ 22,651</u>
<b>Liabilities</b>		
Current liabilities		
Accounts payable	\$ 208	\$ 392
Accrued expenses	13,711	6,664
Total current liabilities held for sale	<u>13,919</u>	<u>7,056</u>
Other liabilities	1,325	2,163
Total long-term liabilities held for sale	<u>1,325</u>	<u>2,163</u>

(1) Net of accumulated amortization of \$8.4 million and \$6.3 million as of December 31, 2024 and 2023, respectively.

#### 4. Property and Equipment

Property and equipment are comprised of the following (U.S. dollars in thousands):

	December 31,		December 31,	
	2023	2022	2024	2023
Land	\$ 42,248	\$ 42,931	\$ 41,362	\$ 42,248
Buildings	306,632	274,049	302,645	306,632
Construction in progress <sup>(1)</sup>	16,808	64,566	13,541	16,808
Furniture and fixtures	144,953	136,835	129,627	144,953
Computers and equipment	168,629	145,934	138,855	168,629
Leasehold improvements	99,929	114,633	98,516	99,929
Scanners	6,874	6,438	6,337	6,874
Vehicles	1,588	1,606	1,667	1,588
	787,661	786,992	732,550	787,661
Less: accumulated depreciation	(354,696)	(342,186)	(352,955)	(354,696)
	\$ 432,965	\$ 444,806	\$ 379,595	\$ 432,965

(1) Construction in progress includes \$8.5 million \$5.2 million and \$20.5 million \$8.5 million as of December 31, 2023 December 31, 2024 and 2022, 2023, respectively, of eligible capitalized internal-use software development costs which will be reclassified to computers and equipment when placed into service.

Depreciation of property and equipment totaled \$57.7 million \$56.2 million, \$61.0 million \$57.7 million and \$62.9 million \$61.0 million for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, respectively. The Company recorded impairments of \$8.2 million \$36.6 million and \$13.7 million \$8.2 million for the years ended December 31, 2022 December 31, 2024, and 2021, 2022, respectively, in connection with our fiscal year 2023 and 2022 and 2021 restructuring plans, see Note 20 – Restructuring and Severance Charges.

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#### 4.5. Goodwill

The Company's reporting units for goodwill are its operating segments, which are also its reportable segments, with the exception of Rhyz Other. The Rhyz Other segment is made up of two reporting units, which had goodwill of \$0 million and \$4.7 million as of December 31, 2024, and \$19.6 million and \$4.7 million as of December 31, 2023, respectively.

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The following table presents goodwill allocated to the Company's reportable segments for the periods ended December 31, 2023 December 31, 2024 and 2022 2023 (U.S. dollars in thousands):

	December 31,		December 31,	
	2023	2022	2024	2023
Nu Skin				
Americas	\$ 9,449	\$ 9,449	\$ —	\$ 9,449
Southeast Asia/Pacific			—	18,537
Mainland China	32,179	32,179	—	32,179
Southeast Asia/Pacific	18,537	18,537		
South Korea	29,261	29,261		
Japan	16,019	16,019	—	16,019
Europe & Africa	2,875	2,875	—	2,875
South Korea			—	29,261
Hong Kong/Taiwan	6,634	6,634	—	6,634
Rhyz				
Manufacturing	78,875	78,875	78,875	78,875
Other	36,939	12,603	4,750	24,337
	\$ 230,768	\$ 206,432	\$ 83,625	\$ 218,166

Accumulated impairment charges as of December 31, 2024 were \$9.4 million for the Americas segment, \$18.5 million for the Southeast Asia/Pacific segment, \$32.2 million for the Mainland China segment, \$16.0 million for the Japan segment, \$29.3 million for the South Korea segment, \$2.9 million for the Europe & Africa segment, \$6.6 million for the Hong Kong/Taiwan segment and \$19.6 million for the Rhyz Other segment. There were no accumulated impairment charges as of December 31, 2023.

All of the Company's goodwill is recorded in U.S. dollar functional currency and allocated to the respective segments. Goodwill is not amortized; rather, it is subject to annual impairment tests.

The increase in the Rhyz Other segment goodwill during the year ended December 31, 2023 is due to acquisitions. See Note 19 for further discussions of these acquisitions.

## 5.6. Other Intangible Assets

Other intangible assets consist of the following (U.S. dollars in thousands):

		Carrying Amount at December 31,		Carrying Amount at December 31,	
		2023	2022	2024	2023
Indefinite life intangible assets:					
Trademarks and trade names		\$ 24,599	\$ 24,599	\$ 24,599	\$ 24,599

  

	December 31, 2023		December 31, 2022		Weighted-average	December 31, 2024		December 31, 2023	
	Gross Carrying Amount	Accumulated Amortization	Gross Carrying Amount	Accumulated Amortization		Gross Carrying Amount	Accumulated Amortization	Gross Carrying Amount	Accumulated Amortization
Finite life intangible assets:									
Scanner technology	\$ 40,716	\$ 40,716	\$ 40,716	\$ 40,716	18 years	\$ 40,716	\$ 40,716	\$ 40,716	\$ 40,716
Developed technology	47,821	30,322	43,841	27,365	14 years	36,526	28,254	36,526	28,254
Sales force network	11,598	11,598	11,598	11,598	15 years	11,598	11,598	11,598	11,598
Trademarks	29,904	5,844	7,860	4,200	16 years	26,386	5,789	27,111	5,789
Customer relationships	52,820	23,823	33,788	18,055	8 years	40,718	28,141	50,821	28,141
Other	20,077	9,923	14,497	8,264	8 years	19,777	11,544	19,801	11,544
	\$ 202,936	\$ 122,226	\$ 152,300	\$ 110,198	13 years	\$ 175,721	\$ 126,042	\$ 186,573	\$ 126,042

Amortization of finite-life intangible assets totaled \$11.9 million, \$12.3 million, \$9.7 million, \$11.9 million and \$11.7 million, \$9.7 million for the years ended December 31, 2023, December 31, 2024, 2022, 2023 and 2021, 2022, respectively.

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The estimated annual amortization expense for each of the five succeeding fiscal years are as follows (U.S. dollars in thousands):

Year Ending December 31,	
2024	\$ 15,813
2025	12,745
2026	10,895
2027	8,340
2028	8,028
2029	3,384

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Indefinite life intangible assets are not amortized, rather they are subject to annual impairment tests. Finite life intangibles are amortized over their useful lives unless lives. The Company reviews long-lived assets for impairment when performance expectations, events or change in circumstances occur indicate that cause the assets' carrying value may not be recoverable. The evaluation is performed at the lowest level of identifiable cash flows by comparing the carrying value of the asset group to the net undiscounted cash flows. If the evaluation indicates that the carrying amount of the assets may not be recoverable, any potential impairment is measured based upon the fair value of the related asset group.

During the second quarter of 2024, based on continued losses and change in forecasted losses associated with the BeautyBio retail asset group within the Rhyz Other segment, the Company concluded that these factors were an interim triggering event. As a result, the Company performed an interim impairment test of the asset group and assessed the recoverability of the related asset group by comparing the carrying value of the retail asset group to revise such lives or review such assets for impairment. In connection with the Company's decision net undiscounted cash flow expected to exit be generated. The recoverability test indicated that the Grow Tech segment, a \$3.8 million retail asset group was impaired. The Company concluded the retail asset group's carrying value exceeded its estimated fair value, which was determined utilizing the discounted projected future cash flows, which resulted in an impairment charge. The estimated fair value was based on expected future cash flows using level 3 inputs and utilized management estimates related to revenue growth rates, profitability margins and discount rates. The Company recorded an impairment charge related to other indefinite lived intangibles of \$10.1 million for its Rhyz Other segment during the three months ended June 30, 2024 within and a \$5.2 million impairment charge related to other finite lived intangibles was recorded in the year ended December 31, 2021, see Note 20 for further discussion restructuring and impairment expenses on the consolidated statement of the Grow Tech segment. income. The retail asset group has a remaining carrying value of \$2.3 million with a remaining amortization period of approximately 9 years.

During 2022, the Company recorded a \$1.7 million impairment charge for other intangibles associated with our 2022 restructuring. See Note 20 for further discussion. restructuring plan.

6.7. Long-Term Debt

Credit Agreement

On June 14, 2022, the Company entered into an Amended and Restated Credit Agreement (the "Credit Agreement") with several financial institutions as lenders and Bank of America, N.A., as administrative agent, which amended and restated the 2018 Credit Agreement. The Credit Agreement provides for a \$400 million term loan facility and a \$500 million revolving credit facility, each with a term of five years. Both facilities bear interest at the SOFR, plus a margin based on the Company's consolidated leverage ratio. Commitment fees payable under the Credit Agreement are also based on the consolidated leverage ratio as defined in the Credit Agreement and range from 0.175% to 0.30% on the unused portion of the total lender commitments then in effect. The term loan facility amortizes in quarterly installments in amounts resulting in an annual amortization of 2.5% during the first year and 5.0% during the second, third, fourth and fifth years after the closing date of the Credit Agreement, with the remainder payable at final maturity. The Credit Agreement is guaranteed by certain of the Company's domestic subsidiaries and collateralized by assets of such subsidiaries, including a pledge of 65% of the capital stock of certain foreign subsidiaries. The Credit Agreement requires the Company to maintain a consolidated leverage ratio not exceeding 2.75 to 1.00 and a consolidated interest coverage ratio of no less than 3.00 to 1.00. As of December 31, 2023 December 31, 2024, the Company was in compliance with all covenants under the Credit Agreement.

The following table summarizes the Company's debt facilities as of December 31, 2023 December 31, 2024 and 2022: 2023:

Facility or Arrangement	Original Principal Amount	Balance as of December 31, 2023 2024 <sup>(1)(2)</sup>	Balance as of December 31, 2022 2023 <sup>(1)(2)</sup>	Interest Rate	Repayment Terms
Credit Agreement term loan facility	\$400.0 million	\$385.0 360.0 million	\$395.0 385.0 million	Variable 30 day: 7.46% 6.71%	21% of the principal amount is payable in increasing quarterly installments over a five-year period that began on September 30, 2022, with the remainder payable at the end of the five-year term.
Credit Agreement revolving credit facility		\$120.0 35.0 million	\$10.0 120.0 million	Variable 30 day: 7.46% 6.71%	Revolving line of credit expires June 14, 2027.

- (1) As of December 31, 2023 December 31, 2024 and 2022, 2023, the current portion of the Company's debt (i.e. becoming due in the next 12 months) included \$25.0 million \$20.0 million and \$15.0 million \$25.0 million, respectively, of the balance of its term loan under the Credit Agreement Agreement and \$10.0 and \$0, respectively, of the balance under the revolving line of credit.
- (2) The carrying value of the debt reflects the amounts stated in the above table, less debt issuance costs of \$2.0 million \$1.4 million and \$2.5 million \$2.0 million as of December 31, 2023 December 31, 2024 and 2022, 2023, respectively, related to the Credit Agreement, which are not reflected in this table.

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Maturities of all long-term debt at December 31, 2023 December 31, 2024, are as follows (U.S. dollars in thousands):

Year Ending December 31,		
2024	\$ 25,000	
2025	20,000	\$ 30,000
2026	20,000	20,000
2027	440,000	345,000
2028	—	—
2029	—	—
Thereafter	—	—
Total <sup>(1)</sup>	\$ 505,000	\$ 395,000

- (1) The carrying value of the debt reflects the amounts stated in the above table less excludes debt issuance costs of \$2.0 million, which is not reflected in this table: \$1.4 million.

7.8. Leases

The Company has operating and finance leases for regional offices, manufacturing facilities, retail centers, distribution centers and certain equipment. The Company's leases have remaining lease terms of 1 year to 2013 years, some of which include options to extend the leases for up to 20 years, and some of which include options to terminate the leases within 1 year.

As of December 31, 2023 December 31, 2024, the weighted average remaining lease term was 8.5 7.2 and 3.7 4.8 years for operating and finance leases, respectively. As of December 31, 2023 December 31, 2024, the weighted average discount rate was 3.6% 3.5% and 3.7% 6.6% for operating and finance leases, respectively.

The components of lease expense were as follows (U.S. dollars in thousands):

Year Ended December 31,	Year Ended December 31,
-------------------------	-------------------------

	2023	2022	2021	2024	2023	2022
Operating lease expense						
Operating lease cost	\$ 29,186	\$ 39,682	\$ 48,447	\$ 23,668	\$ 29,186	\$ 39,682
Variable lease cost	4,245	6,061	5,734	6,203	4,245	6,061
Short-term lease cost	—	210	592	—	—	210
Sublease income	—	—	(5,663)			
Finance lease expense						
Amortization of right-of-use assets	4,785	2,371	2,398	2,707	4,785	2,371
Interest on lease liabilities	502	268	319	404	502	268
<b>Total lease expense</b>	<b>\$ 38,718</b>	<b>\$ 48,592</b>	<b>\$ 51,827</b>	<b>\$ 32,982</b>	<b>\$ 38,718</b>	<b>\$ 48,592</b>

Supplemental cash flow information related to leases was as follows (U.S. dollars in thousands):

	Year Ended December 31,			Year Ended December 31,		
	2023	2022	2021	2024	2023	2022
Operating cash outflow from operating leases	\$ 29,055	\$ 37,174	\$ 51,570	\$ 24,609	\$ 29,055	\$ 37,174
Operating cash outflow from finance leases	\$ 481	\$ 243	\$ 322	\$ 376	\$ 481	\$ 243
Financing cash outflow from finance leases	\$ 3,198	\$ 1,919	\$ 1,871	\$ 2,886	\$ 3,198	\$ 1,919
Right-of-use assets obtained in exchange for operating lease obligations	\$ 27,730	\$ 34,026	\$ 25,427	\$ 16,469	\$ 27,730	\$ 34,026
Right-of-use assets obtained in exchange for finance lease obligations	\$ 1,081	\$ 9,797	\$ 74	\$ 30	\$ 1,081	\$ 9,797

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Maturities of lease liabilities were as follows (U.S. dollars in thousands):

Year Ending December 31,	Operating Leases	Finance Leases	Operating Leases	Finance Leases
2024	\$ 23,503	\$ 3,676		
2025	17,440	3,490	\$ 18,969	\$ 2,528
2026	12,364	3,397	14,765	2,524
2027	9,381	3,038	10,789	2,504
2028	6,473	59	8,306	2,382
2029			7,587	1,933
Thereafter	36,936	—	23,702	—
<b>Total</b>	<b>106,097</b>	<b>13,660</b>	<b>84,118</b>	<b>11,871</b>
Less: Finance charges	14,328	954	8,796	1,708
<b>Total principal liability</b>	<b>\$ 91,769</b>	<b>\$ 12,706</b>	<b>\$ 75,322</b>	<b>\$ 10,163</b>

The Company has additional lease liabilities of \$0.8 million \$2.1 million which have not yet commenced as of December 31, 2023 December 31, 2024, and as such, have not been recognized on the consolidated balance sheets.

## 8.9. Capital Stock

The Company's authorized capital stock consists of 25 million shares of preferred stock, par value \$0.001 per share, 500 million shares of Class A common stock, par value \$0.001 per share, and 100 million shares of Class B common stock, par value \$0.001 per share. As of December 31, 2023 December 31, 2024 and 2022, 2023, there were no preferred or Class B common shares outstanding. Each share of Class A common stock entitles the holder to one vote on matters submitted to a vote of the Company's stockholders. Stock dividends of Class A common stock may be paid only to holders of Class A common stock. Class A common stock has no conversion rights.

*Weighted-average common shares outstanding*

The following is a reconciliation of the weighted-average common shares outstanding for purposes of computing basic and diluted net income per share (in thousands):

	Year Ended December 31,			Year Ended December 31,		
	2023	2022	2021	2024	2023	2022
Basic weighted-average common shares outstanding	49,711	50,002	50,193	49,662	49,711	50,002
Effect of dilutive securities:						
Stock awards and options	149	523	1,234	—	149	523
Diluted weighted-average common shares outstanding	49,860	50,525	51,427	49,662	49,860	50,525

For the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, other stock options totaling 1.8 million 1.5 million, 0.1 million 1.8 million and 0.1 million, respectively, were excluded from the calculation of diluted earnings per share because they were anti-dilutive.



Dividends

Quarterly cash dividends for the years ended December 31, 2023, December 31, 2024, 2023 and 2022 totaled \$11.9 million, \$77.6 million and \$77.0 million or \$0.39 \$0.06 per share in all quarters of 2024, \$0.39 in all quarters of 2023 and \$0.385 for in all quarters of 2022. In February 2024, tThe board of directors has declared a quarterly cash dividend of \$0.06 per share of Class A common stock to be paid on March 6, 2024 March 5, 2025 to stockholders of record on February 26, 2024 February 24, 2025.

Repurchases of common stock

InIn July 2018, the Company's board of directors approved a stock repurchase plan with an authorization amount of \$500 million. The repurchases are used primarily for strategic initiatives and to offset dilution from the Company's equity incentive plans, plans. During the year ended December 31, 2024, the Company purchased no shares. During the years ended December 31, 2023, and 2022, and 2021, the Company purchased 0.6 million, and 1.7 million and 1.6 million shares under the 2018 plan for \$13.0 million, and \$70.0 million and \$80.4 million, respectively. At December 31, 2023 December 31, 2024, \$162.4 million was available for repurchases under the 2018 stock repurchase plan.

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9.10. Stock-Based Compensation

At December 31, 2023 December 31, 2024, the Company had the following stock-based employee compensation plans:

Equity Incentive Plans

In April 2010, the Company's board of directors approved the Nu Skin Enterprises, Inc. 2010 Omnibus Incentive Plan (the "2010 Omnibus Incentive Plan"). This plan was approved by the Company's stockholders at the Company's 2010 Annual Meeting of Stockholders held in May 2010. The 2010 Omnibus Incentive Plan provides for granting of a variety of equity-based awards including stock options, stock appreciation rights, restricted stock, restricted stock units, other share-based awards, performance cash, performance shares and performance units to executives, other employees and independent consultants and directors of the Company and its subsidiaries, subsidiaries, as well as directors of the Company. Options granted under the 2010 Omnibus Incentive Plan are generally non-qualified stock options, but the 2010 Omnibus Incentive Plan permits some stock options granted to qualify as "incentive stock options" under the U.S. Internal Revenue Code. The exercise price of a stock option generally is equal to the fair market value of the Company's common stock on the stock option grant date. The contractual term of a stock option granted under the 2010 Omnibus Incentive Plan is seven years. Currently, all shares issued upon the exercise of stock options are from the Company's treasury shares. Subject to certain adjustments, 7.0 million shares were authorized for issuance under the 2010 Omnibus Incentive Plan. On June 3, 2013, In June 2013, the Company's stockholders approved an Amended and Restated 2010 Omnibus Incentive Plan, which among other things increased the number of shares available for awards by 3.2 million shares. On May 24, 2016, In May 2016, the Company's stockholders approved a Second Amended and Restated 2010 Omnibus Incentive Plan, which among other things increased the number of shares available for awards by 3.8 million shares. On In June 3, 2020, the Company's stockholders approved a Third Amended and Restated 2010 Omnibus Incentive Plan, which among other things increased the number of shares available for awards by 5.9 million shares.

The fair value of stock option awards was estimated using the Black-Scholes option-pricing model with the following assumptions and weighted-average fair values as follows:

Stock Options:	December 31, 2021
Weighted-average grant date fair value of grants	\$ 16.10
Risk-free interest rate <sup>(1)</sup>	0.5 %
Dividend yield <sup>(2)</sup>	2.9 %
Expected volatility <sup>(3)</sup>	49.5 %
Expected life in months <sup>(4)</sup>	56 months

- (1) The risk-free interest rate is based upon the rate on a zero-coupon U.S. Treasury bill, for periods within the contractual life of the option, in effect at the time of the grant.
- (2) The dividend yield is based on the average of historical stock prices and actual dividends paid.
- (3) Expected volatility is based on the historical volatility of the Company's stock price, over a period similar to the expected life of the option.
- (4) The expected term of the option is based on the historical employee exercise behavior, the vesting terms of the respective option, and a contractual life of either seven or ten years.

In April 2024, the Company's board of directors approved the Nu Skin Enterprises, Inc. 2024 Omnibus Incentive Plan (the "2024 Omnibus Incentive Plan"). This plan was approved by the Company's stockholders at the Company's 2024 Annual Meeting of Stockholders held in June 2024. The 2024 Omnibus Incentive Plan provides for granting of a variety of equity-based awards including stock options, stock appreciation rights, restricted stock, restricted stock units, other share-based awards, performance cash, performance shares and performance units to executives, other employees and independent consultants of the Company and its subsidiaries, as well as directors of the Company. Subject to certain adjustments, the number of shares authorized for issuance under the 2024 Omnibus Incentive Plan was the sum of 1.2 million shares plus the number of shares which, as of the 2024 Omnibus Incentive Plan's effective date, were available for issuance under the Third Amended and Restated 2010 Omnibus Incentive Plan.

Options under the plans as of December 31, 2023 December 31, 2024 and changes during the year ended December 31, 2023 December 31, 2024 were as follows:

	Shares (in thousands)	Weighted- average Exercise Price	Weighted- average Remaining Contractual Term (in years)	Aggregate Intrinsic Value (in thousands)	Shares (in thousands)	Weighted- average Exercise Price	Weighted- average Remaining Contractual Term (in years)	Aggregate Intrinsic Value (in thousands)
<b>Options activity – service based</b>								
Outstanding at December 31, 2022	163.9	\$ 37.69						
<b>Options activity – performance based</b>								
Outstanding at December 31, 2023					907.6	\$ 39.67		
Granted	—	—			—	—		
Exercised	(78.9)	34.60			—	—		
Forfeited/cancelled/expired	(85.0)	40.78			(206.1)	49.54		
Outstanding at December 31, 2023	—	—	—	\$ —				
Exercisable at December 31, 2023	—	—	—	—				
<b>Options activity – performance based</b>								
Outstanding at December 31, 2022	1,461.6	\$ 40.30						
Granted	—	—						
Exercised	(184.6)	30.50						
Forfeited/cancelled/expired	(369.4)	46.75						
Outstanding at December 31, 2023	907.6	39.67	3.03	\$ —				
Exercisable at December 31, 2023	784.0	38.12	2.84	—				
<b>Options activity – all options</b>								
Outstanding at December 31, 2022	1,625.5	\$ 40.04						
Granted	—	—						
Exercised	(263.5)	31.73						
Forfeited/cancelled/expired	(454.4)	45.63						
Outstanding at December 31, 2023	907.6	39.67	3.03	\$ —				
Exercisable at December 31, 2023	784.0	38.12	2.84	—				
Outstanding at December 31, 2024					701.5	36.77	2.05	\$ —
Exercisable at December 31, 2024					701.5	36.77	2.05	—

The aggregate intrinsic value in the table above represents the total pretax intrinsic value (the difference between the Company's closing stock price on the last trading day of the respective years and the exercise price, multiplied by the number of in-the-money options) that would have been received by the option holders had all option holders exercised their options on **December 31, 2023** **December 31, 2024**. This amount varies based on the fair market value of the Company's stock.

Cash proceeds, tax benefits and intrinsic value related to total stock options exercised during **2024**, **2023** **2022** and **2021**, **2022**, were as follows (U.S. dollars in thousands):

	December 31,			December 31,		
	2023	2022	2021	2024	2023	2022
Cash proceeds from stock options exercised	\$ 8,322	\$ 31,600	\$ 14,435	\$ —	\$ 8,322	\$ 31,600
Tax benefit / (expense) realized for stock options exercised	482	229	807	—	482	229
Intrinsic value of stock options exercised	2,338	15,505	8,402	—	2,338	15,505

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Nonvested restricted stock awards as of **December 31, 2023** **December 31, 2024** and changes during the year ended **December 31, 2023** **December 31, 2024** were as follows:

	Number of Shares (in thousands)	Weighted- average Grant Date Fair Value	Number of Shares (in thousands)	Weighted- average Grant Date Fair Value
Nonvested at December 31, 2022	953.0	\$ 44.28		
Nonvested at December 31, 2023			1,020.5	\$ 39.42
Granted	550.8	35.77	1,041.4	11.88
Vested	(340.7)	46.56	(385.7)	39.18

Forfeited	(142.6)	40.74	(192.4)	30.10
Nonvested at December 31, 2023	1,020.5	\$ 39.42		
Nonvested at December 31, 2024			1,483.8	\$ 21.36

Nonvested performance share units as of **December 31, 2023** December 31, 2024 and changes during the year ended **December 31, 2023** December 31, 2024 were as follows:

	Number of Shares (in thousands)	Weighted- average Grant Date Fair Value	Number of Shares (in thousands)	Weighted- average Grant Date Fair Value
Nonvested at December 31, 2022	180.2	\$ 44.39		
Nonvested at December 31, 2023			272.9	\$ 40.09
Granted	194.0	37.99	558.3	11.98
Vested	—	—	(33.0)	37.62
Forfeited	(101.3)	43.70	(131.0)	34.69
Nonvested at December 31, 2023	272.9	\$ 40.09		
Nonvested at December 31, 2024			667.2	\$ 17.75

Stock-based compensation expense is recognized on a straight-line basis, except for performance-based awards for which expense is recognized using a graded-attribution method if the results are materially different than the straight-line method. The Company recognized **no expense related to service condition stock options in 2023, 2022 \$13.3 million, \$14.4 million and 2021; and recognized \$14.4 million, \$14.3 million and \$15.4 million** of expense related to service condition restricted stock units in **2024, 2023 2022 and 2021, 2022**, respectively. For performance stock options and performance stock units, an expense is recorded each period for the estimated expense associated with the projected achievement of the performance-based targets. The Company recognized **none, \$0, \$0 and \$2.0 million of income related to performance stock options in 2024, 2023 and \$7.8 million 2022, respectively; and \$1.5 million, \$1.2 million and \$0 of expense related to performance stock options in 2023, 2022 and 2021, respectively; and \$1.2 million expense, none and none related to performance stock units in 2024, 2023 2022 and 2021, 2022**, respectively. The amount in 2022 reflects the reversal of stock compensation for awards no longer expected to vest.

As of **December 31, 2023** December 31, 2024, there was no unrecognized stock-based compensation expense related to nonvested stock option awards. As of **December 31, 2023** December 31, 2024, there was **\$26.8 million \$20.7 million** of unrecognized stock-based compensation expense related to nonvested restricted stock awards. That cost is expected to be recognized over a weighted-average period of **2.5 2.3** years.

## 10.11. Fair Value and Equity Investments

### Fair Value

The carrying value of financial instruments including cash and cash equivalents, accounts receivable and accounts payable approximate fair values due to the short-term nature of these instruments. Fair value estimates are made at a specific point in time, based on relevant market information.

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The following tables present the fair value hierarchy for those assets and liabilities measured at fair value on a recurring basis (U.S. dollars in thousands):

	Fair Value at December 31, 2023				Fair Value at December 31, 2024			
	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total
<b>Financial assets (liabilities):</b>								
Cash equivalents and current investments	\$ 42,916	\$ —	\$ —	\$ 42,916	\$ 23,914	\$ —	\$ —	\$ 23,914
Derivative financial instruments asset	—	12,689	—	12,689	—	4,708	—	4,708
Life insurance contracts	—	—	45,041	45,041	—	—	44,091	44,091
Contingent consideration	—	—	(6,300)	(6,300)	—	—	—	—
Total	\$ 42,916	\$ 12,689	\$ 38,741	\$ 94,346	\$ 23,914	\$ 4,708	\$ 44,091	\$ 72,713

	Fair Value at December 31, 2022			
	Level 1	Level 2	Level 3	Total
<b>Financial assets (liabilities):</b>				
Cash equivalents and current investments	\$ 55,356	\$ —	\$ —	\$ 55,356
Derivative financial instruments asset	—	19,738	—	19,738
Life insurance contracts	—	—	40,055	40,055

Contingent consideration	—	—	(6,364 )	(6,364 )
Total	\$ 55,356	\$ 19,738	\$ 33,691	\$ 108,785

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	Fair Value at December 31, 2023			
	Level 1	Level 2	Level 3	Total
<b>Financial assets (liabilities):</b>				
Cash equivalents and current investments	\$ 42,916	\$ —	\$ —	\$ 42,916
Derivative financial instruments asset	—	12,689	—	12,689
Life insurance contracts	—	—	45,041	45,041
Contingent consideration	—	—	(6,300)	(6,300)
Total	\$ 42,916	\$ 12,689	\$ 38,741	\$ 94,346

The following methods and assumptions were used to determine the fair value of each class of assets and liabilities recorded at fair value in the consolidated balance sheets:

**Cash equivalents and current investments:** Cash equivalents and current investments primarily consist of highly rated money market funds with maturities of three months or less, and are purchased daily at par value with specified yield rates. Due to the high ratings and short-term nature of the funds, the Company considers all cash equivalents and current investments as Level 1. Current investments include \$4.0 million \$1.4 million and \$4.9 million \$4.0 million as of December 31, 2023 December 31, 2024 and 2022, 2023, respectively, that is restricted for the Company's voluntary participation in a consumer protection cooperative in South Korea, along with investments in corporate securities.

**Life insurance contracts:** ASC 820 preserves practicability exceptions to fair value measurements provided by other applicable provisions of U.S. GAAP. The guidance in ASC 715-30-35-60 allows a reporting entity, as a practical expedient, to use cash surrender value or conversion value as an expedient for fair value when it is present. Accordingly, the Company determines the fair value of its life insurance contracts as the cash-surrender value of life insurance policies held in its Rabbi Trust as disclosed in Note 13, 14, "Deferred Compensation Plan."

**Derivative financial instruments asset and liability:** Derivative financial instruments are measured at fair value based on observable market information and appropriate valuation methods. See Note 14 15, "Derivative Financial Instruments" for more information on derivative financial instruments.

**Contingent consideration:** Contingent consideration represents the obligations incurred in connection with acquisitions. The estimate of fair value of the contingent consideration obligations requires subjective assumptions to be made regarding the future business results, discount rates, discount periods and probabilities assigned to various potential business result scenarios and was determined using probability assessments with respect to the likelihood of reaching various targets or of achieving certain milestones. The fair value measurement is based on significant inputs unobservable in the market and thus represents a level 3 measurement. Changes in current expectations of progress could change the probability of achieving the targets within the measurement periods and result in an increase or decrease in the fair value of the contingent consideration obligation.

The following table provides a summary of changes in fair value of the Company's Level 3 life insurance contracts (U.S. dollars in thousands):

	2023	2022	2024	2023
Beginning balance at January 1	\$ 40,055	\$ 49,851	\$ 45,041	\$ 40,055
Actual return on plan assets	6,216	(9,180)	6,250	6,216
Sales and settlements	(1,230)	(616)	(7,200)	(1,230)
Ending balance at December 31	\$ 45,041	\$ 40,055	\$ 44,091	\$ 45,041

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The following table provides a summary of changes in fair value of the Company's Level 3 contingent consideration (U.S. dollars in thousands):

	2023	2022	2024	2023
Beginning balance at January 1	\$ (6,364)	\$ (10,341)	\$ (6,300)	\$ (6,364)
Changes in fair value of contingent consideration	64	3,977	—	64
Payments	—	—	6,300	—
Ending balance at December 31	\$ (6,300)	\$ (6,364)	\$ —	\$ (6,300)

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## Equity Investments

The Company maintains equity investments in companies which are accounted for under the measurement alternative described in ASC 321-10-35-2 for equity securities that lack readily determinable fair values. The carrying amount of equity securities held by the Company without readily determinable fair values was \$28.1 million as of December 31, 2023 December 31, 2024 and 2022, 2023. During the year ended December 31, 2021, the Company recognized \$18.1 million of upward fair value adjustments, based on the third quarter of 2021 valuation of additional equity issued by the investee which was deemed to be an observable transaction of a similar investment under ASC 321. The gain was

recorded within **Other expense, other income (expense)**, net on the consolidated statement of income. The upward fair value adjustment represents a nonrecurring fair value measurement based on observable price changes and is classified as a level 2 fair value measurement.

## 11.12. Income Taxes

Consolidated income **(loss)** before provision for income taxes consists of the following for the years ended **December 31, 2023**, **December 31, 2024**, **2022**, **2023** and **2021**, **2022** (U.S. dollars in thousands):

	2023	2022	2021	2024	2023	2022
J.S.	\$ (37,152)	\$ 24,411	\$ 45,371	\$ (237,693)	\$ (37,152)	\$ 24,411
Foreign	63,730	64,559	187,088	62,642	63,730	64,559
Total	\$ 26,578	\$ 88,970	\$ 232,459	\$ (175,051)	\$ 26,578	\$ 88,970

The provision **(benefit)** for current and deferred taxes for the years ended **December 31, 2023**, **December 31, 2024**, **2022**, **2023** and **2021**, **2022** consists of the following (U.S. dollars in thousands):

	2023	2022	2021	2024	2023	2022
Current						
Federal	\$ —	\$ —	\$ —	\$ 998	\$ —	\$ —
State	3,903	1,515	1,458	708	3,903	1,515
Foreign	29,179	34,117	77,393	25,314	29,179	34,117
	33,082	35,632	78,851	27,020	33,082	35,632
Deferred						
Federal	(18,039)	(65,733)	3,705	(60,354)	(18,039)	(65,733)
State	(1,440)	(1,239)	(38)	(1,593)	(1,440)	(1,239)
Foreign	4,380	15,532	2,675	6,470	4,380	15,532
	(15,099)	(51,440)	6,342	(55,477)	(15,099)	(51,440)
Provision for income taxes	\$ 17,983	\$ (15,808)	\$ 85,193			
Provision (benefit) for income taxes				\$ (28,457)	\$ 17,983	\$ (15,808)

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The principal components of deferred taxes are as follows (U.S. dollars in thousands):

	Year Ended December 31,		Year Ended December 31,	
	2023	2022	2024	2023
Deferred tax assets:				
Inventory differences	\$ 78,338	\$ 41,127	\$ 108,895	\$ 78,338
Foreign tax credit and other foreign benefits	37,369	51,273	36,689	37,369
Stock-based compensation	4,556	5,981	3,882	4,556
Accrued expenses not deductible until paid	33,066	37,181	26,529	33,066
Net operating losses	21,864	12,773	19,710	21,864
Interest Expense Limitation - 163(j)			2,832	—
Capitalized research and development	27,750	26,406	27,917	27,750
R&D credit carryforward	2,294	1,795	2,594	2,294
Other	293	242	285	293
Gross deferred tax assets	205,530	176,778	229,333	205,530
Deferred tax liabilities:				
Foreign currency exchange	3,596	3,225	1,341	3,596
Foreign withholding taxes	14,591	15,375	10,936	14,591
Intangibles step-up	3,787	4,446	1,020	3,787
Overhead allocation to inventory	106	3,504	—	106
Amortization of intangibles	25,020	21,211	11,215	22,857
Other	6,281	6,129	6,580	6,281
Gross deferred tax liabilities	53,381	53,890	31,092	51,218
Valuation allowance	(47,142)	(33,557)	(24,337)	(47,142)
Deferred taxes, net	\$ 105,007	\$ 89,331	\$ 173,904	\$ 107,170

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At **December 31, 2023** **December 31, 2024**, the Company had foreign operating loss carryforwards of **\$46.7 million** **\$35.9 million** for tax purposes, which will be available to offset future taxable income. If not used, **\$34.9 million** **\$25.1 million** of carryforwards will expire between **2024** **2025** and **2033** **2044**, while **\$11.8 million** **\$10.8 million** do not expire. Tax effected, the foreign operating losses are **\$19.7 million** **\$17.7 million**. A valuation allowance has been placed on foreign operating loss carryforwards of **\$19.7 million** **\$17.7 million**. In addition, a valuation allowance of **\$25.1 million** **\$6.6 million** has been recorded on a portion of the foreign tax credit carryforwards which will expire between 2028 and **2031**, and all of the R&D credit carryforward of \$2.3 million which will expire between 2036 and **2042** **2034**.

The Company uses the tax law ordering approach when determining when excess tax benefits have been realized.

Valuation allowances have been recognized for a portion of the foreign tax credit and all of the foreign net operating loss carryforwards, and the R&D credit carryforward. **carryforwards**. During 2023, On January 2, 2025 the Company **incurred restructuring charges that primarily affected their** sold its subsidiary Mavely, which will affect its U.S. earnings. **These additional expenses** The gain from the sale in the U.S. reduced will increase the Company's ability to utilize foreign tax credits. As a result, the Company recorded an additional **\$6.1 million** released **\$18.3 million** of the valuation allowance against the Company's foreign tax credits and the **\$2.3 million** valuation allowance against R&D credits. The remaining valuation allowances were recognized for assets which it is more likely than not some portion or all of the deferred tax asset will not be realized. In making such determination, the Company considers all available positive and negative evidence, including future reversals of existing taxable temporary difference, projected future taxable income, tax planning strategies and recent financial operations. When the Company determines that there is sufficient positive evidence to utilize the remaining foreign tax credits or the foreign net operating losses, **or the R&D credit carryforward**, the valuation allowance will be released which would reduce the provision for income taxes.

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The deferred tax asset valuation adjustments for the years ended **December 31, 2023** **December 31, 2024**, **2022** **2023** and **2021** **2022** are as follows (U.S. dollars in thousands):

	Year Ended December 31,			Year Ended December 31,		
	2023	2022	2021	2024	2023	2022
Balance at the beginning of period	\$ 33,557	\$ 80,186	\$ 67,340	\$ 47,142	\$ 33,557	\$ 80,186
Additions charged to cost and expenses	13,183 <sup>(1)</sup>	3,231 <sup>(4)</sup>	12,674 <sup>(6)</sup>	2,245 <sup>(1)</sup>	13,183 <sup>(4)</sup>	3,231 <sup>(6)</sup>
Decreases	(1,825) <sup>(2)</sup>	(50,315) <sup>(5)</sup>	— <sup>(7)</sup>	(27,086) <sup>(2)</sup>	(1,825) <sup>(5)</sup>	(50,315) <sup>(7)</sup>
Adjustments	2,227 <sup>(3)</sup>	455 <sup>(3)</sup>	172 <sup>(3)</sup>	2,036 <sup>(3)</sup>	2,227 <sup>(3)</sup>	455 <sup>(3)</sup>
Balance at the end of the period	\$ 47,142	\$ 33,557	\$ 80,186	\$ 24,337	\$ 47,142	\$ 33,557

- (1) Increase in valuation is due primarily to net operating losses in foreign markets and the \$6.1 million that was recorded on the foreign tax credit carryforward. **markets**.
- (2) The decrease was due primarily to **expiration** the release of the valuation allowance against **\$18.3 million** of foreign **net operating losses**, tax credits and \$2.3 million of R&D credits.
- (3) Represents the net currency effects of translating valuation allowances at current rates of exchange.
- (4) Increase in valuation is due primarily to net operating losses in foreign markets and \$6.1 million that was recorded on the foreign tax credit carryforward.
- (5) The decrease was due to expiration of foreign net operating losses.
- (6) Increase in valuation is primarily due to net operating losses in foreign markets.
- (5) (7) The decrease was due to utilization of \$18.1 million of foreign tax credits and the valuation allowance release of \$32.2 million foreign tax credits.
- (6) Increase in valuation is primarily due to **\$11.9 million** that was recorded on the foreign tax credit carryforward due to the disposal of the Company's Grow Tech segment. The additional amount is due to net operating losses in foreign markets.
- (7) No decreases in 2021.

The components of deferred taxes, net on a jurisdiction basis are as follows (U.S. dollars in thousands):

	Year Ended December 31,		Year Ended December 31,	
	2023	2022	2024	2023
Net noncurrent deferred tax assets	\$ 105,529	\$ 89,770	\$ 174,249	\$ 107,692
Net noncurrent deferred tax liabilities	522	439	345	522
Deferred taxes, net	\$ 105,007	\$ 89,331	\$ 173,904	\$ 107,170

The Company is subject to regular audits by federal, state and foreign tax authorities. These audits may result in proposed assessments that may result in additional tax liabilities.

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The actual tax rate for the years ended **December 31, 2023** **December 31, 2024**, **2022** **2023** and **2021** **2022** compared to the statutory U.S. Federal tax rate is as follows:

	Year Ended December 31,			Year Ended December 31,		
	2023	2022	2021	2024	2023	2022
Income taxes at statutory rate	21.00 %	21.00 %	21.00 %	21.00 %	21.00 %	21.00 %
Excess tax benefit from equity award	5.04 %	(0.12) %	(0.19) %	(0.73) %	5.04 %	(0.12) %
Deferred compensation	(4.28) %	2.18 %	(0.46) %	1.35 %	(4.28) %	2.18 %
Executive salary limitation	1.59 %	2.06 %	0.47 %	(1.15) %	1.59 %	2.06 %



State taxes	7.34 %	0.25 %	0.50 %	0.38 %	7.34 %	0.25 %
Foreign exchange	(1.91)%	0.68 %	(0.07)%	0.20 %	(1.91)%	0.68 %
Non-U.S. income taxed at different rates	12.70 %	4.78 %	6.06 %	(2.55)%	12.70 %	4.78 %
Foreign withholding taxes	13.31 %	(0.73)%	4.71 %	(0.89)%	13.31 %	(0.73)%
Change in reserve for uncertain tax positions	1.74 %	17.69 %	(0.06)%	(3.77)%	1.74 %	17.69 %
Valuation allowance recognized foreign tax credit & others	24.66 %	(56.17)%	5.12 %	11.89 %	24.66 %	(56.17)%
Foreign-Derived Intangible Income (FDII)	(14.11)%	(8.14)%	(0.87)%	—	(14.11)%	(8.14)%
Acquisition adjustments				(1.55)%	(0.05)%	(0.93)%
Goodwill impairment				(7.86)%	—	—
Other	0.58 %	(1.25)%	0.44 %	(0.06)%	0.63 %	(0.32)%
	<u>67.66 %</u>	<u>(17.77)%</u>	<u>36.65 %</u>	<u>16.26 %</u>	<u>67.66 %</u>	<u>(17.77)%</u>

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The decrease in the effective tax rate for 2024 is primarily due to the company having an overall book loss but still paying taxes primarily in foreign jurisdictions. The increase in the Company's effective tax rate for 2023 was primarily due to the Company incurring restructuring charges that primarily affected their U.S. earnings. These additional expenses in the U.S. reduced the Company's ability to utilize foreign tax credits. The decrease in the effective tax rate for 2022 was primarily due to the Company making an election to change its capitalization policy for tax purposes related to certain direct and indirect costs for inventory and self-constructed assets under Internal Revenue Code ("IRC") Section 263A. This method change allows the Company to utilize a portion of its tax attributes related to foreign tax credits in the United States that were previously fully reserved.

The cumulative amount of undistributed earnings of the Company's non-U.S. Subsidiaries held for indefinite reinvestment is approximately \$60.0 million, at December 31, 2023 December 31, 2024. If this amount were repatriated to the United States, the amount of incremental taxes would be approximately \$6.0 million.

## 12.13. Employee Benefit Plan

The Company has a 401(k) defined-contribution plan which permits participating employees to defer up to a maximum of 100% of their compensation, subject to limitations established by the IRS. Employees age 18 and older are eligible to contribute to the plan starting the first day of employment. After completing at least one day of service, employees are eligible to receive matching contributions from the Company. In 2024, 2023, 2022, and 2021 2022 the Company provided matching contributions of up to 4% of employees' compensation each year. The Company's matching contributions cliff vest after two years of service. The Company recorded compensation expense of \$3.6 million \$4.0 million, \$3.8 million \$3.6 million and \$4.8 million \$3.8 million for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, respectively, related to its contributions to the plan. The Company may make additional discretionary contributions to the plan of up to 10% of employees' base pay. The Company's discretionary contributions vest 20% per year for an employee's first five years of service. For the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, the Company did not make any additional discretionary contributions.

## 13.14. Deferred Compensation Plan

The Company has a deferred compensation plan for select management personnel, highly compensated employees, and members of the Company's board of directors. Under this plan, the Company may make discretionary contributions to participants' deferred compensation accounts; prior to 2021, the Company historically contributed 10% of base salary for participants above a specified job level. In addition, each participant has the option to defer a portion of their compensation up to a maximum of 80% of their base salary and 100% of their bonuses or director fees. Participant contributions are immediately vested. Company contributions made on or prior to December 31, 2020 will vest 50% after ten years of service and 5% each year of service thereafter. In addition, any unvested company contributions will fully vest on the earlier of: (a) the participant attaining 60 years of age; and (b) death or disability.

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Effective January 1, 2021, the Company amended its deferred compensation plan. Under the revision, the Company shall make matching contributions up to 5% of base salary for participants above a specified job level. The revision continues to authorize the Company to make discretionary contributions to participants' deferred compensation accounts. In view of the opportunity to receive a 5% match, the Company reduced its discretionary contributions to 5% of base salary each year, though the Company is not obligated to make these contributions. Under the amendment, revision, the amounts contributed by the Company, adjusted for earnings and losses thereon, will vest 20% per year over five years, subject to acceleration upon the occurrence of certain events, including the completion of at least ten years of employment above a specified job level. All amounts a participant elects to defer, adjusted for earnings and losses thereon, are 100% vested at all times.

The Company recorded compensation expense of \$(5.0) million, \$2.8 million, \$2.3 million and \$4.0 million \$2.3 million for the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, respectively, related to its contributions to the plan. The total long-term deferred compensation liability under the deferred compensation plan was \$49.2 million \$43.0 million and \$44.4 million \$49.2 million for the years ended December 31, 2023 December 31, 2024 and 2022, 2023, respectively, related to its contributions to the plan and is included in accrued expenses for anticipated payments within the next 12 months and the remainder in other long-term liabilities.

All benefits under the deferred compensation plan are unsecured obligations of the Company. The Company has contributed assets to a "rabbi trust" for the payment of benefits under the deferred compensation plan. As the assets of the trust are available to satisfy the claims of general creditors if the Company becomes insolvent, the amounts held in the trust are accounted for as an investment on the Company's consolidated balance sheets of \$45.0 million \$44.1 million and \$40.1 million \$45.0 million for the years ended December 31, 2023 December 31, 2024 and 2022, 2023, respectively.

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## 14, 15. Derivative Financial Instruments

### Risk Management Objective of Using Derivatives

The Company is exposed to certain risks arising from both its business operations and economic conditions. The Company principally manages its exposures to a wide variety of business and operational risks through management of its core business activities. The Company manages economic risks, including interest rate, liquidity, and credit risk primarily by managing the amount, sources, and duration of its assets and liabilities and the use of derivative financial instruments. Specifically, the Company enters into derivative financial instruments to manage exposures that arise from business activities that result in the receipt or payment of future known and uncertain cash amounts, the value of which are determined by interest rates. The Company's derivative financial instruments are used to manage differences in the amount, timing, and duration of the Company's known or expected cash receipts and its known or expected cash payments principally related to the Company's borrowings.

### Cash Flow Hedges of Interest Rate Risk

The Company's objectives in using interest rate derivatives are to add stability to interest expense and to manage its exposure to interest rate movements. To accomplish this objective, the Company primarily uses interest rate swaps as part of its interest rate risk management strategy. Interest rate swaps designated as cash flow hedges involve the receipt of variable-rate amounts from a counterparty in exchange for the Company making fixed-rate payments over the life of the agreements without exchange of the underlying notional amount. During 2023, 2024, such derivatives were used to hedge the variable cash flows associated with existing variable-rate debt.

For derivatives designated and that qualify as cash flow hedges of interest rate risk, the gain or loss on the derivative is recorded in Accumulated Other Comprehensive Income Loss and subsequently reclassified into interest expense/income in the same period(s) during which the hedged transaction affects earnings. Amounts reported in accumulated other comprehensive income loss related to derivatives will be reclassified to interest expense/income as interest payments are made/received on the Company's variable-rate debt. During the next twelve months, the Company estimates that an additional \$9.0 million \$4.7 million will be reclassified as a reduction to interest expense.

As of December 31, 2023 December 31, 2024, the Company had four outstanding interest rate derivatives that were designated as cash flow hedges of interest rate risk with a total notional amount of \$200 million.

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### Fair Values of Derivative Instruments on the Balance Sheet

The table below presents the fair value of the Company's derivative financial instruments as well as their classification on the Balance Sheet:

		Fair Values of Derivative Instruments	
		December 31,	
Derivatives in Cash Flow Hedging Relationships:	Balance Sheet Location	2023	2022
Interest Rate Swap – Asset	Prepaid expenses and other	\$ 8,955	\$ 9,156
Interest Rate Swap – Asset	Other assets	\$ 3,734	\$ 10,582

		Fair Values of Derivative Instruments	
		December 31,	
Derivatives in Cash Flow Hedging Relationships:	Balance Sheet Location	2024	2023
Interest Rate Swap - Asset	Prepaid expenses and other	\$ 4,708	\$ 8,955
Interest Rate Swap - Asset	Other assets	\$ —	\$ 3,734

### Effect of Cash Flow Hedge Accounting on Accumulated Other Comprehensive Income Loss

The tables below present the effect of cash flow hedge accounting on Accumulated Other Comprehensive Income Loss.

		Amount of Gain Recognized in OCI on Derivatives			Amount of Gain Recognized in Other Comprehensive Loss on Derivatives		
		Year Ended December 31,			Year Ended December 31,		
Derivatives in Cash Flow Hedging Relationships:		2023	2022	2021	2024	2023	2022
Interest Rate Swaps		\$ 2,910	\$ 16,267	\$ 5,391	\$ 2,297	\$ 2,910	\$ 16,267

**Derivatives in Cash Flow Hedging Relationships:**

Interest Rate Swaps

**15, 16. Segment Information**

The Company reports revenue from nine segments, consisting of its seven geographic Nu Skin segments—Americas, Mainland China, Southeast Asia/Pacific, South Korea, Japan, Europe & Africa, and Hong Kong/Taiwan. Profitability by segment as determined under US GAAP is driven primarily by the Company's transfer pricing policies. Segment contribution, which is the Company's segment profit or loss, is determined under US GAAP. The accounting policies of the segments are the same as those described in Note 2, "Summary of Significant Accounting Policies." The Company evaluates the performance of its segments based on revenue and segment contribution. Each

In the first quarter of 2023, the Company adjusted how it allocates certain corporate overhead costs to the segments. The prior-year 2022 segment information has been recast to reflect the new allocation. Effective June 2023, the Company closed its Israel market. As a result the Europe, Middle East and Africa ("EMEA") segment has been renamed Europe & Africa.

The accounting policies

Table of the segments are the same as those described in Note 2, "Summary of Significant Accounting Policies." The Company evaluates the performance of its segments based on revenue and segment contribution. Each

Summarized financial information for the Company's reportable segments is shown in the following tables. Asset information is not reviewed or included with the Company's inter

**Revenue by Segment**

	Nu Skin				
	Americas	Southeast Asia/ Pacific	Mainland China	Japan	Europe & Africa
Revenue	\$ 322,516	\$ 244,846	\$ 235,235	\$ 181,557	\$ 181,557
Cost of sales	83,461	64,950	44,059	36,852	36,852
Other segment items (2)	171,338	134,666	145,086	93,907	93,907
Segment contribution	\$ 67,717	\$ 45,230	\$ 46,090	\$ 50,798	\$ 50,798

(U.S. dollars in thousands)	Year Ended December 31,		
	2023	2022	2021
<b>Nu Skin</b>			
Americas	\$ 398,222	\$ 508,537	\$ 547,755
Mainland China	298,079	360,389	568,774
Southeast Asia/Pacific	267,206	344,411	336,651
South Korea	236,099	268,707	354,252
Japan	207,833	224,896	266,216
Europe & Africa	192,352	204,275	283,200
Hong Kong/Taiwan	153,589	157,197	162,611
Nu Skin Other	(858)	3,959	3,653
<b>Total Nu Skin</b>	<b>1,752,522</b>	<b>2,072,371</b>	<b>2,523,112</b>
<b>Rhyz</b>			
Manufacturing (1)	181,395	149,458	172,120
Rhyz Other	35,214	3,830	437
<b>Total Rhyz</b>	<b>216,609</b>	<b>153,288</b>	<b>172,557</b>
<b>Total</b>	<b>\$ 1,969,131</b>	<b>\$ 2,225,659</b>	<b>\$ 2,695,669</b>

	Nu Skin				
	Americas	Southeast Asia/ Pacific	Mainland China	Japan	Europe & Africa

Revenue	\$ 398,222	\$ 267,206	\$ 298,079	\$ 207,833	\$
Cost of sales	104,162	71,364	46,915	41,191	
Other segment items (2)	215,117	148,099	188,905	112,566	
Segment contribution	<u>\$ 78,943</u>	<u>\$ 47,743</u>	<u>\$ 62,259</u>	<u>\$ 54,076</u>	<u>\$</u>

	Nu Skin				
	Americas	Southeast Asia/ Pacific	Mainland China	Japan	Europe
Revenue	\$ 508,537	\$ 344,411	\$ 360,389	\$ 224,896	\$
Cost of sales	135,071	85,986	60,881	45,070	
Other segment items (2)	276,168	182,523	227,146	128,206	
Segment contribution	<u>\$ 97,298</u>	<u>\$ 75,902</u>	<u>\$ 72,362</u>	<u>\$ 51,620</u>	<u>\$</u>

- (1) The Manufacturing segment had \$56.5 million \$40.8 million, \$69.2 million \$56.5 million and \$84.5 million \$69.2 million of intersegment revenue for the years ended December 31, 2024, 2023 and 2022, respectively.
- (2) Other segment items primarily includes selling expenses and general and administrative expenses.

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	Year Ended December 31,		
	2024	2023	2022
Total Segment Revenue	\$ 1,729,252	\$ 1,969,989	\$ 2,221,700
Core Nu Skin Adjustments	2,832	(858)	3,959
Total Revenue	<u>\$ 1,732,084</u>	<u>\$ 1,969,131</u>	<u>\$ 2,225,659</u>

	Year Ended December 31,		
	2024	2023	2022
Total Segment Contribution	\$ 271,930	\$ 368,043	\$ 421,926
Corporate and Other	(423,515)	(319,775)	(311,079)
Operating income (loss)	(151,585)	48,268	110,847
Interest expense	26,409	25,560	13,493
Other income (expense), net	2,943	3,870	(8,384)
Income (loss) before provision for income taxes	<u>\$ (175,051)</u>	<u>\$ 26,578</u>	<u>\$ 88,970</u>

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Segment Contribution

	Year Ended December 31,		
(U.S. dollars in thousands)	2023	2022	2021
<i>Nu Skin</i>			
Americas	\$ 78,943	\$ 97,298	\$ 103,067
Mainland China	62,259	72,362	151,645
Southeast Asia/Pacific	47,743	75,902	72,774
South Korea	74,091	78,811	110,328
Japan	54,076	51,620	65,167
Europe & Africa	18,592	15,959	34,846
Hong Kong/Taiwan	40,582	32,584	34,065
<i>Nu Skin contribution</i>	<u>376,286</u>	<u>424,536</u>	<u>571,892</u>
<i>Rhyz</i>			
Manufacturing	12,321	3,570	18,346
Rhyz Other	(20,564)	(6,180)	(1,813)
<i>Rhyz contribution</i>	<u>(8,243)</u>	<u>(2,610)</u>	<u>16,533</u>
Total segment contribution	<u>368,043</u>	<u>421,926</u>	<u>588,425</u>
Corporate and other	(319,775)	(311,079)	(354,433)
Operating income	<u>48,268</u>	<u>110,847</u>	<u>233,992</u>

Other income (expense)	(21,690 )	(21,877 )	(1,533 )
Income before provision for income taxes	\$ 26,578	\$ 88,970	\$ 232,459
<i>Depreciation and Amortization</i>			
(U.S. dollars in thousands)			
<i>Nu Skin</i>			
Americas			
Southeast Asia/Pacific			
Mainland China			
Southeast Asia/Pacific			
South Korea			
Japan			
Europe & Africa			
South Korea			
Hong Kong/Taiwan			
Total Nu Skin			
Rhyz			
Manufacturing			
Rhyz Other			
Total Rhyz			
Total segment depreciation and amortization			
Corporate and other			
Total			
<i>Capital Expenditures</i>			
(U.S. dollars in thousands)			
<i>Nu Skin</i>			
Americas			
Southeast Asia/Pacific			
Mainland China			
Southeast Asia/Pacific			
South Korea			
Japan			
Europe & Africa			
South Korea			
Hong Kong/Taiwan			
Total Nu Skin			
Rhyz			
Manufacturing			
Rhyz Other			
Total Rhyz			
Total segment capital expenditures			
Corporate and other			
Total			
<i>Revenue by Major Market</i>			
A major market is defined as one with total revenue greater than 10% of consolidated total revenue. Based on this criteria, the Company has identified four major markets: Mainland China, Japan, United States and South Korea.			
(U.S. dollars in thousands)			
United States			
Mainland China			
Japan			

South Korea  
Japan  
All others  
Total

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#### Revenue by Product Line

(U.S. dollars in thousands)  
Beauty  
Wellness  
Other  
Total

#### Long-Lived Assets by Major Market

A major market is defined as a market with long-lived assets greater than 10% of consolidated long-lived assets and also includes the Company's country of domicile (the United States).

(U.S. dollars in thousands)  
United States  
Mainland China  
South Korea  
Japan  
All others  
Total

#### 16. 17. Commitments and Contingencies

The Company is subject to government regulations pertaining to product formulation, labeling and packaging, product claims and advertising, and the Company's direct selling system. The Company is subject to regular audits by federal, state and foreign tax authorities. These audits may result in additional tax liabilities. The Company believes it has appropriate reserves for potential tax liabilities.

#### 17. Other Income (Expense), Net

Other income (expense), net was \$21.7 million, \$21.9 million and \$1.5 million of expense in 2023, 2022 and 2021, respectively. Other income (expense), net includes \$25.6 million of interest income, net of interest expense, in 2023, 2022 and 2021.

#### 18. Supplemental Cash Flow Information

Cash paid for interest totaled \$33.3 million, \$35.3 million, \$14.5 million, \$33.3 million and \$8.6 million, \$14.5 million for the years ended December 31, 2024, 2023, 2022 and 2021, 2020, respectively.

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#### 19. Acquisitions

In April 2023, the Company acquired 60 percent of LifeDNA, Inc. ("LifeDNA"), a DNA assessment company. Consideration paid included \$4.0 million of cash, along with the conversion of convertible preferred stock into common stock. In June 2023, the Company acquired 100 percent ownership in Beauty Biosciences, LLC ("BeautyBio"), making BeautyBio a wholly owned subsidiary of the Company. The acquisition of LifeDNA and BeautyBio are included in the Rhyz other segment from the date of acquisition. For the year ended December 31, 2023, December 31, 2022 and December 31, 2021, the results of LifeDNA and BeautyBio are included in the Rhyz other segment.

#### 20. Restructuring and Severance Charges

In 2021, the Company determined to exit the Grow Tech segment to better align its resources on key strategic initiatives to achieve the future growth objectives and priorities of the Company.



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In the third quarter of 2022, the Company adopted a strategic plan ("2022 Plan") to focus resources on the Company's strategic priorities and optimize future growth and profitability.

*Restructuring expense by segment – 2022 Plan*

(U.S. dollars in thousands)

*Nu Skin*

Americas

Southeast Asia/Pacific

Mainland China

Southeast Asia/Pacific

South Korea

Japan

Europe & Africa

South Korea

Hong Kong/Taiwan

*Total Nu Skin*

*Rhyz*

*Rhyz Investments*

Manufacturing

Rhyz other

*Total Rhyz*

Rhyz Other

*Total Rhyz Investments*

Corporate and other

Total

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In the fourth quarter of 2023, the Company adopted another strategic plan ("2023 Plan") to focus resources on the Company's global priorities and optimize future growth and profitability.

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*Restructuring expense by segment – 2023 Plan*

(U.S. dollars in thousands)

*Nu Skin*

Americas

Southeast Asia/Pacific

Mainland China

Southeast Asia/Pacific

South Korea

Japan

Europe & Africa

South Korea

Hong Kong/Taiwan

*Total Nu Skin*

*Rhyz*

*Rhyz Investments*

Manufacturing

Rhyz other  
Total Rhyz  
Rhyz Other  
Total Rhyz Investments  
Corporate and other  
Total

## 21. Subsequent Events

On January 2, 2025, the Company completed the sale of its Mavely entity to Clout.io Holdings, Inc. for \$230 million in cash, subject to certain adjustments as set forth in the purchase agreement.

On January 8, 2025, using a portion of the sale proceeds, the Company made a \$115.0 million payment on its Credit Agreement term loan facility.

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To the Board of Directors and Stockholders of Nu Skin Enterprises, Inc.

### Opinions on the Financial Statements and Internal Control over Financial Reporting

We have audited the accompanying consolidated balance sheets of Nu Skin Enterprises, Inc. and its subsidiaries (the "Company") as of December 31, 2023 and December 31, 2024.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the Company as of December 31, 2023 and December 31, 2024.

### Basis for Opinions

The Company's management is responsible for these consolidated financial statements, for maintaining effective internal control over financial reporting, and for its assessment of the effectiveness of internal control over financial reporting.

We conducted our audits in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement.

Our audits of the consolidated financial statements included performing procedures to assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error.

As described in Management's Report on Internal Control over Financial Reporting, management has excluded LifeDNA, Inc. and Beauty Biosciences, LLC from its assessment of internal control over financial reporting.

### Definition and Limitations of Internal Control over Financial Reporting

A company's internal control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles.

Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls will change or become inadequate.

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### Critical Audit Matters

The critical audit matter communicated below is a matter arising from the current period audit of the consolidated financial statements that was communicated or required to be communicated to the audit committee.

#### Income Taxes

As described in Notes 2 and 11 to the consolidated financial statements, the Company recorded a provision benefit for income taxes of \$18 million and \$28 million for the years ended December 31, 2023 and December 31, 2024, respectively.

The principal considerations for our determination that performing procedures relating to income taxes is a critical audit matter are (i) the significant judgment by management with respect to the valuation of deferred tax assets and (ii) the complexity of the tax laws and regulations.

Addressing the matter involved performing procedures and evaluating audit evidence in connection with forming our overall opinion on the consolidated financial statements. The procedures described below are those that we, as auditors, performed.

/s/ PricewaterhouseCoopers LLP  
Salt Lake City, Utah

February 14, 2024 2025

We have served as the Company's auditor since 1994, which includes periods before the Company became subject to SEC reporting requirements.

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**ITEM 9. CHANGES IN AND DISAGREEMENTS WITH ACCOUNTANTS ON ACCOUNTING AND FINANCIAL DISCLOSURE**

None.

**ITEM 9A. CONTROLS AND PROCEDURES**

**Evaluation of Disclosure Controls and Procedures.** Under the supervision and with the participation of our management, including our Chief Executive Officer and Chief Financial Officer, we conducted an evaluation of our disclosure controls and procedures (as defined in Rules 13a-15 and 15d-15 under the Securities Exchange Act of 1934) during the period ended December 31, 2023. Based on this evaluation, our management concluded that our disclosure controls and procedures were effective as of December 31, 2023.

**Management's Report on Internal Control over Financial Reporting.** Our management is responsible for establishing and maintaining adequate internal control over financial reporting (as defined in Rules 13a-15 and 15d-15 under the Securities Exchange Act of 1934). During the period ended December 31, 2023, our management conducted an evaluation of our internal control over financial reporting and concluded that our internal control over financial reporting was effective as of December 31, 2023.

- pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of our assets;
- provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles;
- provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use or disposition of our assets that could have a material effect on our financial statements.

Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls will change or become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

Under the supervision and with the participation of our management, including our Chief Executive Officer and Chief Financial Officer, we assessed, as of December 31, 2023, the effectiveness of our internal control over financial reporting.

The effectiveness of our internal control over financial reporting as of December 31, 2023, has been audited by PricewaterhouseCoopers LLP, an independent member firm affiliated with the PricewaterhouseCoopers network, which is a member firm of the PricewaterhouseCoopers network.

On April 26, 2023, and June 15, 2023, we completed the acquisitions of LifeDNA, Inc. and Beauty Biosciences, LLC, respectively. As permitted by guidance published by the SEC, we have excluded the financial statements of these entities from our internal control over financial reporting. There was no change during the fiscal quarter ended December 31, 2023, in our internal control over financial reporting.

**ITEM 9B. OTHER INFORMATION**

**Impairment**

On December 9, 2024, we determined that a charge related to the impairment of certain information technology assets, primarily internally developed software, was necessary as a result of the impairment of certain information technology assets.

**Trading Plans**

None.

**ITEM 9C. DISCLOSURE REGARDING FOREIGN JURISDICTIONS THAT PREVENT INSPECTIONS**

Not applicable.

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The information required by Items 10, 11, 12, 13 and 14 of Part III will be included in an amendment to this Annual Report on Form 10-K or incorporated by reference to our Definitive Proxy Statement.

**ITEM 15. EXHIBITS AND FINANCIAL STATEMENT SCHEDULES**

Documents filed as part of this Form 10-K:

1. Financial Statements. See Index to Consolidated Financial Statements under Item 8 of Part II.
2. Financial Statement Schedules. N/A
3. Exhibits. References to the "Company" shall mean Nu Skin Enterprises, Inc. Unless otherwise noted, the SEC file number for exhibits incorporated by reference is 001-1

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\* \* Filed or furnished herewith.

# # Management contract or compensatory plan or arrangement.

**ITEM 16. FORM 10-K SUMMARY**

None.

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Pursuant to the requirements of Section 13 or 15(d) of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned

Pursuant to the requirements of the Securities Exchange Act of 1934, this report has been signed below by the following persons on behalf of the Registrant and in the capacities

---

/s/ Steven J. Lund

Steven J. Lund

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/s/ Ryan S. Napierski

Ryan S. Napierski

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/s/ James D. Thomas

James D. Thomas

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/s/ Emma S. Battle

Emma S. Battle

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/s/ Daniel W. Campbell

Daniel W. Campbell

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/s/ Andrew D. Lipman

Andrew D. Lipman

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/s/ Laura Nathanson

Laura Nathanson

/s/ Thomas R. Pisano

Thomas R. Pisano

/s/ Zheqing Shen

Zheqing Shen

/s/ Edwina D. Woodbury

Edwina D. Woodbury

/s/ Mark A. Zorko

Mark A. Zorko

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As of December 31, 2023, Nu Skin Enterprises, Inc. (the “Company”) has one class of securities registered under Section 12 of the Securities Exchange Act of 1934, as amended. The Company’s certificate of incorporation also authorizes 25 million shares of preferred stock and 100 million shares of Class B common stock, both with a par value of \$0.001 per share. The description below does not purport to be complete and is qualified in its entirety by reference to the terms of our certificate of incorporation and our bylaws, each of which is incorporated by reference.

#### **Voting Rights**

Each share of our Class A Common Stock entitles the holder to one vote on each matter submitted to a vote of our stockholders, including the election of directors. Each share of our Class A Common Stock also entitles the holder to one vote on each matter submitted to a vote of our stockholders, including the election of directors.

#### **Dividends**

The holders of our common stock are entitled to receive dividends if, as and when the dividends are declared by our board of directors out of assets legally available for the dividend.

#### **Liquidation Preference**

In the event of liquidation, after payment of the debts and other liabilities of our Company and after making provision for the holders of our preferred stock, if any, our remaining assets shall be distributed to the holders of our Class A Common Stock.

#### **Mergers and Other Business Combinations**

Upon the merger or consolidation of our Company, holders of our common stock are entitled to receive equal per-share payments or distributions. We may not dispose of all or a portion of our assets in connection with a merger or consolidation.

- the proposed transaction is approved by a vote of not less than a majority of our directors who are neither affiliated nor associated with the related person or the seller of shares;
- in the case of a transaction pursuant to which the holders of common stock are entitled to receive cash, property, securities or other consideration, the cash or fair market value of the consideration shall be at least equal to the highest price per share paid by the related person for any of its holdings of common stock within the two-year period immediately prior to the announcement of the transaction, or the highest closing sale price during the 30-day period immediately preceding that date or during the 30-day period immediately preceding the date on which the transaction is consummated.

#### **Transfer Agent and Registrar**

The transfer agent and registrar for our Class A Common Stock is EQ Shareowner Services.

#### **Listing**

Our Class A Common Stock is traded on the New York Stock Exchange under the trading symbol “NUS.”

Our board of directors is authorized, subject to the limitations prescribed by the Delaware General Corporation Law or the rules of the New York Stock Exchange or other organization, to:

- provide for the issuance of shares of preferred stock in one or more series;
- establish from time to time the number of shares to be included in each series;
- fix the rights, powers, preferences and privileges of the shares of each wholly unissued series and any qualifications, limitations or restrictions on such shares; and
- increase or decrease the number of shares of each series, without any further vote or action by the stockholders.

The approval of the holders of at least 66 2/3% of the combined voting power of the outstanding shares of common stock, however, is required for the issuance of shares of preferred stock. Depending upon the terms of the preferred stock established by our board of directors, any or all series of preferred stock could have preference over the common stock with respect to dividends and assets in liquidation.

#### **Special Stockholder Meetings**

Special meetings of stockholders may be called only by the board of directors pursuant to a resolution adopted by the affirmative vote of a majority of the board, the chairman of the board or the president.

#### **Director Nominations and Business Proposals**

Our stockholders are required to provide advance notice of nominations of directors to be made at, and of business proposed to be brought before, a meeting of the stockholders.

#### **Section 203 of the Delaware General Corporation Law**

We are a Delaware corporation and are subject to the provisions of Section 203 of the Delaware General Corporation Law. This law prevents many Delaware corporations, including us, from engaging in certain business combinations with an acquirer unless the corporation has opted out of the provisions of Section 203 of the Delaware General Corporation Law with an express provision in its original certificate of incorporation.



This Restricted Stock Unit Agreement, Participant's award information (the "Award Summary"), which can be accessed on the Fidelity website (currently [www.fidelity.com](http://www.fidelity.com)) or the

**1. Grant of Restricted Stock Units.**

**1. (a) Grant of Restricted Stock Units.**

**1.1 Grant of Restricted Stock Units.** Effective as of the date of grant specified in the Award Summary (the "Grant Date"), the Company grants to Participant an award of th

**1.2 (b) Vesting of Restricted Stock Units. Units.** The Restricted Stock Units shall vest on the dates (the "Vesting Dates") and in the amounts determined by the Co

**1.3 (c) Termination of Continuous Service.**

(i) In the event Participant's Continuous Service (as defined in [Section 1\(g\)\(ii\)](#) below) is terminated for any reason prior to the full vesting of the Restricted Stock U

For purposes of this Agreement:

"Continuous Service" means that Participant's service with the Company or a Subsidiary, whether as an Employee, Director, or Consultant, is not interrupted or terminated. (ii)

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**1.4 (d) Settlement of Restricted Stock Units.**

(i) Subject to the terms of the Plan and this Agreement, Restricted Stock Units shall be settled in Shares, provided that Participant has satisfied any Tax-Rel

(ii) Shares will be issued to Participant within 70 days following the applicable Vesting Date unless subject to the terms of the Company's deferred compens

(A) If the termination event giving rise to the vesting acceleration occurs prior to the Change in Control and the Change in Control constitutes a "cha

(B) If the termination event giving rise to the vesting acceleration occurs on or following the Change in Control and the Change in Control constitute

(iii) Notwithstanding the foregoing, for purposes of complying with Code Section 409A, if the Participant is a U.S. Taxpayer the Restricted Stock [holding Section 40](#)

**1.5 (e) Stockholder Rights.** Unless and until Shares are issued by the Company after the Vesting Date, Participant shall have none of the rights or privileges of a sl

**1.6 (f) Change in Control.** Notwithstanding any provision in this Agreement to the contrary, if, within six months prior to and in connection with a Change in Control

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**(g) Defined Terms.** For purposes of this Agreement:

(i) "Cause" [Cause](#) shall mean that Participant has engaged in any one of the following:

(a) (A) a material breach by Participant of the Company's Employee Covenants Agreement, other employee covenants or any employment agreeme

(b) (B) any willful violation by Participant of any material law or regulation applicable to the business of the Company or any of its Subsidiaries;

(c) (C) Participant's conviction of, or a plea of guilty or nolo contendere to, a felony or any willful perpetration of common law fraud (or analogous vic

(d) (D) any other willful misconduct by Participant that is materially injurious to the financial condition or business reputation of, or is otherwise mate

For purposes of the foregoing, in determining whether a "material breach" has occurred, or whether there has been a willful violation of a "material" law or regulation,

(ii) "Continuous Service" shall mean the uninterrupted provision of services to the Company or a Subsidiary, whether as an Employee, Director, or Consultant.

(iii) "Good Reason" [Reason](#) shall mean the occurrence any of the following events that result in a material negative change to Participant:

(a) (A) without Participant's consent, a material reduction in the scope of Participant's duties and responsibilities or the level of management to whic

(b)

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(B) without Participant's consent, a reduction in base salary (other than an across-the-board reduction of not more than 10% applicable to all simila

(c) (C) without Participant's consent, a material reduction in Participant's benefits in the aggregate (in terms of benefit levels) from those provided to

(d) (D) without Participant's consent, a relocation of Participant's principal place of employment of more than 50 miles from Participant's primary res

(e) (E) the failure of the Company to have a successor entity specifically assume this Agreement or any employment agreement within 10 business

- (f) a material breach by the Company or a successor entity of this Agreement or any employment agreement.

Notwithstanding the foregoing, Good Reason Participant's employment shall only not be found to exist if Participant, not later than 90 days after the initial occurrence (iv) "Section 409A Change of Control Units" shall mean Restricted Stock Units that are considered "non-qualified deferred compensation" subject to Section

2. **Securities Law Compliance.** Participant represents that Participant has received and carefully read a copy of the Prospectus for the Plan, together with the Company's
3. **Transfer Restrictions.** Participant shall not transfer, assign, sell, encumber, pledge, grant a security interest in or otherwise dispose of the Restricted Stock Units subje

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4. **Forfeiture.**
- (a) If, at any time during Participant's Continuous Service or at any time during the 12-month period following termination of Participant's Continuous Service, Participant e
- (b) The forfeiture provisions of this Section 4 shall be applied by the Committee, at its discretion, to the maximum extent permitted under applicable laws. Further, these p

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Additionally, if Participant is or becomes subject to the Nu Skin Enterprises, Inc. Executive Officer Incentive Compensation Recovery Policy (the "Recovery Policy"), Participant a

- (d) Participant expressly agrees that the Company may take such actions as are necessary or appropriate to effectuate the foregoing provisions of this Section 4 (as appli

5. **Governing Plan Document.** This Agreement incorporates by reference all of the terms and conditions of the Plan, as presently existing and as hereafter amended. Pa
- (a) Acknowledges receipt of the Plan and represents that Participant is familiar with the provisions of the Plan, and that Participant enters into this Agreement subje
- (b) Recognizes that the Committee has been granted complete authority to administer the Plan in its sole discretion, and agrees to accept all decisions related to th

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- (c) Acknowledges and understands that the establishment of the Plan and the existence of this Agreement are not sufficient, in and of themselves, to exempt Partici

6. **Representations and Warranties.** As a condition to the receipt of any Shares upon vesting of the Restricted Stock Units, the Company may require Participant

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7. **Compliance With Law and Regulations.** Notwithstanding any other provision of the Plan or this Agreement, unless there is an available exemption from any registratio

8. **Responsibility for Taxes.**
- (a) Participant acknowledges that, regardless of any action taken by the Company or, if different, Participant's employer (the "Employer"), the ultimate liability for all i

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- (b) In connection with any relevant taxable or tax withholding event, as applicable, Participant agrees to make adequate arrangements satisfactory to the Company and/o

- (c) Full payment of the Tax-Related Items shall be made by any of the following, or a combination thereof, at the election of the Participant, subject to the Committee's or t

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Depending on the withholding method, the Company and/or the Employer may withhold or account for Tax-Related Items by considering applicable withholding rates in Participa

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- (e) Participant agrees to pay to the Company or the Employer any amount of Tax-Related Items that the Company or the Employer may be required to withhold or accoun

9. **Nature of Grant.** In accepting the Restricted Stock Units, Participant acknowledges, understands and agrees that:
- (a) the Plan is established voluntarily by the Company, it is discretionary in nature and may be modified, amended, suspended or terminated by the Company at an
- (b) the grant of Restricted Stock Units is exceptional, voluntary and occasional and does not create any contractual or other right to receive future awards of Restrict
- (c) nothing in this Agreement or in the Plan shall confer upon Participant any right to continue in the employment or service of the Employer, the Company or any Su
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- (d) all decisions with respect to future grants of Restricted Stock Units or other grants, if any, will be at the sole discretion of the Committee and/or Company;

- (e) Participant's participation in the Plan is voluntary;
- (f) the future value of the underlying Shares is unknown, indeterminable and unpredictable;
- (g) unless otherwise agreed with the Company, the Restricted Stock Units and the Shares subject to the Restricted Stock Units, and the income and value of same,
- (h) in the event of the termination of Participant's Continuous Service (as defined above) (for any reason whatsoever, whether or not later found to be found invalid

- 
- (i) Restricted Stock Units and the Shares subject to Restricted Stock Units, and the income and value of same, are not part of normal or expected compensation or
  - (j) Restricted Stock Units and the Shares subject to Restricted Stock Units, and the income and value of same, are not intended to replace any pension rights or com
  - (k) Restricted Stock Units are an extraordinary item that does not constitute compensation of any kind for service of any kind rendered to the Company or to the Em
  - (l)(l) no claim or entitlement to compensation or damages shall arise from forfeiture of Restricted Stock Units resulting from termination of Participant's Continuous

- 
- (m) neither the Company, the Employer nor any Subsidiary of the Company shall be liable for any foreign exchange rate fluctuation between Participant's local curre

10. **Data Privacy Notice and Consent.** *Participant hereby explicitly and unambiguously consents to the collection, use and transfer, in electronic or other form, of*  
*Participant understands that the Employer, the Company and Subsidiaries may hold certain personal information about Participant, including, but not limited to, Par*

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*Participant understands that Data will be transferred to Fidelity, or such other stock plan service provider as may be selected by the Company in the future, which is*

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*Upon request of the Company or the Employer, Participant agrees to provide an executed data privacy form (or any other agreements or consents) that the Company*

11. **Miscellaneous Provisions.**

- 11.1 (a) **Notices.** Any notice required to be given under this Agreement shall be in writing and shall be deemed effective upon (i) personal delivery, (ii) when sent by e

- 
- 11.2 (b) **Waiver.** The failure of the Company in any instance to exercise any rights under this Agreement, including the forfeiture rights under Section 4, shall not con

- 11.3 (c) **Imposition of Other Requirements & Participant Undertaking.** The Company reserves the right to impose other requirements on Participant's participatio

- 11.4 (d) **Entire Contract.** This Agreement and the Plan constitute the entire understanding and agreement of the parties with respect to the subject matter contained

- 11.5 (e) **Language.** Participant acknowledges that he or she is sufficiently proficient in English, or, alternatively, Participant acknowledges that he or she will seek app

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11.6 **Electronic Delivery and Acceptance.** The Company may, in its sole discretion, decide to deliver any documents related to current or future participation in the Plan by

- 11.7 (g) **Successors and Assigns.** The provisions of this Agreement shall inure to the benefit of, and be binding upon, the Company and its successors and assigns

- 
- 11.8 (h) **Severability.** In the event that any provision in this Agreement will be held invalid or unenforceable, such provision will be severable from, and such invalidity

- 11.9 (i) **Governing Law and Choice of Venue.** The Restricted Stock Units and the provisions of this Agreement shall be governed by, and subject to, the laws of the

- 11.10 (j) **Appendix.** Notwithstanding any provisions in this Agreement, the Restricted Stock Units shall be subject to any special terms and conditions set forth in a

- 11.11 (k) **Insider Trading Restrictions/Market Abuse Laws.** Participant acknowledges that, depending on Participant's country, broker's country, or where Shares are

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11.12 **Exchange Control Tax and Foreign Asset/Account Reporting Requirements.** Participant acknowledges that there may be exchange control, tax, foreign asset ar

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11.13 (m)Section 409A. The Restricted Stock Units and issuance of Shares thereunder are intended to comply with Code Section 409A and the U.S. Treasury Regul

By electronically accepting this Agreement and participating in the Plan, Participant agrees to be bound by the terms and conditions in the Plan and this Agreement,

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Unless otherwise defined herein, the capitalized terms in this Appendix shall have the same defined meaning assigned to them in the Plan and the Agreement.

This Appendix includes special country-specific terms and conditions that apply to Participants in the countries listed below. This Appendix is part of the Agreement. This Appen

In addition, the information is general in nature and may not apply to Participant's particular situation, and the Company is not in a position to assure Participant of any particular

Finally, if Participant is a citizen or resident of a country other than the one in which he or she currently is residing and/or working, transfers employment after the Restricted Stock

#### **DATA PRIVACY PROVISIONS APPLICABLE TO GRANTEES IN THE EUROPEAN UNION/EUROPEAN ECONOMIC AREA**

The following provision replaces Section 10 of the Agreement:

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**Data Collection and Usage.** Pursuant to applicable data protection laws, Participant is hereby notified that the Company collects, processes, uses and transfers certain person

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**Controller, EU Representative and DPO.** The Company is the controller responsible for the processing of Participant's personal data in connection with the Plan. The Compar

**Personal Data Subject to Processing.** The Company collects, processes and uses the following types of personal data about Participant: Participant's name, home address ar

**Purposes and Legal Bases of Processing.** The Company processes the Personal Data for the purpose of granting Restricted Stock Units, implementing, administering and m

**Stock Plan Administration Service Providers.** The Company transfers Personal Data to Fidelity Stock Plan Services, LLC and its affiliated companies (collectively, "Fidelity"),

**International Data Transfers.** The Company and its service providers, including, without limitation, Fidelity, operate, relevant to the Company, in the United States, which mean:

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The legal basis for the processing of the Personal Data by the Company and the third-party service providers is the necessity of the data processing for the Company to perform

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**Data Retention.** The Company will use the Personal Data only as long as necessary to implement, administer and manage Participant's participation in the Plan, or as required

**Data Subject Rights.** To the extent provided by law, Participant has the right to (i) inquire whether and what kind of Personal Data the Company holds about Participant and how

**Contractual Requirement.** Participant's provision of Personal Data and its processing as described above is required for the performance of the Company's obligations pursua

#### **AUSTRALIA**

**Nature of Plan.** The Plan and the Agreement is a plan to which Subdivision 83A-C of the Income Tax Assessment Act 1997 (Cth) (the "Act") applies (subject to the conditions in t

**Securities Law Information.** The offer of the Restricted Stock Units is being made under Division 1A Part 7.12 of the Corporations Act 2001 (Cth). If Participant offers Shares acc

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Exchange Control Information. Exchange control reporting is required for cash transactions exceeding AUD10,000 and for international fund transfers. If an Australian bank is a

#### **BELGIUM**

Foreign Asset/Account Reporting Information. Participant is required to report any securities (e.g., Shares acquired under the Plan) or bank accounts established outside of Belg

Annual Securities Accounts Tax. An annual securities accounts tax may be payable if the total value of securities held in a Belgian or foreign securities account (e.g., Shares acc

#### **CANADA**

Restricted Stock Units Only Payable in Shares. Notwithstanding any discretion in the Plan, the Restricted Stock Units will be settled in Shares only. The grant of Restricted Stoc

Securities Law Information. Participant acknowledges and agrees that he or she will sell Shares acquired through participation in the Plan only outside of Canada through the fac

Foreign Asset/Account Reporting Information. Participant is required to report any specified foreign property (including Shares) annually on Form T1135 (Foreign Income Verific

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#### ***The following provisions apply if Participant is resident in Quebec:***

Data Privacy. Participant hereby authorizes the Company, the Employer and their representatives, including any broker(s) designated by the Company to discuss with and obtain

Translation. Participant understands that they are entitled to receive the Agreement, the Plan and potentially other documents related to the Restricted Stock Units translated into

*Traduction.* Participant comprend qu'il **qu'il** a le droit de recevoir l'accord, **l'accord**, le plan et potentiellement d'autres **d'autres** documents liés aux unités d'actions **d'actions** restrei

#### **CHINA**

The following provisions apply only to Participants who are subject to exchange control restrictions imposed by the State Administration of Foreign Exchange ("SAFE" ("**SAFE**"),

Settlement of Restricted Stock Units. This provision supplements Section 1.4 of the Agreement:

The Restricted Stock Units will only vest if and when the Company has completed the registration of the Plan with SAFE and provided such registration remains effective. If the C

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Furthermore, due to regulatory requirements, Participant acknowledges and agrees that Participant must sell any Shares issued to Participant upon vesting of the Restricted Stock

Exchange Control Information. Participant understands and agrees that, to facilitate compliance with exchange control requirements, Participant will be required to immediately r

Participant further agrees to comply with any other requirements that may be imposed by the Company in the future to facilitate compliance with exchange control requirements i

#### **DENMARK**

Danish Stock Option Act. Participant acknowledges that they have received an Employer Statement in Danish which sets forth additional terms of the Restricted Stock Units, to t

Foreign Asset/Account Reporting Information. Danish residents who establish an account holding Shares or an account holding cash outside Denmark must report the account to

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#### **GERMANY**

Exchange Control Information. Cross-border payments in excess of €12,500 must be reported monthly to the German Federal Bank (Bundesbank). If Participant makes or recei

Foreign Asset/Account Reporting Information. German residents holding Shares must notify their local tax office if the acquisition of Shares under the Plan leads to a so-called q

#### **HONG KONG**

Restricted Stock Units Only Payable in Shares. Notwithstanding any discretion in the Plan, the Restricted Stock Units will be settled in Shares only. The grant of Restricted Stoc

Restriction on Sale of Shares. Shares received under the Plan are accepted as a personal investment. Should any portion of the Restricted Stock Units vest within six months o

Securities Law Information. **Warning:** *The contents of this document have not been reviewed by any regulatory authority in Hong Kong. Participant is advised to ex*

#### **HUNGARY**

There are no country-specific provisions.

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#### **INDONESIA**

Language Consent and Notification. A translation of the documents related to this grant into Bahasa Indonesia can be provided to Participant upon request to hroperations@nus

Language Consent and Notification. Terjemahan dari dokumen-dokumen terkait dengan pemberian ini ke Bahasa Indonesia dapat disediakan untuk anda berdasarkan perminta

Exchange Control Information. If Participant remits proceeds from the sale of Shares or the receipt of any dividends paid on such Shares into Indonesia, the Indonesian Bank thr

In addition, Participant must provide the Bank of Indonesia with information on foreign exchange activities via a monthly report submitted online through the Bank of Indonesia's v

Participant should consult with Participant's personal advisor(s) regarding any personal legal, regulatory or foreign exchange obligations Participant may have in connection with

Foreign Asset/Account Reporting Information. Indonesian residents have the obligation to report worldwide assets (including foreign accounts and Shares acquired under the Pl

#### **JAPAN**

Exchange Control Information. If Participant acquires Shares valued at more than ¥100,000,000 in a single transaction, Participant must file a Securities Acquisition Report with

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Foreign Asset/Account Reporting Information. Participant will be required to report details of any assets (including any Shares acquired under the Plan) held outside of Japan as

#### **KOREA**

Domestic Broker Requirement for Selling Shares Exchange Control Information. Korean residents are not permitted **may need to sell file a report with a Korean** foreign securities  
However, on December 29, 2023, the Korean Financial Services Commission issued an advance notice of legislative action that, if adopted as drafted, would allow Korean reside

Foreign Asset/Account Reporting Information. Korean residents must declare all foreign financial accounts (e.g., non-Korean bank accounts, brokerage accounts) to the Korean

#### **MALAYSIA**

Director Notification Information. If Participant is a director of a Malaysian Subsidiary, Participant is subject to certain notification requirements under the Malaysian Companies A

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Data Privacy Notice and Consent. This provision replaces in its entirety Section 10 of the Agreement:

***Participant hereby explicitly and unambiguously consents to the collection, use and transfer, in electronic or other form, of Participant's personal data, as described***  
***Participant hereby explicitly and unambiguously consents to the collection, use and transfer, in electronic or other form, of Participant's personal data, as described***

***Participant understands that the Employer, the Company and Subsidiaries may hold certain personal information about Participant, including, but not limited to, Par***

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***Participant understands that Data will be transferred to Fidelity, or such other stock plan service provider as may be selected by the Company in the future, which is***

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Participant understands that Data will be transferred to Fidelity, or such other stock plan service provider as may be selected by the Company in the future, which is

#### **NETHERLANDS**

There are no country-specific provisions.

#### **PHILIPPINES**

Securities Law Information. This offering is subject to exemption from the requirements of securities registration with the Philippines Securities and Exchange Commission, under THE SECURITIES BEING OFFERED OR SOLD HAVE NOT BEEN REGISTERED WITH THE SECURITIES AND EXCHANGE COMMISSION UNDER THE SECURITIES REGISTRATION ACT. For further information on risk factors impacting the Company's business that may affect the value of the Shares, Participant may refer to the risk factors discussion in the Company's

Participant acknowledges he or she is permitted to dispose or sell Shares acquired under the Plan provided the offer and resale of such shares takes place outside the Philippine

#### **SINGAPORE**

Sale Restriction. Participant agrees that any Shares acquired pursuant to the Restricted Stock Units will not be offered for sale in Singapore prior to the six-month anniversary of

Securities Law Information. The grant of the Restricted Stock Units is made pursuant to the "Qualifying Person" exemption under section 273(1)(f) of the SFA and is not made to

Director Notification Requirement. Directors, associate directors and shadow directors of a Singapore Subsidiary are subject to certain notification requirements under the Singa

#### **TAIWAN**

Data Privacy Consent. Participant hereby acknowledges that he or she has read and understood the terms regarding collection, processing and transfer of Data contained in Se

Securities Law Information. The Restricted Stock Units and the Shares to be issued pursuant to the Plan are available only to employees of the Company and its Subsidiaries. 1

Exchange Control Information. Participant may remit foreign currency (including proceeds from the sale of Shares or the receipt of any dividends paid on such Shares) into or ou

#### **THAILAND**

Exchange Control Information. If Participant receives proceeds from the sale of Shares or cash dividends in relation to the Shares in excess of US\$1,000,000 in a single transac

If Participant does not repatriate such funds and utilizes them offshore for permissible purposes (i.e., purposes not listed in the negative list prescribed by the Bank of Thailand), I

Participant should consult with Participant's personal advisor(s) regarding any personal legal, regulatory or foreign exchange obligations Participant may have in connection with

I henhold til § 3, stk. 1, i lov om brug af køberet eller tegningsret mv. i ansættelsesforhold ("Aktieoptionsloven" ("Aktieoptionsloven") er medarbejderens ("Medarbejderens") ("Medarbej

Denne erklæring indeholder kun de oplysninger, der er nævnt i Aktieoptionsloven, mens de øvrige vilkår og betingelser for Medarbejderens tildeling af "Restricted Stock Units" ("R

1. Tidspunkt for tildeling af den vederlagsfri ret til at modtage aktier mod opfyldelse af visse betingelser

Tidspunktet for tildelingen af "Restricted "Restricted Stock Units" Units" er den dato, hvor Bestyrelsens Vederlagsudvalg ("Udvalget" ("Udvalget") godkendte tildelingen.

2. Kriterier og betingelser for tildeling af retten til senere at modtage aktier

Kun Selskabets Medarbejdere, bestyrelsesmedlemmer og konsulenter kan deltage i Planen. Tildeling af "Restricted Stock Units" "Units" i henhold til Planen sker efter Selskabets

3. Modningstidspunkt eller -periode

Dine "Restricted Stock Units" "Units" optjenes over et antal år som fastsat i Aftalen. Dine "Restricted Stock Units" "Units" vil ved optjeningen blive konverteret

4. Udnyttelseskurs

Der betales ingen udnyttelseskurs ved modning af "Restricted Stock Units" "Units" eller udstedelse af aktier til Medarbejderen.

5. Medarbejderens retsstilling i forbindelse med fratræden

Såfremt du fratræder din stilling, vil dine "Restricted Stock Units" "Units" blive behandlet i overensstemmelse med ophørsbestemmelserne i Aftalen, der kan opsummeres

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6. Økonomiske aspekter ved at deltage i Planen

Tildelingen af "Restricted Stock Units" "Units" har ingen umiddelbare økonomiske konsekvenser for Medarbejderen. Værdien af "Restricted Stock Units" "Units"

Ordinære aktier er finansielle instrumenter. Den fremtidige værdi af de underliggende aktier i forbindelse med "Restricted Stock Units" "Units" kendes ikke og kan ikke

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This Performance Restricted Stock Unit Agreement, Participant's award information (the "Award Summary"), which can be accessed on the Fidelity website (currently [www.fidelity.com](http://www.fidelity.com))

1. **Grant of Performance Restricted Stock Units.**

1.1 **(a) Grant of Performance Restricted Stock Units.** Effective as of the date of grant specified in the Award Summary (the "Grant Date"), the Company grants to

1.2 **(b) Vesting of Performance Restricted Stock Units.** The Performance Restricted Stock Units shall be divided into tranches and vest as described in Schedule

1.3 **(c) Termination of Continuous Service.**

(i) In the event Participant's Continuous Service (as defined in [Section 1\(g\)\(ii\)](#) below) is terminated for any reason prior to the full vesting of the Performance Restricted

For purposes of this Agreement:

"Continuous Service" means that Participant's service with the Company or a Subsidiary, whether as an Employee, Director, or Consultant, is not interrupted or terminated. (ii)

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1.4 **(d) Settlement of Performance Restricted Stock Units.**

(i) Subject to the terms of the Plan and this Agreement, Performance Restricted Stock Units shall be settled in Shares, provided that Participant has satisfied

(ii) Shares will be issued to Participant within 70 days following the vesting of each tranche of Performance Restricted Stock Units unless subject to the terms

(A) If the termination event giving rise to the vesting acceleration occurs prior to the Change in Control and the Change in Control constitutes a "change of control"

(B) If the termination event giving rise to the vesting acceleration occurs on or following the Change in Control and the Change in Control constitutes a "change of control"

(iii) Notwithstanding the foregoing, for purposes of complying with Code Section 409A, if the Participant is a U.S. Taxpayer the Performance Restricted Stock Units shall be

1.5 **(e) Stockholder Rights.** Unless and until Shares are issued by the Company after the vesting of Performance Restricted Stock Units, Participant shall have no

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1.6 **(f) Change in Control.** Notwithstanding any provision in this Agreement to the contrary, if, within six months prior to and in connection with a Change in Control

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(g) **Defined Terms.** For purposes of this Agreement:

(i) "Cause" **Cause** shall mean that Participant has engaged in any one of the following:

- (a) **(A)** a material breach by Participant of the Company's Employee Covenants Agreement, other employee covenants or any employment agreement;
- (b) **(B)** any willful violation by Participant of any material law or regulation applicable to the business of the Company or any of its Subsidiaries;
- (c) **(C)** Participant's conviction of, or a plea of guilty or nolo contendere to, a felony or any willful perpetration of common law fraud (or analogous violation);
- (d) **(D)** any other willful misconduct by Participant that is materially injurious to the financial condition or business reputation of, or is otherwise materially detrimental to, the Company or any of its Subsidiaries.

For purposes of the foregoing, in determining whether a "material breach" has occurred, or whether there has been a willful violation of a "material" law or regulation,

(ii) "Continuous Service" shall mean the uninterrupted provision of services to the Company or a Subsidiary, whether as an Employee, Director, or Consultant.

(iii) "Good Reason" **Reason** shall mean the occurrence any of the following events that result in a material negative change to Participant:

- (a) **(A)** without Participant's consent, a material reduction in the scope of Participant's duties and responsibilities or the level of management to which Participant reports;

(b)

- (B)** without Participant's consent, a reduction in base salary (other than an across-the-board reduction of not more than 10% applicable to all similarly situated employees);

- (c) **(C)** without Participant's consent, a material reduction in Participant's benefits in the aggregate (in terms of benefit levels) from those provided to similarly situated employees;

- (d) **(D)** without Participant's consent, a relocation of Participant's principal place of employment of more than 50 miles from Participant's primary residence;

- (e) **(E)** the failure of the Company to have a successor entity specifically assume this Agreement or any employment agreement within 10 business days after a Change of Control;

- (f) **(F)** a material breach by the Company or a successor entity of this Agreement or any employment agreement.

Notwithstanding the foregoing, Good Reason Participant's employment shall only not be found to exist if Participant, not later than 90 days after the initial occurrence,

(iv) "Section 409A Change of Control Units" shall mean Performance Restricted Stock Units that are considered "non-qualified deferred compensation" subject to Section 409A.

2. **Securities Law Compliance.** Participant represents that Participant has received and carefully read a copy of the Prospectus for the Plan, together with the Company's

3. **Transfer Restrictions.** Participant shall not transfer, assign, sell, encumber, pledge, grant a security interest in or otherwise dispose of the Performance Restricted Stock Units.

4. **Forfeiture.**

- (a) If, at any time during Participant's Continuous Service or at any time during the 12-month period following termination of Participant's Continuous Service, Participant ceases to be an Employee, Director, or Consultant of the Company or any of its Subsidiaries, the Performance Restricted Stock Units shall be forfeited.

(b) If the Company is required to prepare an Accounting Restatement, as defined in the Nu Skin Enterprises, Inc. Executive Officer Incentive Compensation Recovery Policy (the "Policy"), the Performance Restricted Stock Units shall be forfeited.

- (c) The forfeiture and recoupment provisions of this Section 4 shall be applied by the Committee, at its discretion, to the maximum extent permitted under applicable laws.

- (d) Participant expressly agrees that the Company may take such actions as are necessary or appropriate to effectuate the foregoing provisions of this Section 4 (as applicable).

5. **Governing Plan Document.** This Agreement incorporates by reference all of the terms and conditions of the Plan, as presently existing and as hereafter amended. Participant

- (a) Acknowledges receipt of the Plan and represents that Participant is familiar with the provisions of the Plan, and that Participant enters into this Agreement subject to the Plan;

- (b) Recognizes that the Committee has been granted complete authority to administer the Plan in its sole discretion, and agrees to accept all decisions related to the Plan;

- (c) Acknowledges and understands that the establishment of the Plan and the existence of this Agreement are not sufficient, in and of themselves, to exempt Participant from the application of applicable laws.

6. **Representations and Warranties.** As a condition to the receipt of any Shares upon vesting of the Performance Restricted Stock Units, the Company may require Participant to provide the following representations and warranties:

7. **Compliance With Law and Regulations.** Notwithstanding any other provision of the Plan or this Agreement, unless there is an available exemption from any registration requirement, the Company may require Participant to provide the following representations and warranties:

8. **Responsibility for Taxes.**

(a) Participant acknowledges that, regardless of any action taken by the Company or, if different, Participant's employer (the "Employer"), the ultimate liability for all income

(b) In connection with any relevant taxable or tax withholding event, as applicable, Participant agrees to make adequate arrangements satisfactory to the Company and/or the Employer

(c) Full payment of the Tax-Related Items shall be made by any of the following, or a combination thereof, at the election of the Participant, subject to the Committee's or the Employer's

(d) Depending on the withholding method, the Company and/or the Employer may withhold or account for Tax-Related Items by considering applicable withholding rates in the

(e) Participant agrees to pay to the Company or the Employer any amount of Tax-Related Items that the Company or the Employer may be required to withhold or account for

9. **Nature of Grant.** In accepting the Performance Restricted Stock Units, Participant acknowledges, understands and agrees that:

(a) the Plan is established voluntarily by the Company, it is discretionary in nature and may be modified, amended, suspended or terminated by the Company at any time

(b) the grant of Performance Restricted Stock Units is exceptional, voluntary and occasional and does not create any contractual or other right to receive future awards

(c) nothing in this Agreement or in the Plan shall confer upon Participant any right to continue in the employment or service of the Employer, the Company or any Subsidiary

(d) all decisions with respect to future grants of Performance Restricted Stock Units or other grants, if any, will be at the sole discretion of the Committee and/or the Company

(e) Participant's participation in the Plan is voluntary;

(f) the future value of the underlying Shares is unknown, indeterminable and unpredictable;

(g) unless otherwise agreed with the Company, the Performance Restricted Stock Units and the Shares subject to the Performance Restricted Stock Units, and the income and value of same, are not part of normal or regular compensation

(h) in the event of the termination of Participant's Continuous Service (as defined above) (for any reason whatsoever, whether or not later found to be found invalid or otherwise), the

(i) Performance Restricted Stock Units and the Shares subject to Performance Restricted Stock Units, and the income and value of same, are not part of normal or regular compensation

(j) Performance Restricted Stock Units and the Shares subject to Performance Restricted Stock Units, and the income and value of same, are not intended to replace or supplement

(k) Performance Restricted Stock Units are an extraordinary item that does not constitute compensation of any kind for service of any kind rendered to the Company or any Subsidiary

(l) no claim or entitlement to compensation or damages shall arise from forfeiture of Performance Restricted Stock Units resulting from termination of Participant's Continuous Service

(m) neither the Company, the Employer nor any Subsidiary of the Company shall be liable for any foreign exchange rate fluctuation between Participant's local currency and the

10. **Data Privacy Notice and Consent.** Participant hereby explicitly and unambiguously consents to the collection, use and transfer, in electronic or other form, of Participant's personal information

Participant understands that the Employer, the Company and Subsidiaries may hold certain personal information about Participant, including, but not limited to, Participant's name, contact information, and other information

Participant understands that Data will be transferred to Fidelity, or such other stock plan service provider as may be selected by the Company in the future, which is necessary for the administration of the Plan

Upon request of the Company or the Employer, Participant agrees to provide an executed data privacy form (or any other agreements or consents) that the Company or the Employer may require

11. **Miscellaneous Provisions.**

11.1 **Notices.** (a) **Notices.** Any notice required to be given under this Agreement shall be in writing and shall be deemed effective upon (i) personal delivery, (ii) when delivered by first class mail, or

11.2 (b) **Waiver.** The failure of the Company in any instance to exercise any rights under this Agreement, including the forfeiture rights under Section 4, shall not constitute a waiver of those rights

- 11.3 (c) **Imposition of Other Requirements & Participant Undertaking.** The Company reserves the right to impose other requirements on Participant's participation in the Plan.
- 11.4 (d) **Entire Contract.** This Agreement and the Plan constitute the entire understanding and agreement of the parties with respect to the subject matter contained herein.
- 11.5 (e) **Language.** Participant acknowledges that he or she is sufficiently proficient in English, or, alternatively, Participant acknowledges that he or she will seek appropriate assistance to understand the terms of this Agreement.

- 11.6 (f) **Electronic Delivery and Acceptance.** The Company may, in its sole discretion, decide to deliver any documents related to current or future participation in the Plan electronically.
- 11.7 (g) **Successors and Assigns.** The provisions of this Agreement shall inure to the benefit of, and be binding upon, the Company and its successors and assigns.
- 11.8 (h) **Severability.** In the event that any provision in this Agreement will be held invalid or unenforceable, such provision will be severable from, and such invalidity will not affect the enforceability of the remaining provisions of this Agreement.
- 11.9 (i) **Governing Law and Choice of Venue.** The Performance Restricted Stock Units and the provisions of this Agreement shall be governed by, and subject to, the laws of the State of New York.

- 11.10 (j) **Appendix.** Notwithstanding any provisions in this Agreement, the Performance Restricted Stock Units shall be subject to any special terms and conditions set forth in the Appendix.
- 11.11 (k) **Insider Trading Restrictions/Market Abuse Laws.** Participant acknowledges that, depending on Participant's country, broker's country, or where Shares are traded, there may be insider trading restrictions or market abuse laws that apply to Participant.

- 11.12 (l) **Exchange Control Tax and Foreign Asset/Account Reporting Requirements.** Participant acknowledges that there may be exchange control, tax, foreign asset or account reporting requirements that apply to Participant.

- 11.13 (m) **Section 409A.** The Performance Restricted Stock Units and issuance of Shares thereunder are intended to comply with Code Section 409A and the U.S. Treasury Regulations thereunder.

By electronically accepting this Agreement and participating in the Plan, Participant agrees to be bound by the terms and conditions in the Plan and this Agreement, including the Appendix.

Unless otherwise defined herein, the capitalized terms in this Appendix shall have the same defined meaning assigned to them in the Plan and the Agreement.

This Appendix includes special country-specific terms and conditions that apply to Participants in the countries listed below. This Appendix is part of the Agreement. This Appendix is not a separate document.

In addition, the information is general in nature and may not apply to Participant's particular situation, and the Company is not in a position to assure Participant of any particular result.

Finally, if Participant is a citizen or resident of a country other than the one in which he or she currently is residing and/or working, transfers employment after the Performance Restricted Stock Units are granted, or otherwise changes residence or employment, Participant may be subject to additional requirements.

#### **DATA PRIVACY PROVISIONS APPLICABLE TO GRANTEES IN THE EUROPEAN UNION/EUROPEAN ECONOMIC AREA**

The following provision replaces Section 10 of the Agreement:

**Data Collection and Usage.** Pursuant to applicable data protection laws, Participant is hereby notified that the Company collects, processes, uses and transfers certain personal data about Participant.

**Controller, EU Representative and DPO.** The Company is the controller responsible for the processing of Participant's personal data in connection with the Plan. The Company's EU Representative is Refinitiv Limited, 100 Brook Hill Drive, Suite 200, Redwood City, CA 94063, USA.

**Personal Data Subject to Processing.** The Company collects, processes and uses the following types of personal data about Participant: Participant's name, home address and contact information.

**Purposes and Legal Bases of Processing.** The Company processes the Personal Data for the purpose of granting Performance Restricted Stock Units, implementing, administering and managing the Plan.

**Stock Plan Administration Service Providers.** The Company transfers Personal Data to Fidelity Stock Plan Services, LLC and its affiliated companies (collectively, "Fidelity"), for the purpose of administering the Plan.

**International Data Transfers.** The Company and its service providers, including, without limitation, Fidelity, operate, relevant to the Company, in the United States, which means:

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The legal basis for the processing of the Personal Data by the Company and the third-party service providers is the necessity of the data processing for the Company to perform

**Data Retention.** The Company will use the Personal Data only as long as necessary to implement, administer and manage Participant's participation in the Plan, or as required

**Data Subject Rights.** To the extent provided by law, Participant has the right to (i) inquire whether and what kind of Personal Data the Company holds about Participant and how

**Contractual Requirement.** Participant's provision of Personal Data and its processing as described above is required for the performance of the Company's obligations pursuant

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## **AUSTRALIA**

**Nature of Plan.** The Plan and the Agreement is a plan to which Subdivision 83A-C of the Income Tax Assessment Act 1997 (Cth) (the "Act") applies (subject to the conditions in the

**Securities Law Information.** The offer of the Performance Restricted Stock Units is being made under Division 1A Part 7.12 of the Corporations Act 2001 (Cth). If Participant offers

**Exchange Control Information.** Exchange control reporting is required for cash transactions exceeding AUD10,000 and for international fund transfers. If an Australian bank is a

## **BELGIUM**

**Foreign Asset/Account Reporting Information.** Participant is required to report any securities (e.g., Shares acquired under the Plan) or bank accounts established outside of Belgium

**Annual Securities Accounts Tax.** An annual securities accounts tax may be payable if the total value of securities held in a Belgian or foreign securities account (e.g., Shares acquired

## **CANADA**

**Performance Restricted Stock Units Only Payable in Shares.** Notwithstanding any discretion in the Plan, the Performance Restricted Stock Units will be settled in Shares only. The

**Securities Law Information.** Participant acknowledges and agrees that he or she will sell Shares acquired through participation in the Plan only outside of Canada through the fair

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**Foreign Asset/Account Reporting Information.** Participant is required to report any specified foreign property (including Shares) annually on Form T1135 (Foreign Income Verification

**The following provisions apply if Participant is resident in Quebec:**

**Data Privacy.** Participant hereby authorizes the Company, the Employer and their representatives, including any broker(s) designated by the Company to discuss with and obtain

**Translation.** Participant understands that they are entitled to receive the Agreement, the Plan and potentially other documents related to the Performance Restricted Stock Units

**Traduction.** Participant comprend qu'il **qu'il** a le droit de recevoir l'accord, l'accord, le plan et potentiellement d'autres **d'autres** documents liés aux unités d'actions **d'actions** restreintes

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## **CHINA**

The following provisions apply only to Participants who are subject to exchange control restrictions imposed by the State Administration of Foreign Exchange ("SAFE" ("**SAFE**")), and

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**Settlement of Performance Restricted Stock Units.** This provision supplements **Section 1.4** of the Agreement:

The Performance Restricted Stock Units will only vest if and when the Company has completed the registration of the Plan with SAFE and provided such registration remains effective

Furthermore, due to regulatory requirements, Participant acknowledges and agrees that Participant must sell any Shares issued to Participant upon vesting of the Performance Restricted

**Exchange Control Information.** Participant understands and agrees that, to facilitate compliance with exchange control requirements, Participant will be required to immediately r



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Participant further agrees to comply with any other requirements that may be imposed by the Company in the future to facilitate compliance with exchange control requirements i

#### **DENMARK**

Danish Stock Option Act. Participant acknowledges that they have received an Employer Statement in Danish which sets forth additional terms of the Performance Restricted St  
Foreign Asset/Account Reporting Information. Danish residents who establish an account holding Shares or an account holding cash outside Denmark must report the account t

#### **GERMANY**

Exchange Control Information. Cross-border payments in excess of €12,500 must be reported monthly to the German Federal Bank (Bundesbank). If Participant makes or recei  
Foreign Asset/Account Reporting Information. German residents holding Shares must notify their local tax office if the acquisition of Shares under the Plan leads to a so-called q

#### **HONG KONG**

Performance Restricted Stock Units Only Payable in Shares. Notwithstanding any discretion in the Plan, the Performance Restricted Stock Units will be settled in Shares only. T  
Restriction on Sale of Shares. Shares received under the Plan are accepted as a personal investment. Should any portion of the Performance Restricted Stock Units vest within

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**Securities Law Information.** *Warning: The contents of this document have not been reviewed by any regulatory authority in Hong Kong. Participant is advised to ex*

#### **HUNGARY**

There are no country-specific provisions.

#### **INDONESIA**

Language Consent and Notification. A translation of the documents related to this grant into Bahasa Indonesia can be provided to Participant upon request to hroperations@nus  
Language Consent and Notification. Terjemahan dari dokumen-dokumen terkait dengan pemberian ini ke Bahasa Indonesia dapat disediakan untuk anda berdasarkan permint  
Exchange Control Information. If Participant remits proceeds from the sale of Shares or the receipt of any dividends paid on such Shares into Indonesia, the Indonesian Bank thr  
In addition, Participant must provide the Bank of Indonesia with information on foreign exchange activities via a monthly report submitted online through the Bank of Indonesia's v

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Participant should consult with Participant's personal advisor(s) regarding any personal legal, regulatory or foreign exchange obligations Participant may have in connection with  
Foreign Asset/Account Reporting Information. Indonesian residents have the obligation to report worldwide assets (including foreign accounts and Shares acquired under the Pl

#### **JAPAN**

Exchange Control Information. If Participant acquires Shares valued at more than ¥100,000,000 in a single transaction, Participant must file a Securities Acquisition Report with t  
Foreign Asset/Account Reporting Information. Participant will be required to report details of any assets (including any Shares acquired under the Plan) held outside of Japan as

#### **KOREA**

Domestic Broker Requirement for Selling Shares. Exchange Control Information. Korean residents are not permitted **may need** to sell **file a report with a Korean** foreign securities  
However, on December 29, 2023, the Korean Financial Services Commission issued an advance notice of legislative action that, if adopted as drafted, would allow Korean reside

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Foreign Asset/Account Reporting Information. Korean residents must declare all foreign financial accounts (e.g., non-Korean bank accounts, brokerage accounts) to the Korean

#### **MALAYSIA**

Director Notification Information. If Participant is a director of a Malaysian Subsidiary, Participant is subject to certain notification requirements under the Malaysian Companies Act 2016.

Data Privacy Notice and Consent. This provision replaces in its entirety Section 10 of the Agreement:

**Participant hereby explicitly and unambiguously consents to the collection, use and transfer, in electronic or other form, of Participant's personal data, as described in this Agreement. Participant understands that the Employer, the Company and Subsidiaries may hold certain personal information about Participant, including, but not limited to, Participant's personal data, as described in this Agreement.**

**Participant understands that the Employer, the Company and Subsidiaries may hold certain personal information about Participant, including, but not limited to, Participant's personal data, as described in this Agreement.**

**Participant understands that Data will be transferred to Fidelity, or such other stock plan service provider as may be selected by the Company in the future, which is Participant understands that Data will be transferred to Fidelity, or such other stock plan service provider as may be selected by the Company in the future, which is**

**Further, Participant understands that he or she is providing the consents herein on a purely voluntary basis. If Participant does not consent, or if Participant later se**

#### NETHERLANDS

There are no country-specific provisions.

#### PHILIPPINES

Securities Law Information. This offering is subject to exemption from the requirements of securities registration with the Philippines Securities and Exchange Commission, under

THE SECURITIES BEING OFFERED OR SOLD HAVE NOT BEEN REGISTERED WITH THE SECURITIES AND EXCHANGE COMMISSION UNDER THE SECURITIES REGISTRATION ACT.

For further information on risk factors impacting the Company's business that may affect the value of the Shares, Participant may refer to the risk factors discussion in the Company's Prospectus.

Participant acknowledges he or she is permitted to dispose or sell Shares acquired under the Plan provided the offer and resale of such shares takes place outside the Philippine jurisdiction.

#### SINGAPORE

Sale Restriction. Participant agrees that any Shares acquired pursuant to the Performance Restricted Stock Units will not be offered for sale in Singapore prior to the six-month restriction period.

Securities Law Information. The grant of the Performance Restricted Stock Units is made pursuant to the "Qualifying Person" exemption under section 273(1)(f) of the SFA and is not an offer of securities.

Director Notification Requirement. Directors, associate directors and shadow directors of a Singapore Subsidiary are subject to certain notification requirements under the Singapore Companies Act.

#### TAIWAN

Data Privacy Consent. Participant hereby acknowledges that he or she has read and understood the terms regarding collection, processing and transfer of Data contained in Section 10 of the Agreement.

Securities Law Information. The Performance Restricted Stock Units and the Shares to be issued pursuant to the Plan are available only to employees of the Company and its Subsidiaries.

Exchange Control Information. Participant may remit foreign currency (including proceeds from the sale of Shares or the receipt of any dividends paid on such Shares) into or out of Taiwan.

#### THAILAND

Exchange Control Information. If Participant receives proceeds from the sale of Shares or cash dividends in relation to the Shares in excess of US\$1,000,000 in a single transaction, Participant must repatriate such funds to Thailand.

If Participant does not repatriate such funds and utilizes them offshore for permissible purposes (i.e. **(i.e.,** purposes not listed in the negative list prescribed by the Bank of Thailand), Participant may be subject to penalties under Thai law.

The Performance Restricted Stock Units shall be divided into [\*] equal tranches. The percentage of each respective tranche that shall vest shall be determined as described below.

[Performance Vesting Provisions]

**1.4 Settlement of Restricted Stock Units.** Subject to the terms of the Plan and this Agreement, Restricted Stock Units shall be settled in Shares, provided that Participant  
**1.5 Stockholder Rights.** Unless and until Shares are issued by the Company after the Vesting Date, Participant shall have none of the rights or privileges of a shareholder  
**2.Securities Law Compliance.** Participant represents that Participant has received and carefully read a copy of the Prospectus for the Plan, together with the Company's most  
**3.Transfer Restrictions.** Participant shall not transfer, assign, sell, encumber, pledge, grant a security interest in or otherwise dispose of the Restricted Stock Units subject to th  
**4.Forfeiture.** If, at any time during Participant's Continuous Service or at any time during the 12-month period following termination of Participant's Continuous Service, a Forfeit  
"Forfeiture Event" means the following:

(a) an act of fraud or intentional misrepresentation related to Participant's services;

(b) disclosure or use of confidential information in a manner detrimental to the Company;

(c) competing with the Company; or

(d) any other willful misconduct by Participant that is materially injurious to the financial condition or business reputation of, or is otherwise materially injurious to, the

The forfeiture provisions of this Section 4 shall be applied by the Committee, at its discretion, to the maximum extent permitted under applicable laws. Further, these provisions a  
Additionally, if Participant is or becomes subject to the Nu Skin Enterprises, Inc. Executive Officer Incentive Compensation Recovery Policy (the "Recovery Policy"), Participant a  
Participant expressly agrees that the Company may take such actions as are necessary or appropriate to effectuate the foregoing provisions of this Section 4 (as applicable to P  
**5.Governing Plan Document.** This Agreement incorporates by reference all of the terms and conditions of the Plan, as presently existing and as hereafter amended. Participa

(a) Acknowledges receipt of the Plan and represents that Participant is familiar with the provisions of the Plan, and that Participant enters into this Agreement subje

(b) Recognizes that the Committee has been granted complete authority to administer the Plan in its sole discretion, and agrees to accept all decisions related to the

(c) Acknowledges and understands that the establishment of the Plan and the existence of this Agreement are not sufficient, in and of themselves, to exempt Particip

**6.Representations and Warranties.** As a condition to the receipt of any Shares upon vesting of the Restricted Stock Units, the Company may require Participant to make any r

**7.Compliance With Law and Regulations.** Notwithstanding any other provision of the Plan or this Agreement, unless there is an available exemption from any registration, qua

**8.Responsibility for Taxes.** Participant acknowledges that, regardless of any action taken by the Company, the ultimate liability for all income tax, social insurance, payroll tax,

In connection with any relevant taxable or tax withholding event, as applicable, Participant agrees to make adequate arrangements satisfactory to the Company to satisfy all Tax-  
Under current tax law, Participant is treated as an "independent contractor" for tax purposes, and as such, Participant is responsible to pay his or her Tax-Related Items without ir  
Depending on the withholding method, the Company may withhold or account for Tax-Related Items by considering applicable withholding rates in Participant's jurisdiction(s) (up  
Participant agrees to pay to the Company any amount of Tax-Related Items that the Company may be required to withhold or account for as a result of Participant's participation

**9.Nature of Grant.** In accepting the Restricted Stock Units, Participant acknowledges, understands and agrees that:

(a) the Plan is established voluntarily by the Company, it is discretionary in nature and may be modified, amended, suspended or terminated by the Company at an

(b) the grant of Restricted Stock Units is exceptional, voluntary and occasional and does not create any contractual or other right to receive future awards of Restrict

(c) nothing in this Agreement or in the Plan shall confer upon Participant any right to continue in the service of the Company as a member of the Board of Directors i

(d) all decisions with respect to future grants of Restricted Stock Units or other grants, if any, will be at the sole discretion of the Committee and/or Company;

(e) Participant's participation in the Plan is voluntary;

(f) the future value of the underlying Shares is unknown, indeterminable and unpredictable;

(g) in the event of the termination of Participant's Continuous Service (as defined above) (for any reason whatsoever, whether or not later to be found invalid), unles

(h) Restricted Stock Units and the Shares subject to Restricted Stock Units, and the income and value of same, are not part of normal or expected compensation for

(i) Restricted Stock Units and the Shares subject to Restricted Stock Units, and the income and value of same, are not intended to replace any pension rights or co

(j) Restricted Stock Units are an extraordinary item that does not constitute compensation of any kind for service of any kind rendered to the Company;

(k) no claim or entitlement to compensation or damages shall arise from forfeiture of Restricted Stock Units resulting from termination of Participant's Continuous Ser

(l) neither the Company nor any of its Subsidiaries shall be liable for any foreign exchange rate fluctuation between Participant's local currency and the United State

**10.Data Privacy Notice and Consent.** Participant hereby explicitly and unambiguously consents to the collection, use and transfer, in electronic or other form, of Par  
Participant understands that the Company and any Subsidiaries may hold certain personal information about Participant, including, but not limited to, Participant's i  
Participant understands that Data will be transferred to Fidelity, or such other stock plan service provider as may be selected by the Company in the future, which is

Upon request of the Company, Participant agrees to provide an executed data privacy form (or any other agreements or consents) that the Company may deem nece

**11.Miscellaneous Provisions.**

**11.1 Notices.** Any notice required to be given under this Agreement shall be in writing and shall be deemed effective upon personal delivery or upon deposit in the sender's

**11.2 Waiver.** The failure of the Company in any instance to exercise any rights under this Agreement, including the forfeiture rights under Section 4, shall not constitute a wa

**11.3 Imposition of Other Requirements & Participant Undertaking.** The Company reserves the right to impose other requirements on Participant's participation in the Pla

**11.4 Entire Contract.** This Agreement and the Plan constitute the entire understanding and agreement of the parties with respect to the subject matter contained herein. Thi

**11.5 Language.** Participant acknowledges that he or she is sufficiently proficient in English, or, alternatively, Participant acknowledges that he or she will seek appropriate as

**11.6 Electronic Delivery and Acceptance.** The Company may, in its sole discretion, decide to deliver any documents related to current or future participation in the Plan by electronic means.

**11.7 Successors and Assigns.** The provisions of this Agreement shall inure to the benefit of, and be binding upon, the Company and its successors and assigns and upon the heirs, legal representatives, personal representatives, and assigns of the Company.

**11.8 Severability.** In the event that any provision in this Agreement will be held invalid or unenforceable, such provision will be severable from, and such invalidity or unenforceability will not affect the validity or enforceability of the remaining provisions of this Agreement.

**11.9 Governing Law and Choice of Venue.** The Restricted Stock Units and the provisions of this Agreement shall be governed by, and subject to, the laws of the State of California.

**11.10 Appendix.** Notwithstanding any provisions in this Agreement, the Restricted Stock Units shall be subject to any special terms and conditions set forth in any Appendix to this Agreement.

**11.11 Insider Trading Restrictions/Market Abuse Laws.** Participant acknowledges that, depending on Participant's country, broker's country, or where Shares are listed, Participant may be subject to insider trading restrictions and market abuse laws.

**11.12 Exchange Control Tax and Foreign Asset/Account Reporting Requirements.** Participant acknowledges that there may be exchange control, tax, foreign asset and/or account reporting requirements that may apply to Participant.

**11.13 Section 409A.** The Restricted Stock Units and issuance of Shares thereunder are intended to comply with Code Section 409A and the U.S. Treasury Regulations relating to non-qualified deferred compensation plans.

By electronically accepting this Agreement and participating in the Plan, Participant agrees to be bound by the terms and conditions in the Plan and this Agreement, and to release, defend, hold harmless and indemnify the Company from and against all claims, damages, losses, costs and expenses, including reasonable attorneys' fees, that may be asserted against or incurred by the Company.

Unless otherwise defined herein, the capitalized terms in this Appendix shall have the same defined meaning assigned to them in the Plan and the Agreement. This Appendix includes special country-specific terms and conditions that apply to Participants in the countries listed below. This Appendix is part of the Agreement. This Appendix is not intended to constitute an offer of securities. In addition, the information is general in nature and may not apply to Participant's particular situation, and the Company is not in a position to assure Participant of any particular result. Finally, if Participant is a citizen or resident of a country other than the one in which he or she currently is residing and/or providing services, transfers after the Restricted Stock Units are issued, Participant may be subject to additional tax and regulatory requirements.

**DATA PRIVACY PROVISIONS APPLICABLE TO GRANTEES IN THE EUROPEAN UNION/EUROPEAN ECONOMIC AREA**

The following provision replaces Section 10 of the Agreement:

**Data Collection and Usage.** Pursuant to applicable data protection laws, Participant is hereby notified that the Company collects, processes, uses and transfers certain personal data about Participant.

**Controller, EU Representative and DPO.** The Company is the controller responsible for the processing of Participant's personal data in connection with the Plan. The Company's EU Representative is Refinitiv Limited, 100 Brook Hill Drive, Suite 200, Redwood City, CA 94063, USA. The Company's Data Protection Officer is Refinitiv Limited, 100 Brook Hill Drive, Suite 200, Redwood City, CA 94063, USA.

**Personal Data Subject to Processing.** The Company collects, processes and uses the following types of personal data about Participant: Participant's name, home address and contact information, and other information necessary for the administration of the Plan.

**Purposes and Legal Bases of Processing.** The Company processes the Personal Data for the purpose of granting Restricted Stock Units, implementing, administering and managing the Plan.

**Stock Plan Administration Service Providers.** The Company transfers Personal Data to Fidelity Stock Plan Services, LLC and its affiliated companies (collectively, "Fidelity"), for the purpose of administering the Plan.

**International Data Transfers.** The Company and its service providers, including, without limitation, Fidelity, operate, relevant to the Company, in the United States, which means that the Company and its service providers are subject to the laws of the United States.

The legal basis for the processing of the Personal Data by the Company and the third-party service providers is the necessity of the data processing for the Company to perform its obligations under the Plan.

**Data Retention.** The Company will use the Personal Data only as long as necessary to implement, administer and manage Participant's participation in the Plan, or as required by applicable law.

**Data Subject Rights.** To the extent provided by law, Participant has the right to (i) inquire whether and what kind of Personal Data the Company holds about Participant and how it is being processed, (ii) request the Company to correct or delete any inaccurate or incomplete Personal Data, (iii) request the Company to restrict or stop the processing of their Personal Data, and (iv) request the Company to transfer their Personal Data to another organization.

**Contractual Requirement.** Participant's provision of Personal Data and its processing as described above is required for the performance of the Company's obligations pursuant to the Plan.

## **CHINA**

**The following provisions apply only to Participants who are subject to exchange control restrictions imposed by the State Administration of Foreign Exchange ("SAFE"), as determined by the SAFE.**

**Settlement of Restricted Stock Units.** This provision supplements Section 1.4 of the Agreement:

The Restricted Stock Units will only vest if and when the Company has completed the registration of the Plan with SAFE and provided such registration remains effective. If the Company is unable to complete the registration with SAFE, the Restricted Stock Units will not vest. Furthermore, due to regulatory requirements, Participant acknowledges and agrees that Participant must sell any Shares issued to Participant upon vesting of the Restricted Stock Units.

**Exchange Control Information.** Participant understands and agrees that, to facilitate compliance with exchange control requirements, Participant will be required to immediately report to the Company any change in Participant's personal information that may affect Participant's eligibility to participate in the Plan.

Participant further agrees to comply with any other requirements that may be imposed by the Company in the future to facilitate compliance with exchange control requirements in Hong Kong.

**HONG KONG**

**Restricted Stock Units Only Payable in Shares.** Notwithstanding any discretion in the Plan, the Restricted Stock Units will be settled in Shares only. The grant of Restricted Stock Units is subject to the following conditions:

**Restriction on Sale of Shares.** Shares received under the Plan are accepted as a personal investment. Should any portion of the Restricted Stock Units vest within six months of the date of issuance, Participant agrees not to sell, transfer, assign, pledge, hypothecate, or otherwise dispose of such Shares for a period of six months from the date of issuance.

**Securities Law Information.** **Warning: The contents of this document have not been reviewed by any regulatory authority in Hong Kong. Participant is advised to exercise caution when investing in the Plan.**

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SECTION 1.

SECTION 2.

SECTION 3.

SECTION 4.

SECTION 5.

SECTION 6.

SECTION 7.

SECTION 8.

SECTION 9.

SECTION 10.

SECTION 11.

SECTION 12.

SECTION 13.

SECTION 14.

EXHIBIT A

EXHIBIT B

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This Nu Skin Enterprises, Inc. Executive Severance Policy ("Policy") has been adopted by the Executive Compensation Committee ("Committee") of the Board of Directors.

This Policy supersedes any prior plan, policy, agreement or practice involving the payment of severance benefits to eligible Executives. While the Policy is in effect, any:

**Section 1. Definitions.**

As used herein, the following terms shall have the following respective meanings:

- 1.1 "Accrued Rights" shall have the meaning given in Section 3.3 hereof.

- 1.2 "Affiliate" shall mean an entity that directly or indirectly controls, is controlled by, or is under common control with Nu Skin Enterprises, Inc.
- 1.3 "Annual Target Bonus" means the aggregate Bonuses that Executive is eligible to earn for the incentive period(s) in the fiscal year in which Executive's
- 1.4 "Bonus" means the cash incentive bonuses payable to Executive under the Third Amended and Restated Nu Skin Enterprises, Inc. 2010 Omnibus Incer
- 1.5 "Base Salary" means the annual base salary in effect for the payroll period during which Executive's employment is terminated. Bonuses, incentive pay

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- 1.6 "Cause" means, subject to the conditions below, that Executive has engaged in any one of the following: (i) a material breach of this Policy, including bu
- 1.7 "Change in Control" means the consummation of any of the following transactions effecting a change in ownership or control of the Company:
- (i) During any 24-month period, individuals who, as of the beginning of such period, constitute the Board of Directors of the Company (the "Incumb
- (ii) Any "person" (as such term is defined in the Securities Exchange Act of 1934, as amended (the "Exchange Act") and as used in Sections 13(d)(5

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- (iii) The consummation of a merger, consolidation, statutory share exchange or similar form of corporate transaction involving the Company or any o
- (iv) The stockholders of the Company approve a plan of complete liquidation or dissolution of the Company or the consummation of a sale of all or su
- 1.8 "Company" means Nu Skin Enterprises, Inc., a Delaware corporation.
- 1.9 "Code" means the Internal Revenue Code of 1986, as amended.
- 1.10 "Committee" means the Compensation and Human Capital Committee of the Board of Directors of the Company.
- 1.11 "Date of Termination" means the effective date of the relevant Executive's termination.
- 1.12 "Disability" means a physical or mental impairment which, the Committee determines, after consideration and implementation of reasonable accommoda
- 1.13 "Effective Date" means, with respect to this amendment and restatement of the Policy, January 4, 2023, or such later date as determined by the Commi
- 1.14 "Executive" means the executive employees of the Company who are eligible to participate in the Policy as set forth in Schedule A to this Policy, as it m

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- 1.15 "Good Reason" means Executive's voluntary resignation for any of the following events that result in a material negative change to Executive: (i) without
- 1.16 "Policy" means this Nu Skin Enterprises, Inc. Executive Severance Policy.
- 1.17 "Pro Rata Earned Bonus" means the pro-rata portion of the Executive's earned bonus, if any, for each outstanding bonus cycle as of the date on which te
- 1.18 "Termination" and "Terminate(s)," whether capitalized or not in this Policy, describes when an Executive is no longer employed by, and has no outstandir

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## **Section 2. Term of Policy.**

The term of this Policy shall begin on the Effective Date and shall continue in effect until modified or terminated by the Company pursuant to Section 13 hereof.

## **Section 3. Termination by Company without Cause or by Executive for Good Reason.**

If the Company terminates Executive's employment during the term of the Policy without Cause, or if Executive terminates his or her employment during the term of the F

- 3.1 Lump Sum Payment. Executive shall be entitled to either the lump sum payment described in Section 3.1(i) or the lump sum payment described in Secti
- (i) Termination without Cause or for Good Reason in Connection with Change in Control.

In the event that the Company terminates the employment of Executive during the term of the Policy without Cause or Executive terminates his or her employment during

The lump sum amount described above in this Section 3.1(i) shall be paid in a lump sum payment within 30 days of the Date of Termination, but in no event earlier than t



(ii) Other Termination without Cause or for Good Reason.

If the Company terminates Executive's employment during the term of the Policy without Cause, or if Executive terminates his or her employment during the term of the F

The lump sum payment described above in this Section 3.1(ii) shall be paid in a lump sum payment within 30 days after the Date of Termination, but in no event earlier th

For the avoidance of doubt, Executive shall not be eligible for payment pursuant to this Section 3.1(ii) if Executive is eligible for payment pursuant to Section 3.1(i).

3.2 COBRA Payment. Executive shall be eligible for continuation of coverage for Executive and Executive's eligible dependents under the Company's group

3.3 Accrued Rights. As soon as administratively practicable following the Date of Termination, or as otherwise provided below, the Company will pay or pro

3.4 Treatment of Equity Awards. The vesting and exercise of any equity awards that may be held by Executive as of the Date of Termination shall be determ

3.5 No Additional Rights. Except as provided in this Section 3, Executive's participation under any benefit plan, program, policy or arrangement sponsored c

**Section 4. Termination by Reason of Death or Disability.**

In the event that the employment of Executive is terminated during the term of the Policy by reason of Executive's death or Disability, then, subject to Sections 7 and 8 be

4.1 Salary Continuation (Disability Only). In the event that the employment of Executive is terminated during the term of the Policy by reason of Executive's

4.2 Bonus. The Company will pay the Pro Rata Earned Bonus, which shall be paid on the date that Bonuses are normally paid, but in no event earlier than t

4.3 Accrued Rights. As soon as administratively practicable following the Date of Termination, the Company will pay or provide Executive with the Accrued R

4.4 Treatment of Equity Awards. The vesting and exercise of any equity awards that may be held by Executive as of the Date of Termination shall be determ

**Section 5. Termination by the Company for Cause.**

The Company may terminate Executive's employment for any reason and at any time, with or without Cause. In the event that the Company terminates the employment i

**Section 6. Voluntary Termination without Good Reason; Retirement.**

Executive shall not be entitled to any payments or benefits under this Policy (other than Accrued Rights) by reason of Executive's voluntary termination of employment fr

**Section 7. Separation and Release Agreement.**

To the extent permitted under applicable law, as a condition precedent to receiving any payments and benefits as provided under this Policy, Executive must execute a g

**Section 8. Restrictive Covenants.**

8.1 Employee Covenants Agreement. In consideration of, and as a condition of, Executive's continued employment by the Company and the additional right

8.2 Transfer of Duties. Upon termination of employment, Executive must cooperate with the orderly transfer of his or her duties as requested by the Comp

8.3 Return of Property. Upon termination of employment, Executive must return all Company property by a date specified by the Company.

**Section 9. Compliance with Section 409A.**

9.1 Notwithstanding any other provision of this Policy to the contrary, the parties agree that this Policy is intended to comply with or be exempt from Code Se

9.2 Notwithstanding any other provision of this Policy to the contrary, to the extent that any payment under this Policy constitutes "nonqualified deferred comp

(i) Any payable that is triggered upon the Executive's termination of employment shall be paid only if such termination of employment constitutes a "

- (ii) All in-kind benefits, expenses or other reimbursements paid pursuant to this Policy that are taxable income to Executive shall be paid no later than 30 days after the date of termination of the Executive's employment.
- (iii) In the event that Executive is deemed on the date of termination to be a "specified employee" as defined in Section 409A, then with regard to any such payment, the timing of such payment shall be determined in accordance with the provisions of Section 409A.

9.3 For purposes of Section 409A, Executive's right to receive any installment payments under this Policy (whether severance payments, reimbursements or other payments) shall be determined in accordance with the provisions of Section 409A.

9.4 To the extent required to avoid the imposition of additional taxes and penalties under Section 409A, amounts payable under this Policy on termination of Executive's employment shall be paid in installments.

9.5 Notwithstanding any provision of this Policy to the contrary, in no event shall the timing of Executive's execution of the Separation and Release Agreement be delayed by the timing of the payment of any installment payments under this Policy.

#### **Section 10. Withholding Taxes.**

All compensation payable pursuant to this Policy shall be subject to all applicable federal, state and local tax withholding.

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#### **Section 11. Parachute Payments.**

Notwithstanding anything in this Policy to the contrary, in the event the Company determines that any payment or distribution in the nature of compensation (within the meaning of Section 409A) is a parachute payment, then the Company shall not be obligated to make such payment or distribution.

#### **Section 12. Administration.**

The Committee is responsible for the administration of this Policy and shall have all powers and duties necessary to fulfill its responsibilities. The Committee shall have full authority to amend or terminate this Policy at any time and in any manner, subject to the following: (i) no amendment or termination of this Policy shall be effective until it is approved by the Board of Directors.

#### **Section 13. Amendment and Termination.**

The Company reserves the right to amend or terminate this Policy at any time and in any manner, subject to the following: (i) no amendment or termination of this Policy shall be effective until it is approved by the Board of Directors.

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#### **Section 14. Other Provisions.**

14.1 Acknowledgment. Executive acknowledges that this Policy does not constitute a contract of employment or impose on the Company any obligation to re-employ Executive.

14.2 Non-Duplication of Benefits. The benefits under this Policy are not intended to duplicate any other benefits provided by the Company in connection with Executive's employment.

14.3 Construction. This Policy shall be governed and enforced in accordance with the laws of the State of Utah, and any litigation between the parties relating to this Policy shall be brought in the State of Utah.

14.4 Severability. If any provision of this Policy, or the application of such provision to any person or in any circumstance, is found by a court of competent jurisdiction to be unenforceable, the remaining provisions of this Policy shall remain in full force and effect.

14.5 Records. The records of the Company with respect to the determination of eligibility, employment history, Accrued Rights, Base Salary, Bonus, and any other compensation payable under this Policy shall be maintained by the Company.

14.6 Entire Agreement. The Company and Executive understand and agree that this Policy shall constitute the entire understanding between them regarding the terms and conditions of Executive's employment.

Name and Title of Executive	Multiplier for Section 3.1(i)	Multiplier for Section 3.1(ii)
• Ryan Napierski, President and Chief Executive Officer	2	1.5
• Connie Tang, Executive Vice President and Chief Global Growth and Customer Experience Officer • James Thomas, Executive Vice President and Chief Financial Officer • Chayce Clark, Executive Vice President and General Counsel • Joseph Chang, Executive Vice President and Chief Scientific Officer • Steven Hatchett, Executive Vice President and Chief Product Officer	1.5	1.25

Name and Title of Executive	Multiplier for Section 3.1(i)	Multiplier for Section 3.1(ii)
• Ryan Napierski, President and Chief Executive Officer	2	1.5

- James Thomas, Executive Vice President and Chief Financial Officer
- Chayce Clark, Executive Vice President and General Counsel
- Steven Hatchett, Executive Vice President and Chief Product Officer
- Justin Keisel, Executive Vice President and President of Global Sales

1.5

1.25

This Separation and Release Agreement (this "Agreement") is entered by and between Nu Skin Enterprises, Inc. ("Company") and \_\_\_\_\_, an individual ("Employee").

- A. Employee's employment with Company terminated on or about \_\_\_\_\_ (the "Employment Termination Date").
- B. Company and Employee mutually agree it is in the best interests of both to enter a mutual understanding and compromise of all claims and disputes, if any, between the

In consideration of the mutual promises and covenants set forth herein, and for other good and valuable consideration, the receipt, adequacy, and legal sufficiency of which are hereby acknowledged by Employee,

1. Payment to Employee. The Company agrees to make certain payments (the "Severance Payment") to Employee as set forth in the Nu Skin Enterprises, Inc. Executive Severance Policy. The Severance Payment will be paid to Employee in accordance with the Executive Severance Policy after the expiration of the revocation period specified in Section 3, if the Agreement is not terminated. Should Employee receive COBRA payments, Employee understands and agrees that he or she has the sole responsibility to elect COBRA coverage, comply with the requirements of the Employee Retirement Income Security Act of 1974, and
2. Release of Claims. In consideration for the Severance Payment, Employee, on Employee's behalf and for each and all of Employee's agents, representatives, successors,

- (a) Title VII of the Civil Rights Acts of 1964 and 1991, as amended, which prohibit discrimination on the basis of race, color, sex, religion, or national origin;
- (b) Section 1981 of the Civil Rights Act of 1866, which prohibits discrimination on the basis of race;
- (c) The Employee Retirement Income Security Act as of the Effective Date of this Agreement;
- (d) The Worker Adjustment and Retraining Notification Act, whether such claim exists at or before Employee's execution of this Agreement, or arises in the future;
- (e) The Family and Medical Leave Act;
- (f) The Americans with Disabilities Act;
- (g) The Age Discrimination in Employment Act of 1967, as amended (the "ADEA");
- (h) The Utah Antidiscrimination Act;
- (i) any state or federal laws against discrimination;
- (j) any claims for compensation of any type whatsoever, including but not limited to claims for salary, wages, bonuses, commissions, incentive compensation, vacation pay, and other benefits;
- (k) any other foreign, federal, state, or local statute or common law relating to employment; and
- (l) any claim for attorneys' fees or other costs or expenses.

The foregoing release also includes, without limitation, the release of any claims for wrongful discharge, breach of express or implied contract, employment-related torts, personal injury, or property damage.

3. Acknowledgement and Waiver and Release of Rights under the ADEA. Employee expressly acknowledges that Employee is waiving and releasing any rights Employee may have under the ADEA, including but not limited to:
  - (a) Employee should consult with Employee's own attorney prior to executing this Agreement;

(b) Employee has at least 45 calendar days from the Employment Termination Date within which to consider this Agreement, although Employee may accept the t

(c) If Employee signs this Agreement before 45 days have passed, Employee acknowledges and agrees that Employee has signed this Agreement knowingly and

(d) Employee and Company agree that immaterial or material changes to this Agreement do not restart the running of the 45-day period;

(e) Employee has 7 days following Employee's signing of this Agreement to revoke it; and

(f) This Agreement is effective and enforceable on the eighth calendar day after the date it is signed by Employee. This Agreement may be revoked by Employee

4. Release to Use Image, Name, Voice, and Likeness. Employee hereby grants Company and its agents, licensees and assigns a perpetual, non-revocable, and non-exc  
Employee agrees to indemnify and defend Company, its agents, employees, licensees and assigns from any and all claims or causes of action that Employee, or any third party,  
Employee agrees that Company is and shall be the exclusive owner of all right, title, and interest, including copyright, in the Works. Employee agrees that, except as set forth in

5. Sole Agreements. This Agreement, the Executive Severance Policy, any Employee Covenants Agreement, and the agreements, if any, related to Company's deferred c

6. Resignation From Other Positions. Employee hereby resigns from any and all positions Employee holds as director, trustee, officer, or manager with Nu Skin Enterprise

7. Non-Disclosure. Employee agrees that Employee will not, without the prior written consent of Company, directly or indirectly, disclose, reveal or communicate, or cause

8. Return of Company Equipment. Employee represents and covenants that Employee has returned to Company all confidential information, computers, laptops, cell pho

9. No Lawsuits. Employee affirms that Employee has not filed any lawsuit, claim or charge against the Nu Skin Companies with any court, administrative or government a

10. No Admission of Liability. This Agreement is a negotiated settlement of all claims, charges, demands, lawsuits, obligations and causes of action, if any, between the pa

11. Confidentiality. Employee agrees that this Agreement and its terms shall be kept confidential and shall not be disclosed to any person or entity who is not a party hereto

12. Non-Disparagement. Employee agrees that Employee will not at any time make any written or oral statements disparaging any of the Nu Skin Companies or any of the

13. Severability. The provisions of this Agreement are severable. Should any provision hereof be voidable or unenforceable under applicable law, such voidable, or unenfo

14. Choice of Law, Jurisdiction and Venue. The validity of this Agreement and the interpretation and performance of its terms shall be governed by the substantive and pro

15. Titles and Headings. Titles and headings of the paragraphs and sections of this Agreement are for convenience of reference only and shall not affect the construction o

16. Counterparts; Electronic Signatures. This Agreement may be executed in one or more counterparts, each of which shall be an original, with the same effect as if the sig

17. Interpretation. This Agreement was drafted with the full participation of all parties. Accordingly, if there is an ambiguity in this Agreement, it should not be resolved agai

18. Opportunity to Read and Understand the Agreement. Employee acknowledges that Employee has read this Agreement carefully, fully understands the meaning of the t

19. Amendments. This Agreement may not be amended or modified except by an instrument in writing signed by all parties hereto.

**THIS AGREEMENT IS INTENDED TO RELEASE ALL RELEASABLE CLAIMS RELATED TO EMPLOYEE'S EMPLOYMENT. THUS, EMPLOYEE MUST NOT SIGN T**

NU SKIN ENTERPRISES

BY:

EMPLOYEE:

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(PRINT NAME)

Nu Skin Enterprises, Inc. and its affiliated companies (collectively "Company") operate in the highly competitive direct selling marketplace competing for product market share as

1. **Conflict of Interest:** During employment with Company, Employee shall not have any personal interest that is incompatible with the loyalty and responsibility Employee

1.1 **Related Party Transactions.** Employee shall not have a direct or indirect ownership or financial interest in vendors or suppliers of Company or in any

1.2 **Other Employment.** Employee shall not be employed by, or perform services of any kind, whether compensated or not, for any person or entity doing

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1.3 **Distributorships.** While employed by Company and for a period of three months after termination of an employment relationship with Company for an

2. **Inventions:**

2.1 Attached hereto as Exhibit A is a list describing all inventions, original works of authorship, developments, improvements, and trade secrets which were concei

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2.2 Employee agrees to promptly make full written disclosure to Company, will hold in trust for the sole right and benefit of Company, and hereby assigns to Comp

2.3 Employee further acknowledges that all original works of authorship that are made by Employee (solely or jointly with others) within the scope of and during the

2.4 Employee understands and agrees that the decision whether or not to commercialize or market any Inventions developed by Employee solely or jointly with oth

2.5 Employee agrees to keep and maintain adequate and current written records of all Inventions made by Employee (solely or jointly with others) during the term o

2.6 Employee agrees to assist Company, or its designee, at Company's expense, in every proper way to secure, obtain, maintain, reissue, defend, and enforce Co

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3. **Non-Disclosure and Assignment:**

3.1 Employee acknowledges that during the term of employment with Company, Employee will have access or be exposed to, or learn or develop, Confidential Inf

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3.2 During and after Employee's employment, Employee shall hold the Confidential Information and/or Inventions in strictest confidence and shall protect them wit

3.3 During employment with Company, Employee shall not improperly use or disclose any confidential or proprietary information or trade secrets of any former or c

3.4 Employee recognizes that Company has received and in the future will receive from third parties their confidential or proprietary information subject to a duty or

3.5 This Agreement will not be interpreted to prevent the use or disclosure of information that: (a) is required by law to be disclosed, but only to the extent that such

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4. **Future Inventions:** Employee recognizes that inventions, original works of authorship, developments, improvements, and trade secrets that relate to Employee's activi

5. **Ethical Standards:** Employee agrees to maintain the highest ethical and legal standards in Employee's conduct, to be scrupulously honest and straightforward in all of

6. **Product Resale:** As an employee of Company, Employee may receive Company products and materials either at no charge or at a discount as specified from time to time.
7. **Gratuities:** Employee shall neither seek nor retain gifts, gratuities, entertainment, or other forms of compensation, benefit, or persuasion from suppliers, distributors, vendors, or other third parties.
8. **Non-Solicitation:** Employee shall not in any way, directly or indirectly, on Employee's own behalf or on behalf of others, either alone or with, assisting, or through other persons, solicit, induce, or attempt to solicit or induce any customer, client, or other third party to do business with any competitor of Company.

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9. **Non-Disparagement:** Subject to Paragraph 17 below, Employee shall not in any way, directly or indirectly, at any time during employment or after either voluntary or involuntary termination of employment, disparage, defame, or otherwise harm Company or its reputation.
10. **Non-Competition:** In exchange for the benefits of continued employment by Company, Employee shall not, without the prior written consent of Company: (i) serve in a competitive position for any competitor of Company; or (ii) solicit, induce, or attempt to solicit or induce any customer, client, or other third party to do business with any competitor of Company.
11. **Release to Use Image, Name, Voice, and Likeness:**

11.1 Employee hereby grants Company and its agents, licensees and assigns a perpetual, non-revocable, and non-exclusive right to use, distribute, and/or display, in any medium, the name, image, voice, and likeness of Employee for any and all purposes.

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11.2 Employee agrees to indemnify and defend Company, its agents, employees, licensees and assigns from any and all claims or causes of action that Employee, through negligence or intentional acts, causes to be asserted against Company.

11.3 Employee agrees that Company is and shall be the exclusive owner of all right, title, and interest, including copyright, in the Works. Employee agrees that Employee shall not, directly or indirectly, use, copy, reproduce, or otherwise exploit the Works for any purpose other than for Company's business.

12. **Acknowledgement:** Employee acknowledges that Employee's fulfillment of the obligations contained in this Agreement, including, but not limited to, Employee's confidentiality, non-solicitation, non-disparagement, and non-competition covenants, is a material part of the employment relationship between Employee and Company.
13. **Separate Covenants:** Employee's confidentiality, non-solicitation, non-disparagement, and non-competition covenants in Paragraphs 3 and 8-10 above shall be construed to survive the termination or expiration of this Agreement.

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14. **Return of Equipment and Information upon Termination:** On Company's request at any time, and in any event on the termination of employment for any reason, Employee shall return to Company all equipment, materials, documents, and information, including but not limited to, Company's confidential information, and shall delete and destroy all copies of Company's confidential information.
15. **Remedies and Enforcement of Restrictive Covenants:** Employee acknowledges that: (a) compliance with the provisions of the restrictive covenants contained in this Agreement is a material part of the employment relationship between Employee and Company; and (b) the restrictive covenants contained in this Agreement are necessary to protect Company's confidential information and other proprietary information.

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16. **Attorney's Fees:** If any party to this Agreement breaches any of the terms of this Agreement, then that party shall pay to the non-defaulting party all of the non-defaulting party's reasonable attorney's fees and costs incurred in connection with the enforcement of this Agreement.
17. **Protected Activity:** Nothing in this Agreement is intended, or should be interpreted, to restrict, impede, or otherwise limit the rights of all employees to report possible violations of law or Company policy to appropriate authorities.
18. **Severability:** If any provision, paragraph, or subparagraph of this Agreement is adjudged by any court or administrative agency to be void or unenforceable in whole or in part, the remaining provisions of this Agreement shall remain in full force and effect.
19. **Governing Law and Forum:** This Agreement shall be governed and enforced in accordance with the laws of the State of Utah, excepting its choice of law rules, and any dispute arising out of or in connection with this Agreement shall be resolved in the courts of the State of Utah.
20. **Employment At Will:** Employee understands that employment with Company is at-will, meaning that employment with Company is completely voluntary and for an indefinite period of time.

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21. **Employment Subject to Company's Policies and Procedures:** The parties acknowledge and agree that Company has established, and may establish, various work rules, policies, and procedures, which shall apply to all employees of Company.
22. **Entire Agreement:** Company and Employee understand and agree that this Agreement shall constitute the entire agreement between them regarding the subject matter hereof.
23. **Survivability of Obligations:** This Agreement sets forth several obligations which continue after the termination of Employee's employment with Company, including, but not limited to, the obligations of confidentiality, non-solicitation, non-disparagement, and non-competition.

THIS AGREEMENT HAS BEEN READ, UNDERSTOOD, AND FREELY ACCEPTED BY:

Employee

\_\_\_\_ No inventions or improvements

\_\_\_\_ Additional Sheets Attached

Signature of Employee:

Print Name of Employee:

Date:

Company and Employee entered an Employee Covenants Agreement dated \_\_\_\_\_. ("Employee Covenants Agreement"). As a condition of and in consideration of e

1. **Terms of Employee Covenants Agreement:** Company and Employee agree that the defined terms in the Employee Covenants Agreement shall have the same mean
2. **Conflict of Interest:** All references in Paragraph 1 and subparagraphs 1.1 through 1.3 of the Employee Covenants Agreement to Employee's "director," "supervisor," a
3. **Non-Competition:** Employee agrees that the restrictions in Paragraph 10 of the Employee Covenants Agreement shall remain in effect during a period of one year foll
4. **Other Employment:** Subject to the limitations in the Employee Covenants Agreement and this Addendum, should Employee obtain other employment or service as a t

5. **Non-Endorsement:** Employee shall not in any way, directly or indirectly, at any time during employment or within one year after either a voluntary or involuntary emplo
6. **Acknowledgment:** In addition to the acknowledgment of Paragraph 12 of the Agreement, Employee further acknowledges that Employee's position and work activities

THIS ADDENDUM TO EMPLOYEE COVENANTS AGREEMENT FOR KEY EMPLOYEES HAS BEEN READ, UNDERSTOOD, AND FREELY ACCEPTED BY:

Employee

EXHIBIT 21.1

This Securities Trading Policy (the "Policy") provides guidelines with respect to transactions in the securities of Nu Skin Enterprises, Inc. (the "Company") and the handling of con

#### 1 Persons Subject to the Policy

This Policy applies to all officers and employees of the Company and its subsidiaries, and all members of the Company's Board of Directors. The Compliance Officer may determ

#### 2 Transactions Subject to the Policy

This Policy applies to transactions in the Company's securities (collectively referred to in this Policy as "Company Securities"), including the Company's common stock, options to



### 3 Individual Responsibility

Persons subject to this Policy have ethical and legal obligations to maintain the confidentiality of information about the Company and to not engage in transactions in Company Securities.

### 4 Administration of the Policy

The Company's general counsel and other individuals designated from time to time by the Company's general counsel (collectively the "Compliance Officer") will administer this Policy.

### 5 Statement of Policy

It is the policy of the Company that no person subject to this Policy who is aware of material nonpublic information relating to the Company may, directly, or indirectly through other persons or entities, engage in transactions in Company Securities, except as otherwise specified in this Policy under the headings "Transactions Under Company Plans," "Transactions Not Involving Company Securities," and "Transactions Involving Company Securities."

- Engage in transactions in Company Securities, except as otherwise specified in this Policy under the headings "Transactions Under Company Plans," "Transactions Not Involving Company Securities," and "Transactions Involving Company Securities;"
- Recommend the purchase or sale of any Company Securities;
- Disclose material nonpublic information, unless such disclosure is made in accordance with the Company's policies regarding the protection or authorized external disclosure of material nonpublic information;
- Assist anyone engaged in the above activities.

It is the policy of the Company that no person subject to this Policy may, directly, or indirectly through other persons or entities, communicate material nonpublic information regarding the Company or its securities to any person not entitled to receive such information.

It is the policy of the Company that persons subject to this Policy may not, directly, or indirectly through other persons or entities, participate with expert consulting firms or similar persons or entities in the preparation of any public disclosure of material nonpublic information.

It is the policy of the Company that no person subject to this Policy who, in the course of their work for the Company, learns of material nonpublic information about a company (including the Company) shall, directly or indirectly, disclose such information to any person not entitled to receive such information. There are no exceptions to this Policy, except as specifically noted herein. Transactions that may be necessary or justifiable for independent reasons (such as the need to raise money for the Company) are permitted.

### 6 Material Nonpublic Information

#### 6.1 Material Information

Information is considered "material" if a reasonable investor would consider the information important in making a decision to buy, hold or sell securities. Any information that could be expected to materially affect the price of the Company's securities is material.

- Projections of future earnings or losses, or other earnings guidance;
- Changes to or reaffirmations of previously announced earnings guidance, or the decision to suspend earnings guidance;
- Consolidated financial results, such as revenue or earnings;
- A pending or proposed merger, acquisition or tender offer;
- A pending or proposed acquisition or disposition of a significant asset;
- A pending or proposed strategic transaction;
- A Company restructuring;
- Significant related-party transactions;
- A change in dividend policy or the declaration of a stock split;
- Bank borrowings or other financing transactions out of the ordinary course;
- A large accelerated repurchase of Company securities, or authorization to repurchase a specified amount of Company securities;
- Major marketing changes or business developments;
- A change in executive management;
- A change in auditors or notification that the auditor's reports may no longer be relied upon;
- A restatement of previously issued financial statements of the Company;
- Significant pending or threatened litigation, or the resolution of such litigation;

- Significant pending or threatened regulatory investigation or action, or the resolution of such investigation or action;
- Significant cybersecurity breaches;
- Significant safety or quality issues related to products;
- Impending bankruptcy or the existence of severe liquidity problems;
- The gain or loss of a significant customer or supplier;
- The public or private issuance or sale of a significant amount of securities by the Company; and
- The imposition of a ban on trading in Company Securities or the securities of another company.

#### 6.2 Public Information

Information that has not been broadly disclosed to the public is generally considered to be nonpublic information. In order to establish that the information has been disclosed to the public, the information must be disseminated to a sufficient number of persons to afford the investing public sufficient time to absorb the information. As a general rule, information should not be considered public until it is widely disseminated.

### 7 Transactions by Family Members and Others

This Policy applies to family members who reside with a person subject to this Policy (including a spouse, a child, a child away at college, stepchildren, grandchildren, parents, siblings, and other persons living in the same household).

### 8 Transactions by Influenced or Controlled Entities

This Policy applies to any entities that are influenced or controlled by a person subject to this Policy, including any corporations, partnerships or trusts (collectively referred to as "Entities").

### 9 Transactions Under Company Plans

This Policy's prohibition on transacting in Company Securities while in possession of material nonpublic information or during a blackout period (the "Transaction Prohibition") does not apply to transactions under Company Plans.

#### 9.1 Stock Option Exercises

The Transaction Prohibition generally does not apply to the exercise of an employee stock option, or similar equity awards, acquired pursuant to the Company's plans; or to transactions under Company Plans.

#### 9.2 Restricted Stock Units Vesting

The Transaction Prohibition does not apply to the vesting of restricted stock units or of other similar equity awards acquired pursuant to the Company's plans; or to transactions in

### 9.3 Other Similar Transactions

Any other purchase of Company Securities from the Company or sales of Company Securities to the Company are generally not subject to the Transaction Prohibition.

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## 10 Transactions Not Involving a Purchase or Sale

### 10.1 Gifts

Bona fide gifts of Company Securities are transactions subject to this Policy. However, the Compliance Officer may, in their sole discretion, permit a person subject to this Policy to

### 10.2 Mutual Funds

Transactions in publicly-traded mutual funds that are invested in Company Securities are not transactions subject to this Policy.

### 10.3 No Change In Beneficial Ownership

Transfers of Company Securities to an entity or account subject to this Policy that do not involve a change in the beneficial ownership of such securities (for example, to certain t

## 11 Special and Prohibited Transactions

The Company has determined that there is a heightened legal risk and/or the appearance of improper or inappropriate conduct if persons subject to this Policy engage in certain

### 11.1 Short Sales

Short sales of Company Securities (i.e., the sale of a security that the seller does not own) may evidence an expectation on the part of the seller that the securities will decline in

### 11.2 Publicly-Traded Options

Given the relatively short term of publicly-traded options, transactions in options may create the appearance that a board member, officer or employee is trading based on materi

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### 11.3 Hedging Transactions

Hedging or monetization transactions can be accomplished through a number of possible mechanisms, including through the use of financial instruments such as prepaid variab

### 11.4 Margin Accounts and Pledged Securities

Securities held in a margin account as collateral for a margin loan may be sold by the broker without the customer's consent if the customer fails to meet a margin call. Similarly,

### 11.5 Standing and Limit Orders

Standing and limit orders (except standing and limit orders under approved Rule 10b5-1 Plans, as described below) create heightened risks for insider trading violations similar to

## 12 Additional Procedures

The Company has established additional procedures in order to assist the Company in the administration of this Policy, to facilitate compliance with laws prohibiting insider tradin

### 12.1 Pre-Clearance Procedures

All Company board members and executive officers and other individuals designated by the Compliance Officer, as well as the Family Members and Controlled Entities of such p

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When a request for pre-clearance is made, the requestor should carefully consider whether he or she may be aware of any material nonpublic information about the Company an

### 12.2 Quarterly Blackout Period

The Compliance Officer may designate persons who are subject to quarterly trading restrictions based on access to material information regarding the Company's financial perfor  
Under certain very limited circumstances, including gifts, administrative errors, instances in which the Company pre-releases its financial results or publicly releases updated guic

### 12.3 Event-Specific Blackout Period

From time to time, an event may occur that is material to the Company and is known by only a few board members, officers and/or employees. So long as the event remains mat

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## 13 Rule 10b5-1 Plans

Rule 10b5-1 under the Exchange Act provides a defense from insider trading liability under Rule 10b-5. To rely on this defense, a person subject to this Policy must enter into a tr  
No person subject to this Policy may enter into or amend a Rule 10b5-1 Plan involving Company Securities without first obtaining pre-clearance of the Rule 10b5-1 Plan from the

## 14 Post-Termination Transactions

If an individual is in possession of material nonpublic information when his or her service terminates, that individual may not engage in any transaction or gift involving Company:

## 15 Consequences of Violations

The purchase or sale of securities while aware of material nonpublic information, or the disclosure of material nonpublic information to others who then trade in the Company's St

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### Proposed Transaction

Type (circle all applicable):

Number of Shares:

### Material Information

Information is considered "material" if a reasonable investor would consider that information important in making a decision to buy, hold or sell securities. Any information that co

- Projections of future earnings or losses, or other earnings guidance;
- Changes to or reaffirmations of previously announced earnings guidance, or the decision to suspend earnings guidance;

- Consolidated financial results, such as revenue or earnings;
- A pending or proposed merger, acquisition or tender offer;
- A pending or proposed acquisition or disposition of a significant asset;
- A pending or proposed strategic transaction;
- A Company restructuring;
- Significant related-party transactions;
- A change in dividend policy or the declaration of a stock split;
- Bank borrowings or other financing transactions out of the ordinary course;
- A large accelerated repurchase of Company securities, or authorization to repurchase a specified amount of Company securities;
- Major marketing changes or business developments;
- A change in executive management;
- A change in auditors or notification that the auditor's reports may no longer be relied upon;
- A restatement of previously issued financial statements of the Company;
- Significant pending or threatened litigation, or the resolution of such litigation;
- Significant pending or threatened regulatory investigation or action, or the resolution of such investigation or action;
- Significant cybersecurity breaches;
- Significant safety or quality issues related to products;
- Impending bankruptcy or the existence of severe liquidity problems;
- The gain or loss of a significant customer or supplier;
- The public or private issuance or sale of a significant amount of securities by the Company; and
- The imposition of a ban on trading in Company Securities or the securities of another company.

#### **Certification**

I certify that I am not in possession of any material nonpublic information that would violate the Company's Securities Trading Policy, including, but not limited to, the types of info

Section 16 officers and board members must provide the following supplemental information in connection with any request for pre-clearance pursuant to the Company's Securities Trading Policy. Please check one of the following two boxes, and provide the additional information requested if the second box is checked:

- ☐ I have confirmed my holdings of Company Securities with the Compliance Officer or Corporate Counsel in the past 12 months for purposes of public disclosure, and I hereby certify that I am not in possession of any material nonpublic information that would violate the Company's Securities Trading Policy, including, but not limited to, the types of info
- ☐ I am providing information about my current ownership and recent transactions as follows:

#### **Current Ownership**

Stock:

Unvested RSUs:

Vested Options:

Unvested Options:

#### **Recent Transactions (12 months)**

Sales:

Purchases:

Gifts:

Exercises:

Share Withholdings:

Rule 10b5-1 under the Exchange Act provides a defense from insider trading liability under Rule 10b-5. To rely on this defense, a person must enter into a Rule 10b5-1 plan that is approved by the Board of Directors. As specified in the Nu Skin Enterprises, Inc. Securities Trading Policy, a Rule 10b5-1 Plan and any amendments must be pre-cleared by the Compliance Officer and meet the requirements of the policy. The following guidelines apply to all Rule 10b5-1 Plans for individuals:

1. Rule 10b5-1 Plans must include a representation that, as of the date of adoption of the plan, the person adopting the plan (a) is not aware of any material nonpublic information that would violate the Company's Securities Trading Policy, including, but not limited to, the types of info
2. Rule 10b5-1 Plans may not be adopted or substantively modified (as defined in paragraph 4 below) during a blackout period, unless approved by the Compliance Officer.
3. For directors and officers (as defined by SEC Rule 16a-1(f)), trades under a 10b5-1 Plan may commence at the beginning of the trading day on the later of (a) the 91st day after the date of adoption of the plan, or (b) the date of the next regular meeting of the Board of Directors.
4. Any substantive modification of a Rule 10b5-1 Plan (e.g., a modification that affects the amount, price, or timing of transactions under the plan) is treated as a termination of the plan.
5. Rule 10b5-1 Plans must comply with Rule 10b5-1's provisions (taking into account any applicable SEC interpretations thereunder) that (a) impose a limit of one Rule 10b5-1 Plan per individual, and (b) require that the plan be adopted in writing.
6. If a Rule 10b5-1 Plan is terminated, trades under a new Rule 10b5-1 Plan may not commence until after the date on which a cooling-off period beginning on the termination date of the previous plan has expired.
7. Terminations of Rule 10b5-1 Plans are discouraged because they may be interpreted by the SEC as evidence of abuse of the rule or bad faith and undermine an individual's ability to rely on the rule.

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Beauty Biosciences LLC , a Texas limited liability company

Big Planet, Inc., a Delaware corporation

Corner Canyon Canada, Inc., an Ontario corporation

Corner Canyon Manufacturing, Inc., a Utah corporation

Elevate Nutraceuticals LLC, a Utah limited liability company

Gröv Technologies, LLC, a Utah limited liability company

Grow Solutions Tech LLC, a Utah limited liability company

Guangdong Xingchuang Daily-Use & Health Products Co. Ltd., a Chinese company

Ingredient Innovations International Company, a Delaware corporation

Innuvate Health Sciences LLC, a Utah limited liability company

LifeDNA, Inc., a Delaware corporation

L&W Holdings, Inc., a Utah corporation

MyFavoriteThings, Inc.,  
Mavely Seller LLC, a Delaware corporation limited liability company

NOX Technologies, Inc., a Delaware corporation

NSE Asia Products, Pte. Ltd., a Singapore corporation

NSE Investments, Inc., a Delaware corporation

NSE Products Europe BV, a Belgium private limited liability company

NSE Products, Inc., a Delaware corporation

NSEMC, Inc., a Delaware corporation

NSJ Ltd., a Japan corporation

Nu Berry, LLC, a Utah limited liability company

Nu Skin (China) Daily-Use & Health Products Co., Ltd., a Chinese company

Nu Skin (Malaysia) Sdn. Bhd., a Malaysia corporation

Nu Skin Argentina, Inc., a Utah corporation

Nu Skin Asia Holdings, Pte. Ltd., a Singapore corporation

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Nu Skin Asia Investment, Inc., a Delaware corporation

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Nu Skin Beauty and Wellness Co. Ltd., a Chinese company

Nu Skin Brazil, Ltda., a Brazil limited liability company

Nu Skin Canada, Inc., a Utah corporation

Nu Skin Colombia, Inc., a Delaware corporation

Nu Skin Czech Republic, s.r.o., a Czech Republic limited liability company

Nu Skin Eastern Europe Kft., a Hungary limited liability company

Nu Skin El Salvador, S.A. de C.V., an El Salvador corporation

Nu Skin Enterprises (Thailand) Limited, a Delaware corporation

Nu Skin Enterprises (Thailand) Limited, a Thailand corporation

Nu Skin Enterprises Australia, Inc., a Utah corporation

Nu Skin Enterprises Chile Ltda., a Chile limited liability company

Nu Skin Enterprises de Venezuela, C.A., a Venezuela corporation

Nu Skin Enterprises Hong Kong, LLC, a Delaware limited liability company

Nu Skin Enterprises New Zealand, Inc., a Utah corporation

Nu Skin Enterprises Philippines, LLC, a Delaware limited liability company

Nu Skin Enterprises Poland Sp. z o.o., a Poland limited liability company

Nu Skin Enterprises Singapore Pte. Ltd., a Singapore corporation

Nu Skin Enterprises South Africa (Proprietary) Limited, a South Africa proprietary limited company

Nu Skin Enterprises SRL, a Romania limited liability company

Nu Skin Enterprises Ukraine, LLC, a Ukraine limited liability company

Nu Skin Enterprises United States, Inc., a Delaware corporation

Nu Skin Enterprises Vietnam Limited Liability Company, a Vietnam limited liability company

Nu Skin France, SRL, a France limited liability company

Nu Skin Germany, GmbH, a Germany limited liability company

Nu Skin Honduras, S.A., a Honduras corporation

Nu Skin India Private Limited, an India private limited company

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Nu Skin International Management Group, Inc., a Utah corporation

Nu Skin International, Inc., a Utah corporation

Nu Skin Islandi ehf., an Iceland private limited liability company

Nu Skin Israel, Inc., a Delaware corporation

Nu Skin Italy, Srl, an Italy limited liability company

Nu Skin Japan Company, Limited, a Japan corporation

Nu Skin Korea Ltd., a Korea corporation

Nu Skin Malaysia Holdings Sdn. Bhd., a Malaysia corporation

Nu Skin Mexico, S.A. de C.V., a Mexico corporation

Nu Skin Netherlands, B.V., a Netherlands private limited liability company

Nu Skin New Caledonia EURL, a France limited company

Nu Skin Norway AS, a Norway private limited liability company

Nu Skin Peru S.A.C., a Peru company

Nu Skin Scandinavia A/S, a Denmark stock-based corporation

Nu Skin Services Costa Rica S.A., a Costa Rica corporation

Nu Skin Slovakia s.r.o., a Slovak Republic limited liability company

Nu Skin Taiwan, LLC, a Utah limited liability company

Nu Skin United Kingdom Ltd, a United Kingdom private company

NuSkin Belgium, NV, a Belgium limited liability company

NuSkin Pharmanex (B) Sdn. Bhd, a Brunei corporation

Pharmanex (Huzhou) Health Products Co., Ltd., a Chinese company

Pharmanex Electronic-Optical Technology (Shanghai) Co., Ltd., a Chinese company

Pharmanex, LLC, a Delaware limited liability company

PT. Nu Skin Distribution Indonesia, an Indonesia corporation

PT. Nusa Selaras Indonesia, an Indonesia corporation

RHYZ Analytical, Inc., a Utah corporation

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RHYZ Inc., a Delaware corporation

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Rhyz India Private Limited, an India private limited company

Shanghai NU Town E-commerce Co. Ltd., a Chinese company

Shanghai Nuskin Chuangxing Daily-Use & Health Product Co. Ltd., a Chinese company

Treviso, LLC, a Utah limited liability company

Vertical Eden LLC, a Utah limited liability company

Wasatch Product Development, LLC, a Utah limited liability company

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We hereby consent to the incorporation by reference in the Registration Statements on Form S-8 (Nos. 333-130304, 333-167690, 333-190508, 333-211617, 333-238908, 333-25

/s/ PricewaterhouseCoopers LLP

Salt Lake City, Utah

February 14, 2024 2025

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I, Ryan. S. Napierski, certify that:

1. I have reviewed this annual report on Form 10-K of Nu Skin Enterprises, Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which they were made, fairly present in all material respects the financial condition, results of operations, and financial performance of the registrant;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations, and financial performance of the registrant;
4. The registrant's **registrant's** other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15 and 15d-15) and have:

  - (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is recorded, processed, summarized and reported within the time periods specified in the applicable securities laws, rules, and regulations;
  - (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance that financial statements prepared in accordance with generally accepted accounting principles are not materially misstated;
  - (c) Evaluated the effectiveness of the registrant's **registrant's** disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures (as required by SEC Rule 13a-15(c) and 15d-15(c)); and
  - (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fiscal year ending December 31, 2024), including any corrective actions with regard to the identified change;

5. The registrant's **registrant's** other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's board of directors (or committee of the board of directors), the following:

  - (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial data;
  - (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's **registrant's** internal control over financial reporting.

Date: **February 14, 2024** February 14, 2025

I, James D. Thomas, certify that:

1. I have reviewed this annual report on Form 10-K of Nu Skin Enterprises, Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which they were made, fairly present in all material respects the financial condition, results of operations, and financial performance of the registrant;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations, and financial performance of the registrant;
4. The registrant's **registrant's** other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15 and 15d-15) and have:

  - (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is recorded, processed, summarized and reported within the time periods specified in the applicable securities laws, rules, and regulations;
  - (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance that financial statements prepared in accordance with generally accepted accounting principles are not materially misstated;
  - (c) Evaluated the effectiveness of the registrant's **registrant's** disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures (as required by SEC Rule 13a-15(c) and 15d-15(c)); and
  - (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fiscal year ending December 31, 2024), including any corrective actions with regard to the identified change;

5. The registrant's **registrant's** other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's board of directors (or committee of the board of directors), the following:

  - (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial data;



(b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's **registrant's** internal control over financial reporting.

Date: **February 14, 2024** February 14, 2025

In connection with the annual report of Nu Skin Enterprises, Inc. (the "Company") on Form 10-K for the period ended **December 31, 2023** December 31, 2024 (the "Report"), I, Ryan J. Smith, Chief Executive Officer, certify that:

1. The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
2. The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

Date: **February 14, 2024** February 14, 2025

In connection with the annual report of Nu Skin Enterprises, Inc. (the "Company") on Form 10-K for the period ended **December 31, 2023** December 31, 2024 (the "Report"), I, Jaime M. Smith, Chief Financial Officer, certify that:

1. The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
2. The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

Date: **February 14, 2024** February 14, 2025

#### A. Purpose

The Compensation and Human Capital Committee (the "**Committee**") of the Board of Directors (the "**Board**") of Nu Skin Enterprises, Inc., a Delaware corporation (the "**Company**"), has adopted this Policy.

#### B. Administration

This Policy will be administered by the Committee. The Committee is authorized to interpret and construe this Policy and to make all determinations necessary, appropriate, or advisable in connection with the administration of this Policy.

#### C. Covered Executives

This Policy applies to the Company's current and former "officers" as determined pursuant to Rule 16a-1(f) promulgated under the Exchange Act and including "executive officers" as defined in Rule 16a-1(f).

#### D. Recoupment upon an Accounting Restatement

In the event that the Company is required to prepare an Accounting Restatement, the Company will recover reasonably promptly all Erroneously Awarded Compensation from each Covered Executive. For purposes of the foregoing and all other provisions of this Policy:

1. "**Accounting Restatement**" means an accounting restatement of any of the Company's financial statements due to the Company's material noncompliance with any financial reporting requirements.

2. "Covered Incentive Compensation" means Incentive Compensation that is Received on or after October 2, 2023 by a person: (i) after beginning service as an Executive Officer;
3. "Erroneously Awarded Compensation" means the amount of Covered Incentive Compensation that was Received by each Covered Executive in excess of the Covered Executive's Incentive Compensation for the applicable period;
4. "Financial Reporting Measure" means (i) any measure that is determined and presented in accordance with the accounting principles used in preparing the Company's financial statements; and (ii) any measure that is determined and presented in accordance with the accounting principles used in preparing the Company's financial statements for the applicable period;
5. "Impracticable" means that (i) the direct expense paid to a third party to assist in enforcing the Policy would exceed the amount to be recovered, (ii) recovery would violate applicable law, or (iii) recovery would be otherwise impracticable;
6. "Incentive Compensation" means any compensation that is granted, earned, or vested based wholly or in part upon the attainment of a Financial Reporting Measure. For purposes of this Policy, Incentive Compensation includes cash and non-cash compensation, including but not limited to, salary, bonus, commission, and equity-based awards.

7. "Received": Incentive Compensation is deemed "received" in the Company's fiscal period during which the Financial Reporting Measure specified in such Incentive Compensation was first received.

Recoupment of Erroneously Awarded Compensation pursuant to this Policy is made on a "no fault" basis, without regard to whether any misconduct occurred or whether any Covered Executive was at fault.

#### **E. Method of Recoupment**

The Committee will determine, in its sole discretion, the method for recouping Erroneously Awarded Compensation hereunder, which may include, without limitation, any of the following:

1. Requiring reimbursement of cash Incentive Compensation previously paid;
2. Seeking recovery of any gain or value realized on or since the vesting, exercise, settlement, sale, transfer, or other disposition of any equity-based awards;
3. Offsetting the recouped amount from any compensation otherwise owed by the Company to the Covered Executive (including, without limitation, any severance otherwise payable);
4. Making a deduction from the Covered Executive's salary;
5. Requiring the Covered Executive to transfer back to the Company any shares he or she received pursuant to an equity award;
6. Cancelling, or reducing the number of shares subject to, or the value of, outstanding vested or unvested equity awards; and/or
7. Taking any other remedial and recovery action permitted by law, as determined by the Committee.

The Committee will consider Section 409A of the U.S. Internal Revenue Code of 1986, as amended, prior to offsetting recouped amounts against future payments of deferred compensation.

#### **F. No Indemnification or Insurance**

Neither the Company nor any of its subsidiaries or affiliates shall indemnify any Covered Executive against the loss of any Erroneously Awarded Compensation. Further, neither the Company nor any of its subsidiaries or affiliates shall purchase or maintain any insurance policy to indemnify or reimburse officers or directors for any liability incurred by them in connection with the Company's business.

#### **G. Amendment; Termination**

The Board or the Committee may amend this Policy from time to time in its discretion in any manner consistent with applicable law and regulation. The Board or Committee may terminate this Policy at any time.

#### **H. Other Recoupment Rights**

The Board intends that this Policy will be applied to the fullest extent of the law. Any right of recoupment under this Policy is in addition to, and not in lieu of, any other remedies available to the Company.

#### **I. Successors**

This Policy shall be binding and enforceable against all Covered Executives and their beneficiaries, heirs, executors, administrators, or other legal representatives.

#### **J. Disclosure**

The circumstances of any recoupment pursuant to this Policy will be publicly disclosed where required by Rule 10D-1, Item 402 of Regulation S-K and Section 303A.14. In accordance with applicable law, the Company may, at its discretion, limit the disclosure of certain information.

#### **K. Change of Listing**

In the event that the Company lists its securities on any national securities exchange or national securities association other than the NYSE, all references to "NYSE" in this Policy shall be deemed to refer to the applicable national securities exchange or national securities association.

#### **L. Acknowledgement**

Each Executive Officer will be required to sign a statement, in a form to be approved by the Committee, acknowledging receipt of this Policy and agreeing to comply with it. This statement shall be filed with the Committee.

#### **M. Governing Law and Venue**

This Policy and all determinations made and actions taken hereunder, to the extent not otherwise governed by the laws of the United States, shall be governed by the laws of the State of New York.

#### DISCLAIMER

THE INFORMATION CONTAINED IN THE REFINITIV CORPORATE DISCLOSURES DELTA REPORT™ IS A COMPARISON OF TWO FINANCIALS PERIODIC REPORTS.  
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