

WE EMPOWER PEOPLE AND PLANET TO

# FLOURISH

2024 CORPORATE SUSTAINABILITY REPORT

ARBONNE PBC, A DELAWARE PUBLIC BENEFIT CORPORATION

**1** OUR **APPROACH**;  
TO MEASURE WHAT MATTERS

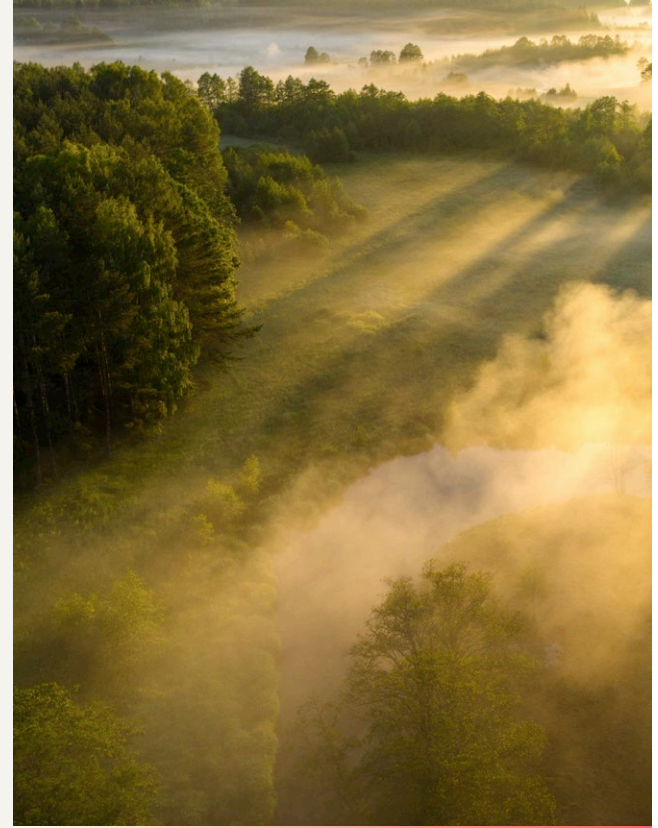
**2** **ENVIRONMENTAL** IMPACT;  
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OUR **APPROACH**  
TO MEASURE WHAT MATTERS



## OUR HERITAGE

Growing up in the Norwegian countryside, *Arbonne Founder Petter Morck* always had a close relationship with nature, which inspired his anchored vision to create better wellness options for people and the planet. Today, we are a global network of healthy living enthusiasts who believe that everyone can *flourish by being good to themselves, their community, and the planet.*

## OUR MISSION

We empower people to flourish through sustainable healthy living.



# OUR APPROACH

## TO MEASURE WHAT MATTERS

## FLOURISH: PEOPLE, PLANET AND PRODUCTS

We understand that to fulfill our mission of sustainable healthy living, we need to have a sustainable, healthy planet. Since 1980, Arbonne has consciously developed formulas with efficacious botanicals to provide healthy benefits that are always backed by research. We take an integrated approach to our skincare and nutrition products, ensuring each of our products meets our rigorous quality, efficacy, and sustainability standards.

### OUR PROMISE

We embrace the relationship between clean, effective plant-based products, conscious sustainability practices, and *connecting people together for their healthy living journey.*



### VALUES BASED ON THE BENEFIT OF ALL

As a company and a community, Arbonne is committed to these key brand values that guide our efforts:

#### EMPOWERMENT

We champion authenticity through a community that's diverse, inclusive, and welcoming.

#### TRANSPARENCY

We strive to be an open book in our actions and our words.

#### SUSTAINABILITY

We commit to being accountable for our actions to the planet.

### OUR GOAL

Arbonne's goal is to revolutionize the way we perceive and pursue beauty and overall nutrition and how it connects with a healthy lifestyle. We emphasize nourishment in all its forms, and our legacy anchors us in our commitment to innovate plant-based, pure, safe, and beneficial luxurious formulas that will nurture and amplify your overall wellness from the inside out. We strive to create high-performing formulas that are:



Vegan



Non-GMO  
(Nutrition Products)



Cruelty-Free  
(Topical Products)



Scientific Rigor Driving  
Efficacious Products



Formulated  
Without Gluten

ARBONNE HAS ITS SIGHTS ON  
NOT BEING THE BEST COMPANY *in* THE WORLD  
BUT *the best* FOR *the world.*

# OUR APPROACH

TO MEASURE WHAT MATTERS

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## EMPOWERING PEOPLE AND CHANGING LIVES

Arbonne is a global force in wellness products. With our team of Consultants and innovative technology, we can provide personalized recommendations and programs that meet you where you are today and move you toward where you want to go.

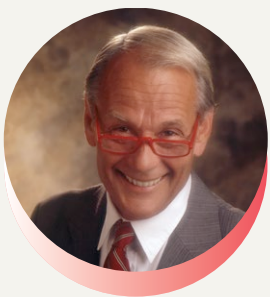
We believe in the power of human connection and co-creating an experience with our community. We actively bring together many people to accomplish what one alone cannot. As a leader in the health and wellness space, we look to connect, educate, empower, and inspire to help people and communities flourish.

As a company, Arbonne has been driving the wellness industry forward for 45 years. We began by leading the clean beauty movement in 1980 and have continued to evolve as wellness has become an integral part of our everyday lives. Today, we are innovating with the latest technology and digital experiences to provide more personal and effective solutions.

While some things change, our standards haven't. Throughout the years, Arbonne has been committed to sustainability, so we consider people, product and the planet in every decision we make. Arbonne is proud to be a Certified B Corporation®. We welcome you to come as you are. Come to connect, learn, grow, and be part of the wellness movement with Arbonne.

For more information, visit [EARNINGS.ARBONNE.COM](https://earnings.arbonne.com).

**We are with you in your healthy living journey.**



“When I dreamt of Arbonne,  
I wanted it to be a place  
where people could flourish.”

— PETTER MORCK, ARBONNE FOUNDER, 1980

# OUR APPROACH

## TO MEASURE WHAT MATTERS

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SUSTAINABILITY REPORT



ARBONNE

## CORPORATE STRUCTURE: B IS FOR BENEFIT

In 2019, Natural Products Group, Inc. converted its corporate structure into a Delaware Public Benefit Corporation and changed its name to Arbonne, PBC. Arbonne, PBC is the parent company of Arbonne International, LLC, in the United States and its subsidiary companies outside of the United States, as well as our manufacturing plant, Levlad, LLC. This report reflects 2024 data for Arbonne, PBC (hereinafter referred to as “Arbonne”), including subsidiary companies. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards.

Benefit Corporations are mission-driven companies committed to the highest standards of purpose, accountability, and transparency. By taking legal action to demonstrate a commitment in creating public benefit through the structure and mission of their business Benefit Corporations are accountable in considering the company’s impact on society and the environment, to create long-term sustainable value for all stakeholders.

We are proud to share that in 2021, our owners, France-based Groupe Rocher, also took the tremendous step forward in securing its mission – to Reconnect People With Nature – by adopting the French PACTE Law. The PACTE legislation, similar to the Benefit Corporation legal structure in the United States, or – société à mission – allows French companies to commit to considering social and environmental issues in business decisions and to formally include such commitments in their bylaws. Arbonne, PBC is one of eight brands owned by Groupe Rocher.

### OUR BOARD OF EXECUTIVE LEADERSHIP

**JEAN-DAVID SCHWARTZ**

DIRECTOR, CEO

GRUPE ROCHER

**LAURENT DELAURIERE**

DIRECTOR,  
CFO & CLO

GRUPE ROCHER

**JENNIFER ORLANDO**

DIRECTOR, CEO

ARBONNE

**BERNADETTE CHALA**

OFFICER, VP &  
SECRETARY, CLO

ARBONNE

**STÉPHAN LOMBARDO**

OFFICER & CFO, CFO

ARBONNE

# OUR APPROACH

## TO MEASURE WHAT MATTERS



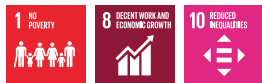
## OUR SUSTAINABILITY COMPASS

Our practices are guided by five pillars that consider the inclusion and welfare of all stakeholders.



### COMMUNITY IMPACT

We are committed to contributing to the economic and social wellbeing of the communities in which we operate and in uplifting these principles throughout our value chain.



### COMPANY GOVERNANCE

How we run our company is incredibly important. We are committed to preserving our purpose and uplifting policies and practices that ensure accountability, transparency, and the utmost of ethical standards.



### CUSTOMER WELFARE

Our customers are at the root of our passion for excellence. As such, we are committed to improving the value of our products and services for our Arbonne community of Consultants and consumers.



### EMPLOYEE WELFARE

Our employees mean the world to us, and we believe that it is crucial to create a workplace culture that contributes to our employees' financial, physical, professional, and social wellbeing. Arbonne believes in people, and we wouldn't exist or be able to meet our sustainability goals if not for our dedicated team.



### ENVIRONMENTAL IMPACT

We understand that for our business to flourish, our planet must flourish. Environmental stewardship is at the heart of our business decisions, and we are proud to be working toward aggressive goals to preserve precious resources and protect our planet.



## VALUES THAT SUPPORT THE UN SUSTAINABLE DEVELOPMENT GOALS (UN SDGS)

The United Nations (UN) Sustainable Development Goals, or SDGs, include 17 crucial goals that provide an historic opportunity to unite all global stakeholders to end poverty, fight inequality and injustice, and protect our planet. The UN SDGs offer a road map to creating a better and more sustainable future for all. Arbonne is proud to utilize the UN SDGs as a means to measure our impact, in addition to the B Impact Assessment (utilized in the B Corporation Certification) and our Sustainability Compass stakeholder pillars. Learn more: [sdgs.un.org/goals](https://sdgs.un.org/goals).



# PROUD TO B IN GOOD COMPANY



In 2019, Arbonne began the rigorous assessment process required to become a Certified B Corporation. In early December 2019, we were proud to achieve this certification.

Through the B Corp certification, we have met the highest, third party-validated standards to consider the impact of our decisions on the community, our company, our Consultants, our employees, and the environment. As a Certified B Corporation, we are required to undergo a recertification audit every three years. In 2022, Arbonne completed our B Corporation Recertification with incredible results. Please see the next page for more information on our 2023 B Corporation score and improvement results. Being a B Corp applies to every region of the world we operate in, making it our most inclusive certification to date.

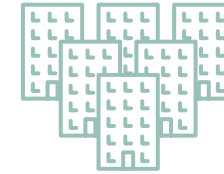
Certified B Corporations commit to using their business as a force for good by balancing purpose with profit. Founded in 2007, this global community of leaders has grown to include more than 9,500 companies across 160+ industries in 102 countries.



# OUR APPROACH

TO MEASURE WHAT MATTERS

## B CORPORATION CERTIFICATION STATS



9,500+ COMPANIES



CERTIFICATION  
FOUNDED IN  
2007 BY THE  
NONPROFIT B LAB



160+ INDUSTRIES  
SPANNING ACROSS  
102 COUNTRIES

## 1 UNIFYING GOAL



TO USE BUSINESS AS  
A FORCE FOR GOOD



# OUR APPROACH

## TO MEASURE WHAT MATTERS

### GOING B-YOND: OUR B CORP RECERTIFICATION RESULTS

As a Certified B Corporation, Arbonne is held to the highest, third party-validated standards through undergoing a third-party audit on a 300-plus questionnaire called the B Impact Assessment (BIA). Every three years, the nonprofit entity B Lab audits all B Corporations against the latest version of the BIA questionnaire, ensuring companies are accountable to progress against their goals and are honoring their commitments to all stakeholders.

In 2023, Arbonne announced the completion of our recertification audit, and we are so proud to share the progress from our last recertification period below. We have taken impactful steps forward against our mission to uplift stakeholder welfare, and this is reflected in a tremendous increase in our B Corporation certification score.

Certified B Corporations must earn a total of 80 points on the BIA to certify. Out of the roughly 300,000-plus businesses taking the BIA to measure their impact on stakeholders, the average business scores about 50 points.



**OUR SCORE MAKES US THE TOP-SCORING B CORPORATION COMPANY IN DIRECT SELLING**



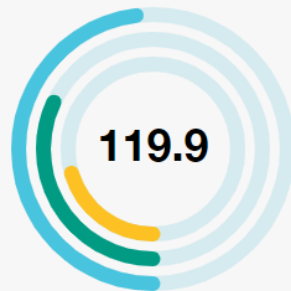
**AMONGST THE HIGHEST-SCORING BRANDS IN BEAUTY AND NUTRITION!**

To see our full B Corporation Certification Report, visit [bcorporation.net/en-us/find-a-b-corp/company/arbonne](https://bcorporation.net/en-us/find-a-b-corp/company/arbonne).



### Overall B Impact Score

Based on the B Impact assessment, Arbonne earned an overall score of 119.9. The median score for ordinary businesses who complete the assessment is currently 50.9.



- 119.9 Overall B Impact Score
- 80 Qualifies for B Corp Certification
- 50.9 Median Score for Ordinary Businesses

**+43%**  
**COMPARED TO INITIAL CERTIFICATION**



**ENVIRONMENTAL IMPACT**  
 +174%



**COMMUNITY WELFARE**  
 +21%



**CUSTOMER WELFARE**  
 +104%



**EMPLOYEE IMPACT**  
 No Change



**COMPANY GOVERNANCE**  
 No Change

## PARTNERING FOR PROGRESS



### CERTIFIED B CORPORATION® — BUSINESS IMPACT ASSESSMENT (BIA)

Certified B Corporations are businesses that meet the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose. The process of becoming a Certified B Corporation involves passing a robust company-wide benchmarking study called the Business Impact Assessment, and retaking the assessment and meeting the requirements for recertification every three years. The results of Arbonne's BIA are publicly published here: [bcorporation.net](http://bcorporation.net).



### ROUNDTABLE ON SUSTAINABLE PALM OIL (RSPO)

Arbonne is a member of the Roundtable on Sustainable Palm Oil, a nonprofit that unites stakeholders from the seven sectors of the palm oil industry to build equitable economies that do not contribute to deforestation. For more information, visit [rspo.org](http://rspo.org).



### TERRACYCLE™

TerraCycle is a social enterprise finding creative ways to turn trash into treasure. Arbonne has formally partnered with TerraCycle to launch an international recycling program in the United States, Canada, and the United Kingdom for hard-to-recycle Arbonne packaging. For ArbonneCycle information, visit:

[arbonne.com/us/en/our-story/arbonne-cycle](http://arbonne.com/us/en/our-story/arbonne-cycle).

To learn more about TerraCycle, visit:

[terracycle.com/en-US](http://terracycle.com/en-US).



### AMERICAN BOTANICAL COUNCIL (ABC)

The American Botanical Council is on a mission to provide education using science-based and traditional information to promote responsible use of herbal medicine, serving the public, researchers, educators, healthcare professionals, industry, and media. Visit [herbalgram.org](http://herbalgram.org).



### RESPONSIBLE BEAUTY INITIATIVE (RBI)

The Responsible Beauty Initiative is an industry initiative focused on sustainable procurement. The initiative is coordinated by EcoVadis, the leader in business sustainability ratings. Learn more at [responsiblebeautyinitiative.com](http://responsiblebeautyinitiative.com).



### UN SUSTAINABLE DEVELOPMENT GOALS (UN SDGS)

The United Nations Sustainable Development Goals include 17 crucial goals that provide an historic opportunity to unite all global stakeholders to end poverty, fight inequality and injustice, and protect our planet. For more information, visit [unglobalcompact.org/sdgs/17-global-goals](http://unglobalcompact.org/sdgs/17-global-goals).



### DIRECT SELLING ASSOCIATION (DSA)

Direct Selling Association is the national trade association for companies that market products and services directly to consumers through an independent, entrepreneurial salesforce. DSA serves to promote, protect and police the direct selling industry while helping direct selling companies and their independent sales force become more successful. For more information, visit [dsa.org](http://dsa.org).

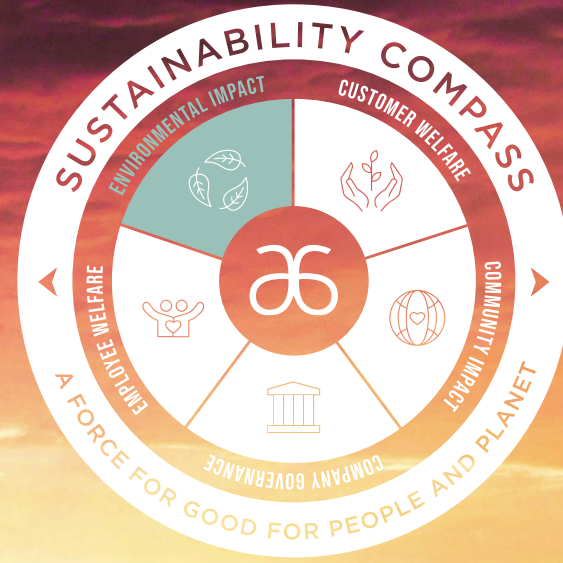


### DIRECT SELLING SELF-REGULATORY COUNCIL (DSSRC)

The Direct Selling Self-Regulatory Council provides impartial monitoring, enforcement, and dispute resolution regarding product claims or income representations (including lifestyle claims) disseminated by direct selling companies and their sales force members. DSSRC was established in 2019 to proactively monitor the marketplace and enforce program standards to promote truth and transparency in the growing direct selling industry, including on social media platforms. Learn more at [bbbprograms.org/programs/all-programs/dssrc](http://bbbprograms.org/programs/all-programs/dssrc).

# OUR APPROACH

## TO MEASURE WHAT MATTERS



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# ENVIRONMENTAL IMPACT

ACTIONS TO ENSURE OUR PLANET CAN FLOURISH



# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH



### ENVIRONMENTAL FOOTPRINT

We understand that for our business to flourish, our planet must flourish. Environmental stewardship is at the heart of our business decisions, and we are proud to be working toward aggressive goals to preserve precious resources and protect our planet. Whether it is an office, manufacturing plant, or distribution center, each and every Arbonne-leased location is tracking key inputs and outputs (including electricity, water, heating consumption, greenhouse gases) to ensure we are doing our part to benchmark our business to be better. In the following pages, you will see key insights into our operational practices and commitment to minimize the footprint of our business while maximizing our positive impact on the planet.

### OUR 2024 GLOBAL LOCATIONS



**MANUFACTURING PLANT**

Chatsworth, California, USA



**OFFICES**

Irvine, California, USA – Headquarters  
 Mississauga, Ontario, Canada  
 Northampton, England, United Kingdom  
 Sydney, New South Wales, Australia



**DISTRIBUTION CENTER**

Greenwood, Indiana, USA



# ENVIRONMENTAL IMPACT

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## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

### ENVIRONMENTAL MANAGEMENT SYSTEM

With a long history of creating premium plant-based wellness products grounded in science and clinical research and with high standards for safety, Arbonne has and continues to hold core values around minimizing our environmental footprint and building a regenerative ecosystem.

As a purpose-driven organization on a mission to empower sustainable healthy living, this responsibility extends beyond care for people and into care for the planet, with a specific focus on responsible resource usage and operational practices to help foster a thriving and beautiful planet that we all call

home. Our company-wide approach to sustainability is rooted in our Sustainability Compass, which ensures our decisions, as an organization, consider all stakeholders.

In order to ensure we uphold our commitments, Arbonne has a robust Environmental Management System (EMS). Our EMS follows internationally recognized continuous improvement processes – such as Lean Six Sigma methodology, our proprietary Seed system, and Total Productive Maintenance – and is governed by our global Environmental Management Committee.

### OPERATIONAL HIGHLIGHTS

- 100% of sites\* feature LED and high-efficiency lighting
- 100% of sites\* have e-waste recycling on receptacles on site
- 97% of sites\* feature Energy Star appliances
- 97% of sites\* feature water-efficient restroom fixtures
- 97% of sites\* feature green transport and bike storage on site
- 88% of sites\* feature electric vehicle charging
- 46% of sites\* have local public transportation options within half a mile
- 43% of sites\* feature fruit trees or small garden areas
- 43% of sites\* feature native plants and landscaping
- 43% of sites\* feature low-flow irrigation

\*Based on square footage



# ENVIRONMENTAL IMPACT

ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

# 2

## MEASUREMENT RESOURCES AND PROTOCOL



### B IMPACT ASSESSMENT™ (BIA)

The BIA is an in-depth and comprehensive company-wide measurement tool that a company can use to understand its impact on stakeholders across five key areas. The BIA consists of approximately 300 questions to evaluate how a company is governed and how it interacts with its employees, customers, community, and environment. It's also the benchmarking tool used to qualify for the B Corporation certification. You can learn more about this free sustainability resource at [bimpactassessment.net](https://bimpactassessment.net). To view Arbonne's full transparency report, please visit our B Corporation directory page.



### ENVIRONMENTAL AND SOCIAL MANAGEMENT SYSTEM

We utilize an internalized management system to track crucial environmental and social indicators. This system accounts for measuring all of our inputs and outputs and for our accountability to ensure compliance with Groupe Rocher's international reporting metrics. Our management system, Seed, allows us to track and compare metrics month over month and year over year.



### GLOBAL REPORTING INITIATIVE (GRI) REPORT

Company reporting is an instrumental part of benchmarking and transparency. We are proud to publish this fifth Global Reporting Initiative-based corporate Sustainability Report. To fulfill our Benefit Corporation commitments, we will continue to annually produce and publish a corporate social responsibility (CSR) report updating on our progress and our improvement opportunities. GRI is an independent international organization that has pioneered sustainability reporting since 1997. Please review the GRI website to learn more about GRI-CSR reporting standards.





# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

### ENERGY

According to the International Energy Agency (IEA), energy usage and climate impact are inextricably linked<sup>1</sup>. Our current energy system accounts for about 75% of total greenhouse gas emissions globally. This means that how we transform our energy system will impact our ability to reach net-zero carbon goals. At Arbonne, we understand that reducing our energy demand and moving to renewable electricity are crucial to doing our part to reduce greenhouse gas emissions driving the climate crisis.

#### OUR ENERGY JOURNEY

Arbonne has a robust clean electricity strategy in place, propelling us toward our carbon reduction goals. Through partnering with our landlords, utility companies, nongovernmental organizations (NGOs), Benefit Corporations, and Certified B Corporations, we have met our 2022 renewable electricity target.

Take a look at our energy journey since we kicked off our goals in 2019:

- 2019:** Energy goal set and initial benchmarking completed
- 2020:** Initial investments in energy-efficient features focusing on converting to LED lighting at all locations
- 2021:** Partnership with environmental engineering firm to understand additional opportunities for efficiency improvements at our manufacturing and distribution sites; exceeded 2025 goal to reduce energy consumption by 20%
- 2022:** Conversion to renewable electricity or equivalents across all global locations
- 2023:** Temporary international headquarters converted to local 100% renewable electricity
- 2024:** New international headquarters identified that holds both LEED and WELL green building certifications

#### GOALS



**100% CONVERTED ALL GLOBAL LOCATIONS TO RENEWABLE ELECTRICITY OR EQUIVALENTS IN 2022**

**↓ 20%**

**REDUCTION IN ENERGY CONSUMPTION BY 2025 — ACHIEVED IN 2021, AHEAD OF SCHEDULE**



<sup>1</sup>[iea.org/topics/climate-change](https://www.iea.org/topics/climate-change)

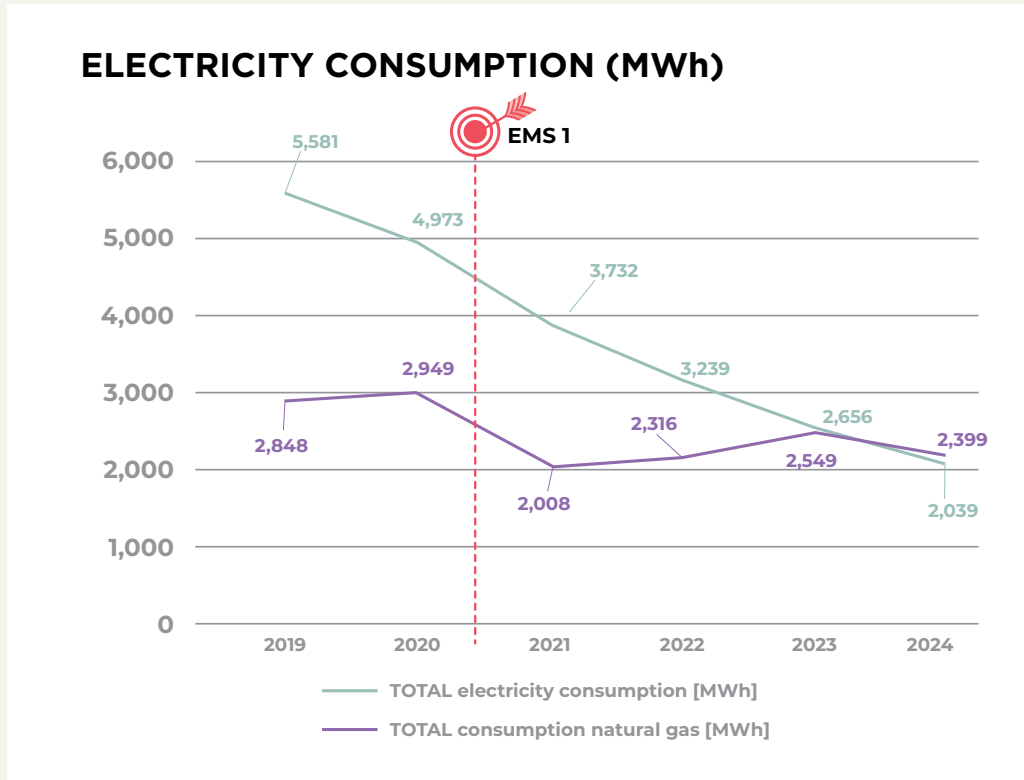


# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

### ENERGY TRENDS

#### GLOBAL OVERVIEW



EMS 1: 20% reduction in energy compared to 2019 baseline year

#### 2024 SAW A...

↓ 47% REDUCTION IN TOTAL ENERGY CONSUMPTION\*

↓ 63% ⚡ REDUCTION IN ELECTRICITY CONSUMPTION\*

↓ 16% 🔥 REDUCTION IN NATURAL GAS CONSUMPTION\*

\*Compared to 2019 baseline year



# ENVIRONMENTAL IMPACT

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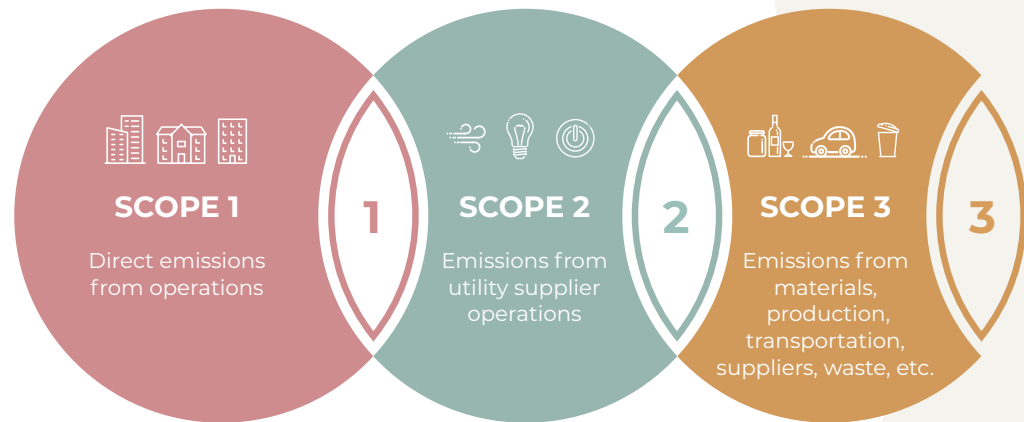
## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

### GREENHOUSE GAS EMISSIONS

The climate crisis is one of the worst ecological and social threats our world faces. For every fraction of a degree that our world warms, we face tremendous impacts to natural systems and risk entering feedback loops that will further expedite issues that will impact habitability worldwide. According to the Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report, *Climate Change 2022: Impacts, Adaptation and Vulnerability*<sup>2</sup>, globally, we are far from the goal of limiting global warming to 1.5 °C and reaching net zero greenhouse gas emissions by 2050. Through this report, it is clear that actions taken before 2030 will be crucial in determining whether we can avoid the worst impacts of climate change and make progress against the United Nations Sustainable Development Goals.

<sup>2</sup>IPCC Sixth Assessment Report, *Climate Change 2022: Impacts, Adaptation and Vulnerability*; [ipcc.ch/report/ar6/wg2](https://www.ipcc.ch/report/ar6/wg2)

### GREENHOUSE GAS EMISSION TYPES



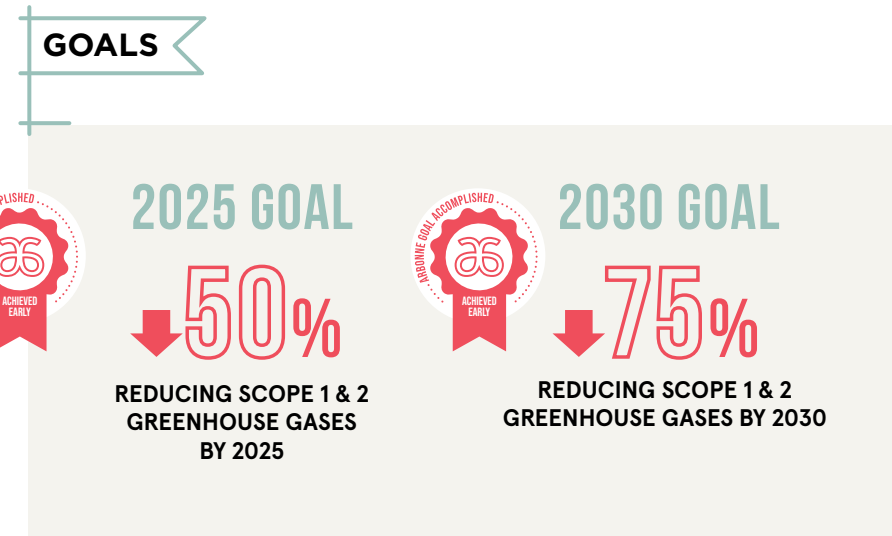
# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

### 2024 SCOPE 1 & 2 IMPACT SUMMARY & FUTURE GOALS

We are committed to doing our part to be the best for the world and have already accomplished our commitments to reduce Scope 1 and 2 greenhouse gases by 50% by 2025 and 75% by 2030 compared to our 2019 baseline.

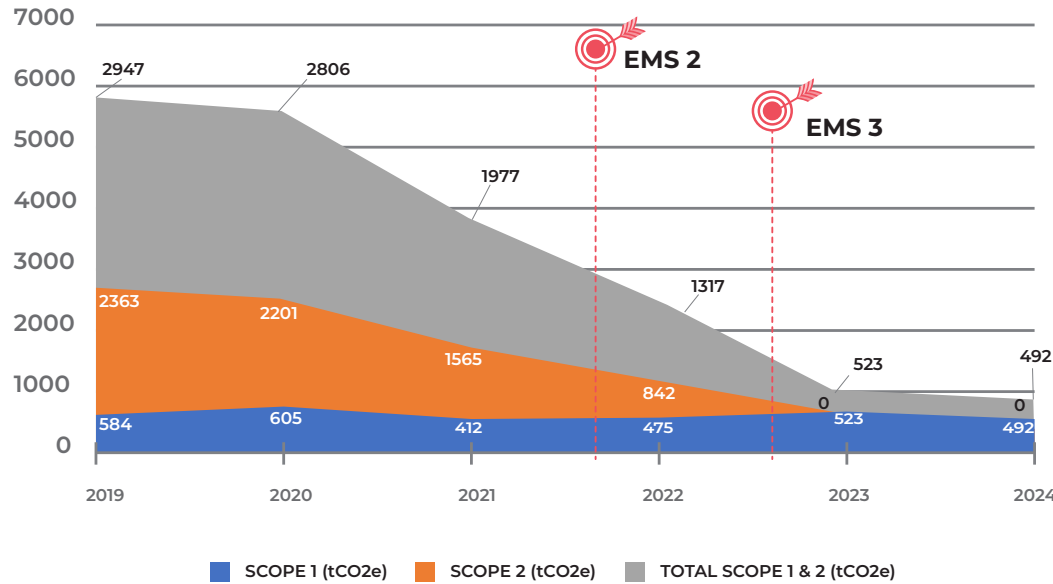
- To achieve this goal, we identified high-impact company locations with a low renewable energy mix. Addressing our electricity consumption was the first crucial step to begin to make progress toward reducing the majority of our greenhouse gas emissions derived from energy consumption. By the end of 2022, through partnerships with local utility companies, our landlords, and through investing in Renewable Energy Certificates (RECs), we achieved our renewable electricity goal.
- We understand that moving to sustainable resources is not enough. Through efficiency improvements, such as converting to high-efficiency lighting at all sites, installing more efficient HVAC systems, and other actions, we are working hard to reduce our energy consumption and all associated emissions.
- We are proud to share that due to all these efforts, we have achieved our 50% Scope 1 and 2 greenhouse gas emissions reduction goal in 2022, three years ahead of schedule, and our 75% Scope 1 and 2 greenhouse gas emissions reduction goal in 2023, seven years ahead of schedule.
- We continued to make progress in direct carbon emissions reductions in 2024, showing a 6% decrease in total Scope 1 and 2 emissions from 2023 and a 83% reduction since our 2019 baseline year.



# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

### HISTORICAL SCOPE 1 & 2 CARBON EMISSIONS



**EMS 2**  
**50%**  
 REDUCTION IN SCOPE 1 AND 2 GREENHOUSE GAS EMISSIONS\* BY 2025

**EMS 3**  
**72%**  
 REDUCTION IN SCOPE 1 & 2 GREENHOUSE GAS EMISSIONS\* BY 2030

### 2024 EMISSIONS DATA

**16%**

TOTAL SCOPE 1 GREENHOUSE GAS EMISSIONS  
**491.9 MT**

**100%**

TOTAL SCOPE 2 GREENHOUSE GAS EMISSIONS  
**0 MT**

**83%**

REDUCTION IN SCOPE 1 & 2 GREENHOUSE GAS EMISSIONS

\*Compared to 2019 baseline year

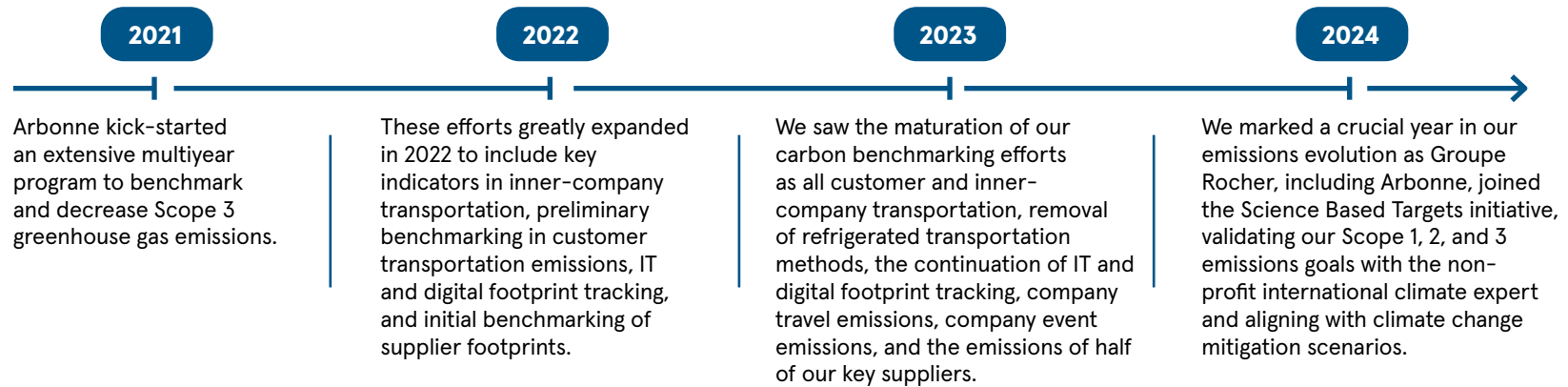
# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

### SCOPE 3 GREENHOUSE GAS EMISSIONS

In addition to addressing direct emissions, we are working hard to benchmark and mitigate our Scope 3 indirect emissions.

#### OUR INDIRECT CARBON EMISSIONS JOURNEY



#### DIRECT & INDIRECT CARBON EMISSIONS OVERVIEW



# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH



### SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



#### **GUILT-FREE GOODIES DELIVERED RIGHT TO YOUR DOORSTEP**

#### **DID YOU KNOW?**

All of our global customers receive carbon neutral shipping! Just another reason to get excited when our products arrive at your doorstep.

#### **WHAT IS SBTi?**

In 2024, Groupe Rocher and Arbonne formed a new partnership with the Science Based Targets initiative (SBTi). The SBTi is the leading third-party partner of organizations that are working toward a net-zero economy. As an SBTi member, it requires Groupe Rocher's global portfolio companies – including Arbonne – to contribute toward the goal of decreasing direct and indirect greenhouse emissions.

#### **DIRECT EMISSIONS**

Arbonne strives to continue to hold our reduction in direct emissions that have already achieved reduction targets of 75%, and must maintain 62% reduction to contribute toward Groupe Rocher reduction targets.

#### **INDIRECT EMISSIONS**

Although we are still making advancements in our indirect emissions benchmarking, Arbonne strives to reduce our indirect carbon emission by 37% by 2030, aligning with science to ensure we keep carbon emissions below the 1.5°C threshold.

Learn more at [sciencebasedtargets.org](https://sciencebasedtargets.org).

# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH



## CARBON NEUTRAL COMPANY

Since 2017, we've been offsetting Scope 1 and 2 and select Scope 3 emissions we have not been able to eliminate. In 2024, for example, we invested in the Guoluo Grassland Sustainable Management Project in China. The goal was to restore the degraded grassland ecosystem via increased grassland coverage and soil carbon stock, implementing sustainable grassland management.

The healthy grassland ecosystem is expected to generate GHG emission removals of 17,664,275 tCO<sub>2</sub>e over the project's lifetime. It will also serve as an attractive landscape with the potential to benefit local touristic resources and the economy.

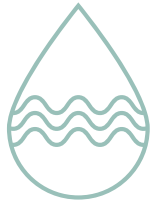
### CO-BENEFITS OF THE PROJECT

- By maintaining forest CO<sub>2</sub> stocks above the regional common practice, the project will provide significant climate benefits through carbon sequestration in the above-ground biomass, below-ground biomass, dead wood, and soil.
- The carbon project provides protected habitat for 40 rare, threatened, and endangered plant and animal species. On-site wildlife, such as black bear, deer, and many bird species, benefits from contiguous, undisturbed forest.
- The project also helps conserve habitats, protects local water quality, and prevents soil erosion.



This project meets the Verified Carbon Standard from Verra.





# WATER

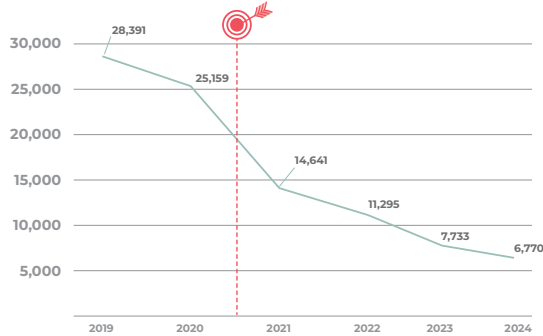
# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

Clean water is not only a crucial part of life on Earth as we know it, water is also crucial to fulfill our mission of sustainable healthy living. Water is necessary to farm our key ingredients, produce our products, and is crucial in hydration to support healthy living.

Through our water benchmarking and Environmental Management System (EMS) processes, we have put in place water efficiencies at several of our locations and are starting to see a significant impact from a multiyear water conservation project at our manufacturing location in Southern California. We will continue to press forward to eliminate any unnecessary consumption and work beyond our completed goal to reduce water consumption across all sites by 20% compared to our 2019 baseline.

GLOBAL WATER CONSUMPTION (m3)



### GOALS

**20%**

**REDUCTION  
IN WATER  
CONSUMPTION\***

**76%**

**TOTAL WATER  
CONSUMPTION\***

\*Compared to 2019 baseline year



# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

### GOING B-YOND TO PRESERVE WATER

As a business located in a region prone to drought, Arbonne has a longstanding commitment to protecting water. In fact, we achieved our 20% water reduction goal in 2021, four years ahead of schedule. This was accomplished through taking incredible steps to reduce water used on site, including creating our own innovative technology at our manufacturing location to reclaim and reuse water in our cleaning practices.

These efforts have been audited by B Lab, the certifier of B Corporations, and have been recognized to meet the highest standards of Environmentally Innovative Manufacturing Processes Impact Business Model, proving that we've designed our production to create a tangible positive outcome for the environment.



#### HOW ARBONNE HAS REDUCED ITS WATER USE:

- Employee training on proper water use and recycling for reuse in cleaning practices
- Entirely eliminating unnecessary water use in manufacturing practices
- Revamping clarification practices and processes
- Investing in closed-loop cooling water systems
- Creating a water reclamation and recycling system for batch tank cleaning processes
- Installing water conservation fixtures inside and low-flow irrigation outside

#### All these efforts have resulted in:

- **23%** decrease in water use per ton of bulk produced at our manufacturing plant since investing in water conservation and recycling in our cleaning processes in 2022
- **69%** reduction of total water consumed at our manufacturing location\*
- **76%** reduction of total water consumed across all sites\*

\*Since our 2019 baseline year



# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

### OPERATIONAL WASTE

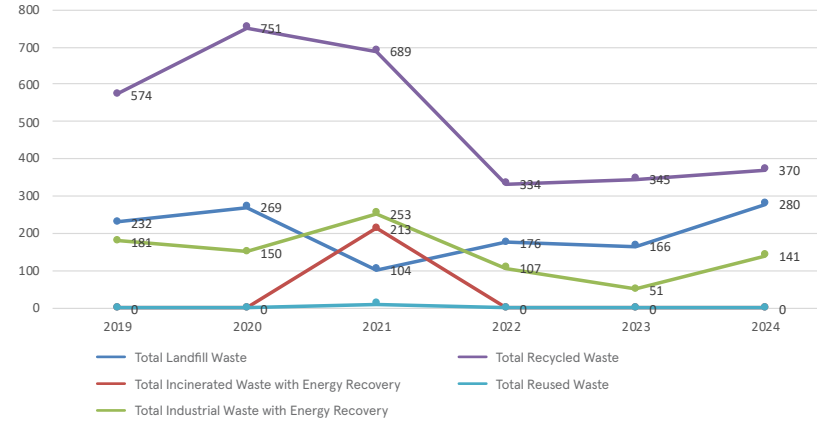
Waste pollution is a global crisis growing in quantity and complexity, disrupting ecosystems and societies. Modern society and lifestyles revolve around a take-make-waste approach, tipping the balance further away from a sustainable future. Spurred by unsustainable consumption and production practices, municipal solid waste generation is predicted to grow from 2.1 billion tonnes in 2023 to 3.8 billion tonnes by 2050.

When factoring in the hidden costs of pollution, poor health, and climate change from poor waste disposal practices, the cost of waste rises to \$361 billion. Without urgent action on waste management, this global annual cost could almost double to a staggering \$640.3 billion by 2050.

It is imperative that businesses do their part to combat this crisis, including taking action to design circular economy products, integrate recycled materials into products, and responsibly manage their own waste streams.

In 2024, Arbonne faced an uptick in total waste produced compared to the prior year, primarily related to the decommissioning and closure of our manufacturing site. As we look to our future footprint, we are working hard to ensure our new locations align with our aspirations to limit our waste footprint. Although disappointing, we do have some cause for celebration, as our total waste footprint decreased by 20% last year compared to the 2019 baseline year, representing 196 metric tons of waste that was removed from our sites.

WASTE FOOTPRINT SINCE BASELINE YEAR



#### KEY WASTE METRICS

**2030 GOAL:** Zero waste globally - diverting 90% of waste from landfills

**TOTAL GLOBAL WASTE FOOTPRINT:** 791 metric tons, a 20% decrease in total waste generated compared to 2019 baseline year

**TOTAL AMOUNT RECYCLED:** 370 MT, 47% of total 2024 footprint

**TOTAL AMOUNT INCINERATED WITH ENERGY RECOVERY:** 141 metric tons, 18% of total 2024 footprint

**TOTAL LANDFILL WASTE:** 280 metric tons, a 35% of total 2024 footprint

**TOTAL % DIVERTED FROM A LANDFILL:** 65%



# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

## ENVIRONMENTAL COMPLIANCE PROGRAMS

Here is an overview of some of the best-in-class environmental compliance programs we have in place across our locations to help ensure proper management of environmental indicators.

### COMPANY-WIDE POLICIES & PROCEDURES:

- Injury Illness Prevention Program (IIPP)
- Emergency Preparedness Plan (EPP)
- Workplace Violence Prevention Program
- Pathogen Exposure Control Plan
- Arbonne Safety Training Program
- COVID-19 Prevention Plan (CPP)
- Lockout-Tagout Procedures
- Written Hazard Communication Program
- Indoor Air Quality Complaint Policy

### IN ADDITION TO ALL OF THE ABOVE, OUR MANUFACTURING PLANT IN CHATSWORTH ALSO HAS:

- Spill Prevention, Control, and Countermeasure (SPCC)
- Safety Data Sheets (SDS)
- Stormwater Pollution Prevention Plan (SWPPP) and Facility No Exposure Certificate (NEC)
- AQMD Air Permits for equipment and processes
- Hazardous Waste and Emergency Response (HAZWOPER) training required for material management
- Industrial wastewater processing, county permit
- Department of Transportation (DOT) permits for transport of chemicals
- Hazardous waste management





# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

### OUR PRODUCT PROMISE: BETTER FOR PEOPLE AND THE PLANET

From the beginning, Arbonne has committed to formulating products with clean standards. We began by leading the clean beauty movement in 1980, and today, we are striving to go beyond clean. We formulate based on our Certified Arbonne Clean™ Ingredient Policy. Our **NOT ALLOWED LIST™** directly reflects Arbonne’s rigorous screening of ingredients, our research, and enhanced safety requirements that ultimately result in safer ingredient choices and effective products in line with our philosophy.

#### OUR NOT ALLOWED LIST™

Includes more than 2,000 ingredients – nearly 1,400 from the European Union plus several hundred more that we won’t use. Learn more about our strict ingredient policy and see the full list of banned ingredients here [arbonne.com/us/en/healthy-living/ingredient-policy](http://arbonne.com/us/en/healthy-living/ingredient-policy).

#### OUR PRODUCT PHILOSOPHY IS CENTERED ON FOUR KEY FACTORS

- 1 PLANT-BASED INGREDIENTS
- 2 HIGH CLEAN STANDARDS
- 3 CO-DEVELOPED WITH EXPERTS
- 4 SCIENTIFIC TESTING

#### KEY THIRD-PARTY PRODUCT CERTIFICATIONS WE STRIVE TO OBTAIN:



# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

2

### OUR PRODUCT PROMISE: BETTER FOR PEOPLE AND THE PLANET

Transparency and honesty have been the hallmark of our product integrity for 45 years. From the beginning, Arbonne has developed products by combining the best of nature with leading science. Our commitment is to always improve and evaluate our Ingredient Policy as an ever-evolving standard of excellence. This means we continuously challenge ourselves to do better and better.



# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

### OUR PACKAGING DECISION HIERARCHY



1. ELIMINATE THE UNNECESSARY	2. RENEWABLE & RECYCLED MATERIALS	3. MATERIAL END OF LIFE
Only use the necessary number of materials and packaging components needed	Integrate renewable materials whenever possible, followed by post-consumer recycled content for any remaining plastic packaging	Design with product end of life in mind, ensuring products align with the circular economy

### 2024 KEY IMPACT UPDATES



Launched our first recyclable nutrition sachets in our 7-Day Fresh Start. Featured How2Recycle labels for in-store recycling in the US and mainstream recycling in Canada.

Since converting most of our skincare and hair care to renewable materials, like glass and aluminum, we have eliminated just under 565,000 pounds of plastic from our packaging portfolio.

In 2024, we continued to measure the life cycle of our new products launching and hero product lines.



In 2024, we achieved our goal to reduce our plastic packaging footprint by 50% one year early, reducing our plastic packaging footprint by formula by 50% compared to our 2019 baseline.



# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

## PARTNERING TO BUILD BETTER PRODUCTS

### PRODUCT END-OF-LIFE TRANSPARENCY

Thanks to a partnership with How2Recycle, our North American customers now experience end-of-life packaging instructions that ensure clarity in instructions of how to dispose of our packaging. This included both on-packaging label instructions and also integration of instructions into our Meet the Product Sheets for all newly launching products.

This label integration was conducted in tandem with the integration of packaging component material information on all packaging and Meet the Product Sheets to ensure all customers globally have the ability to identify localized recycling options.

See below to learn more about our new North American recycling classifications:

#### Widely Recyclable

At least 60% of Americans and 50% of Canadians can recycle these packages through curbside or drop-off programs.



#### Not Yet Recyclable

Less than 20% of Americans and Canadians can recycle packages with this label, or there are significant challenges in sortation, reprocessing, or end markets. Dispose of these packages in the trash bin.

#### Store Drop-off

Applicable in the US only: Any PE film package with the How2Recycle Store Drop-off label can be brought to participating retail stores for plastic film collection.



#### Check Locally

Less than 60% of Americans and 50% of Canadians can recycle these packages through curbside or drop-off programs. Check with your local programs before recycling packages with this label.

Learn more about how to read the labels at [how2recycle.info/about-the-how2recycle-label](https://how2recycle.info/about-the-how2recycle-label).

# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

### PARTNERING TO BUILD BETTER PRODUCTS

#### PARTNERING FOR PRODUCT IMPACT TRANSPARENCY

In addition to on-packaging instructions, Arbonne has invested heavily in building out life-cycle analysis for our top products and newly launching products. This work is completed in partnership with rePurpose to conduct a life-cycle analysis helping to direct our long-term product material strategy to reduce carbon emissions and align with our Science Based Targets initiative commitments. By looking at both end of life and our product impact at the beginning of our product development process, we can design our products to be a force for good for the planet they come from and the people using them.

To the right are preliminary life-cycle insights from our top products:



#### NUTRITION PRODUCTS

	<p><b>This product is exceptional!</b> ⓘ</p> <p>Green Synergy Elxir has lower emissions than our typical benchmark product. Its <u>supply chain design</u> is the lowest emissions category.</p> <p>This product has lower solid waste output than our typical benchmark product. Some of the components are Likely curbside recyclable, which is great! However, the product can still be improved - some of the components are Not recyclable and Recyclable via dropoff.</p> <p>This product is benchmarked against a typical vitamin/supplement</p>	<p>Sustainability report Green Synergy Elxir Powered by Bluebird v1.4</p> <p>Carbon emissions ⓘ</p> <p>BELOW AVERAGE   ABOVE AVERAGE</p>
	<p><b>This product is doing great!</b> ⓘ</p> <p>Fizz has lower emissions than our typical benchmark product. Its <u>supply chain design</u> is the lowest emissions category.</p> <p>This product has lower solid waste output than our typical benchmark product. Some of the components are Likely curbside recyclable, which is great! However, the product can still be improved - some of the components are Not recyclable and Recyclable via dropoff.</p> <p>This product is benchmarked against a typical vitamin/supplement</p>	<p>Sustainability report Fizz Powered by Bluebird v1.4</p> <p>Carbon emissions ⓘ</p> <p>BELOW AVERAGE   ABOVE AVERAGE</p>
	<p><b>This product is doing really well!</b> ⓘ</p> <p>Essential Meal has lower emissions than our typical benchmark product. Its <u>materials and product design</u> is the lowest emissions category.</p> <p>This product has lower solid waste output than our typical benchmark product. However, the product can still be improved - some of the components are Not recyclable and Recyclable via dropoff.</p> <p>This product is benchmarked against a typical protein powder</p>	<p>Sustainability report Essential Meal Powered by Bluebird v1.4</p> <p>Carbon emissions ⓘ</p> <p>BELOW AVERAGE   ABOVE AVERAGE</p>
	<p><b>This product is top-notch!</b> ⓘ</p> <p>Simply Protein has lower emissions than our typical benchmark product. Its <u>materials and product design</u> is the lowest emissions category.</p> <p>This product has lower solid waste output than our typical benchmark product. However, the product can still be improved - some of the components are Recyclable via dropoff and Not recyclable.</p> <p>This product is benchmarked against a typical protein powder</p>	<p>Sustainability report Simply Protein Powered by Bluebird v1.4</p> <p>Carbon emissions ⓘ</p> <p>BELOW AVERAGE   ABOVE AVERAGE</p>
	<p><b>Overall, this product is doing okay.</b> ⓘ</p> <p>Mushroom Powder Daily Defense has average emissions compared to our typical benchmark product.</p> <p>This product has average solid waste output compared to our typical benchmark product.</p> <p>This product is benchmarked against a typical vitamin/supplement</p>	<p>Sustainability report Mushroom Powder Daily Defense Powered by Bluebird v1.4</p> <p>Carbon emissions ⓘ</p> <p>BELOW AVERAGE   ABOVE AVERAGE</p>



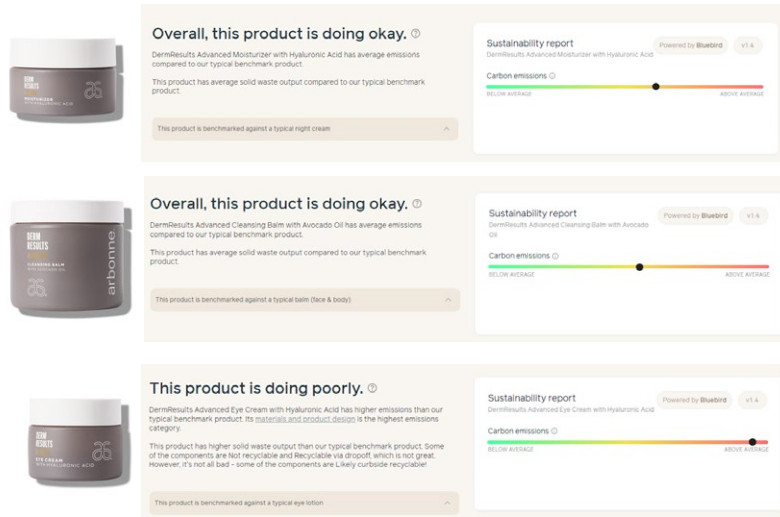
# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

### PARTNERING TO BUILD BETTER PRODUCTS CONT.

#### SKINCARE PRODUCTS

Upon reviewing our 2023 baseline skincare packaging's emissions results, Arbonne has taken quick action to partner with our suppliers to mitigate impact by shifting to include post-consumer recycled content in our glass packaging. You can see the latest results based on the integration of recycled content below.



# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

2

## 2024 PRODUCT PROGRESS HIGHLIGHTS

### 7-DAY FRESH START

#### PRODUCT OVERVIEW:

Reboot, renew, and refresh with the first step to a healthier you. Designed to support seasonal detox, our 7-Day Fresh Start is a combination of high potency, plant-based products that provide your body with a clean slate by helping to reduce temporary inflammation and supporting digestive health for overall vitality.<sup>o</sup>

Try the 7-Day Fresh Start to reset your system and prepare your body for optimal nutrient absorption.<sup>o</sup> It combines a safe approach to intermittent fasting with science-backed nutritional products designed to support weight management, metabolism, lean muscle, and energy.<sup>o</sup>



### SUSTAINABILITY HIGHLIGHTS

#### MADE FROM CONSCIOUSLY CURATED INGREDIENTS

##### MORNING MATCHA

###### KEY INGREDIENTS & BENEFITS

- Organic, Premium Grade Japanese Matcha helps to feel energized<sup>o</sup>, featuring a smooth delicious flavor<sup>o</sup>
- Caffeine and L-theanine in Matcha work together to support a calm, yet alert, state of mind, balancing feeling energized and focused<sup>o</sup>
- Organic MCTs (medium-chain triglycerides) support thermogenesis, the body's natural fat burning process, and are a source of energy derived from coconut oil<sup>o</sup>



##### GOLDEN RENEWAL PROTEIN

###### KEY INGREDIENTS & BENEFITS

- Detoxifying botanical blend that supports healthy elimination of environmental toxins by the liver and benefits the body's own detoxification process<sup>o</sup>
  - Siliphos, Milk Thistle supports healthy liver function<sup>o</sup>
  - Meriva, Curcumin helps maintain a balanced inflammatory response in healthy individuals<sup>o</sup>
  - TrueBroc, Broccoli Seed Extract contains glucoraphanin, a bioactive plant compound that supports the body's natural elimination of environmental toxins by the liver<sup>o</sup>
- 24 grams per serving of high-quality Pea Protein Hydrolysate provides a great energy source while helping maintain lean muscle mass<sup>o</sup>
- Sweetened with naturally sugar-free and calorie-free Monk Fruit



##### OMNIGUT DAILY PROBIOTIC

###### KEY INGREDIENTS & BENEFITS

- 2 billion CFU of clinically studied probiotic strain *Bifidobacterium longum* BB536 and 10 billion CFU of clinically studied probiotic strain *Lactobacillus rhamnosus* GG support regularity and a healthy microbiome<sup>o</sup>
- PepZin Gl, Zinc Carnosine supports intestinal health and gut lining integrity<sup>o</sup>



BB536 is a registered trademark of Morinaga Milk Industry Co. Ltd.  
Meriva is a registered trademark of Indena SpA, Italy.  
PepZin Gl is a trademark of Hamari Chemicals USA, Inc.  
Siliphos is a registered trademark of Indena SpA, Italy.  
TrueBroc is a trademark of Brassica Protection Products. See brassica.com for patent information.

<sup>o</sup>These statements have not been evaluated by the Food and Drug Administration. This product is not intended to diagnose, treat, cure, or prevent any disease.

AND PUT IN MORE-RECYCLABLE PACKAGING\*.

### DID YOU KNOW?

The 7-Day Fresh Start features Arbonne's first ever locally recyclable nutrition sachet for both Morning Matcha and Golden Renewal Protein. The OmniGut also comes in an infinitely recyclable and renewable glass jar with a cap that is made of 100% post-consumer recycled materials.

\*Compared to traditional multi-material gusset bags and sachets

<sup>o</sup>These statements have not been evaluated by the Food and Drug Administration. This product is not intended to diagnose, treat, cure or prevent any disease.



# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

## SUSTAINABLE PRODUCT PACKAGING STRATEGY

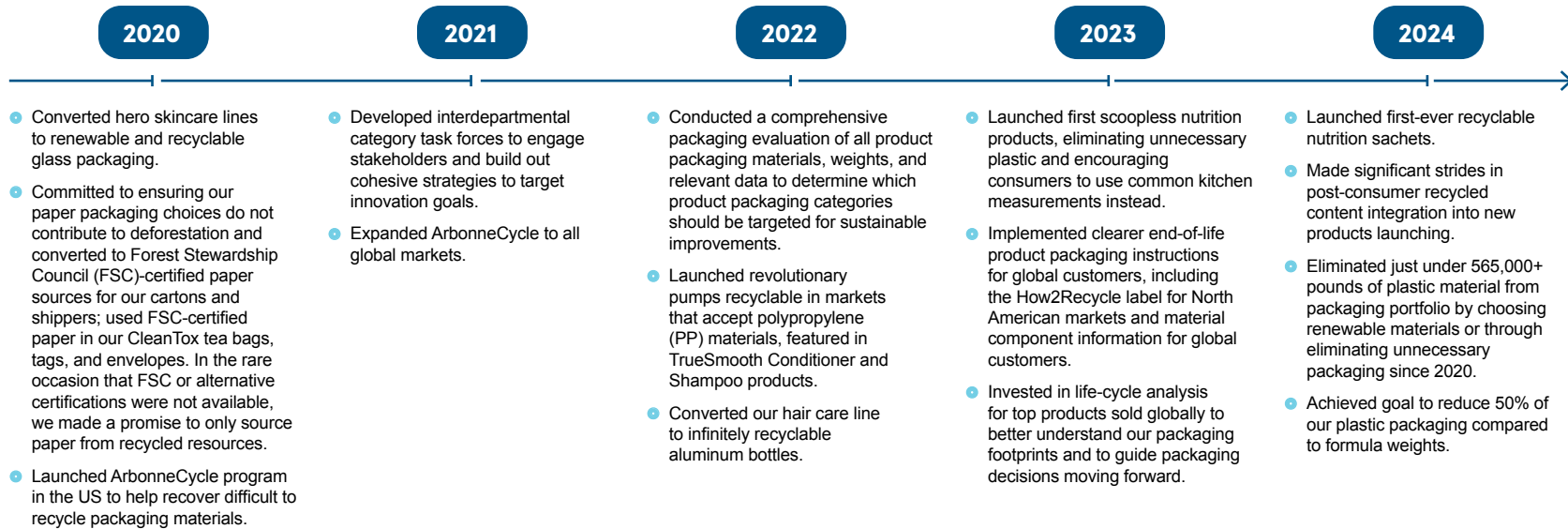
Tackling the waste problem through circular thinking is crucial to combat the plastic pollution crisis, curb climate emissions, and ensure the longevity of our resources.

The convenience and low cost of plastics have fueled a plastic crisis. The packaging sector is the largest generator of single-use plastic waste in the world, accounting for 36% of plastic waste<sup>3</sup>. Unlike other materials, plastic does not biodegrade, which contributes to major health impacts as microplastic infiltrate our food and water sources. Considering 85% of single-use packaging ends up in landfills or is mismanaged, we must take action for the health of humanity and our planet.

It is crucial that we redesign products to help support worldwide recycling infrastructures and move to more sustainable and renewable packaging. The only way this can be accomplished is through designing with end of life in mind, a crucial step toward transitioning to the circular economy.

<sup>3</sup>[unep.org/interactives/beat-waste-pollution/](https://unep.org/interactives/beat-waste-pollution/)

### OUR PACKAGING EVOLUTION



# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

2

### POST-CONSUMER RECYCLED PLASTIC RESIN

One way to tackle the single-use dilemma is to ensure materials that are used in packaging is made from post-consumer recycled content, or PCR. By using PCR in our plastic and glass packaging, we are helping support our recycling system, saving precious natural non-renewable resources, reducing the impacts associated with production of virgin materials, and giving items that could have become environmental pollutants a second life. That means less pollution, less emissions, less water used, and less natural resources drained for everyone – a true win all around!



\*These statements have not been evaluated by the Food and Drug Administration. This product is not intended to diagnose, treat, cure or prevent any disease.

The following products contain a packaging component that features PCR\*:

- 2 in 1 Mystery Mask
- AgeWell Intense Repairing Night Cream with 2% Bakuchiol
- AgeWell Moisture Restoring Cream with 0.5% Bakuchiol
- AgeWell Moisture Restoring Cream with 0.5% Bakuchiol SPF 15
- AgeWell Firming Neck Cream with 0.5% Bakuchiol
- AgeWell Collagen Boosting Serum with 2% Bakuchiol
- Arbonne. Botaniques Concentrated Shower Gel (All Scents)
- BodyCare Resurfacing Exfoliator
- BodyCare Cream Cleanser
- BodyCare Skin Oil
- BodyCare Moisturizer Rejuvenating Cream
- BrightenUp Polish Cleanser
- Cell Renewing Face Mask with Fruit Acids & AHAs
- Charcoal Cleansing Gift Set
- DermResults Advanced Gel Cleanser
- DermResults Advanced Cleansing Balm
- DermResults Advanced Moisturizer
- DermResults Advanced Eye Cream
- DermResults Daily Radiance Peel Pads with 2% Caviar Lime
- DermResults Glow Cream with Vitamin C
- DermResults Glow Eye Cream
- DermResults Soft Focus Veil Broad Spectrum SPF 30
- DermResults Smoothing Glow Cleanser
- DermResults Solutions Night Cream
- DermResults Solutions Resurfacing Exfoliator
- DermResults Solutions Lip Serum Plump & Replenish
- FunSun Instantly Soothing Gelee with Aloe Leaf Juice
- FunSun Mineral Sunscreen Lotion Broad Spectrum SPF 30
- FunSun Tinted Self-Tanning Lotion
- Gel Gold Eye Masks
- GroomWell Cleansing 3-in-1 Face-Hair-Body Wash with Charcoal
- GroomWell Invigorating Cleanser with Micro-Exfoliants
- GroomWell Weightless Cream with Mineral Broad Spectrum SPF 15 Sunscreen
- GroomWell Eye Cream
- GroomWell Moisturizer with SPF
- GroomWell Night Cream
- HydrateMe Overnight Treatment
- HydrateMe Dewy Gel Cream
- Liquid Sunshine Tinted Self Tanning Lotion
- MushroomPowder Daily Defense\*
- OmniGut Daily Probiotic (7 Day & 30 Day)
- SuperCalm Vegan Cleansing Milk with Agastache Blend
- SuperCalm Soothing Hydrator with Tiger Grass Blend
- True Hair Daily Shampoo
- True Hair Daily Conditioner
- True Hair Daily Leave-In Treatment
- TrueStyle Anti-Frizz Dry Oil
- TrueStyle Defining Curl Cream
- TrueStyle Texturizing Pomade

\*This list does not include limited-time products



# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

2

### ARBONNECYCLE™ GLOBAL PACKAGING RECYCLING PROGRAM

Although most of our packaging can be recycled through local service programs, certain product components can be difficult to recycle. So, we, in partnership with TerraCycle®, introduced a product send-back pilot program for non-curbside eligible packaging to our top Field Leaders in the U.S. This effort was formally expanded to all Arbonne customers in the United States in January 2020 and globally in 2021, where all products are now recyclable between traditional, curbside recycling, and ArbonneCycle options. To learn more about ArbonneCycle, please visit [terracycle.com/en-US/brigades/arbonne](https://www.terracycle.com/en-US/brigades/arbonne).

\*There is no formal partnership with TerraCycle in Australia, New Zealand, and Poland



## ArbonneCycle™

A force for good for people and planet.

# 2.18+

## MILLION

ESTIMATED PIECES  
OF PACKAGING  
DIVERTED FROM A  
LANDFILL THANKS TO  
ARBONNECYCLE

# 15

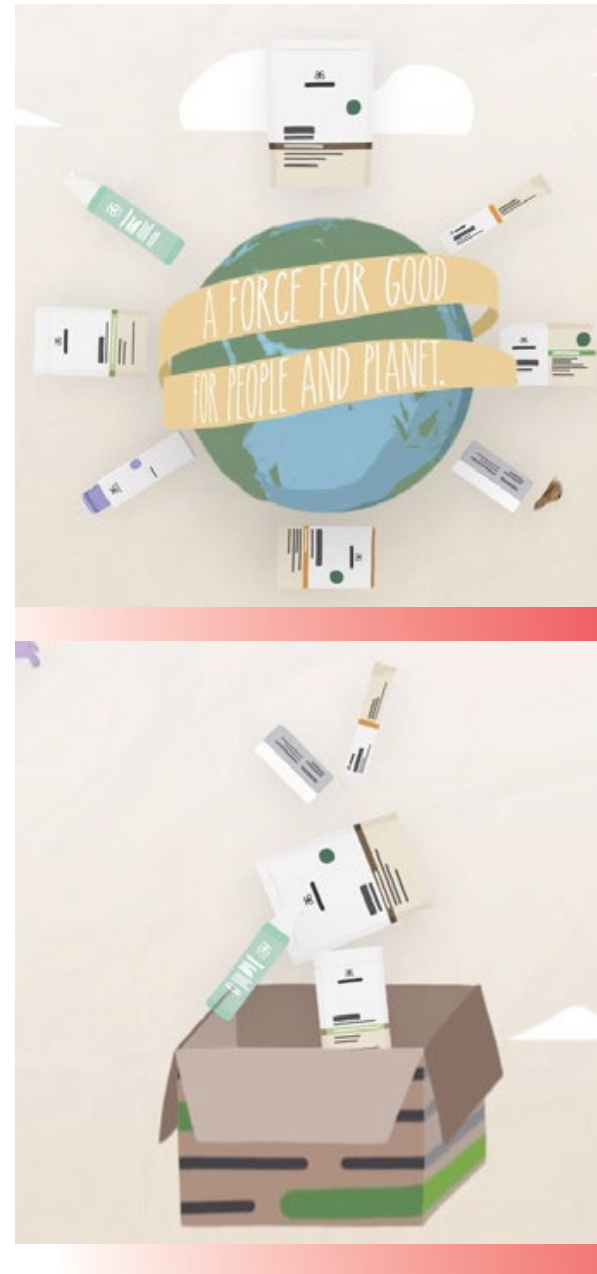
## THOUSAND

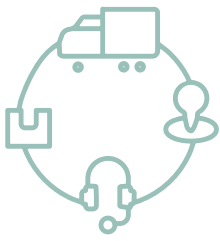
GLOBAL  
PARTICIPANTS  
SINCE LAUNCH

# 1

## MISSION

TO HELP BUILD A  
CIRCULAR ECONOMY





# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

### OUR VALUE CHAIN

#### SUPPLIER SCREENING AND TRANSPARENCY

Arbonne seeks out socially and environmentally responsible suppliers whose practices align with our values. Our transparent practices help drive supply-chain sustainability performance and positive impact through our operations.

We believe in protecting the planet and the people who play a vital role in the sourcing of our ingredients. We are committed to long-term transparency throughout our supply chain, and we evaluate environmentally and socially sustainable alternatives wherever possible.

#### STRATEGIC SPENDING PRIORITIES INCLUDE PARTNERSHIPS WITH:

- Small- and medium-size businesses
- Businesses owned by women or underrepresented groups
- EcoVadis and other third party-verified suppliers
- Suppliers that have third party-verified on-site labor and/or environmental audits, such as SMETA
- Localism to Arbonne locations
- Social enterprises, such as Certified B Corporations
- Quality and Good Manufacturing (GMP) certified locations

#### IMPACT SUMMARY

We put forth a tremendous effort in better understanding our value chain through:

- Embarking on supplier benchmarking based on environmental and social indicators
- Putting in place a robust Supplier Code of Conduct
- Creating new value-aligned supplier standards
- Utilizing third party-certified measurement tools and on-site audits to better understand the environmental and social impact of our suppliers
- Advancing transparency through public publishing of partners



# ENVIRONMENTAL IMPACT





## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH

## DEMANDING TRANSPARENCY IN OUR VALUE CHAIN

Arbonne utilizes the third-party tool BlueKanGo to benchmark our suppliers based on social and environmental risks. As a result of the BlueKanGo assessment, our third-party manufacturers and suppliers are determined to fall into three categories: low risk, medium risk, and high risk. Low- and medium-risk direct suppliers are required to complete an EcoVadis assessment. Arbonne's high-risk suppliers require additional verification through an on-site Sedex Members Ethical Trade Audit (SMETA) or an equivalent third-party document.

As mentioned, medium-risk suppliers based on the output of the supplier risk assessment are mandated to fulfill our new transparency requirements by completing the EcoVadis sustainability assessment, a third party-validated certification program that can help Arbonne analyze the actions that suppliers need to prioritize to align with our company values. The EcoVadis tool measures suppliers based on four pillars, as outlined to the right.

## ECOVADIS VALUE CHAIN SCORECARD PILLARS

 <b>ENVIRONMENT</b>	 <b>LABOR &amp; HUMAN RIGHTS</b>	 <b>ETHICS</b>	 <b>SUSTAINABLE PROCUREMENT</b>
<p><b>OPERATIONS</b></p> <ul style="list-style-type: none"> <li>Energy &amp; GHGs</li> <li>Water</li> <li>Biodiversity</li> <li>Pollution</li> <li>Materials &amp; Waste</li> </ul> <p><b>PRODUCTS</b></p> <ul style="list-style-type: none"> <li>Product Use</li> <li>Product End of Life</li> <li>Customer Safety</li> <li>Advocacy</li> </ul>	<p><b>HUMAN RESOURCES</b></p> <ul style="list-style-type: none"> <li>Employee Health &amp; Safety</li> <li>Working Conditions</li> <li>Social Dialogue</li> <li>Career Management &amp; Training</li> </ul> <p><b>HUMAN RIGHTS</b></p> <ul style="list-style-type: none"> <li>Child &amp; Forced Labor</li> <li>Discrimination &amp; Harassment</li> <li>External Human Rights Issues</li> </ul>	<ul style="list-style-type: none"> <li>Corruption &amp; Bribery</li> <li>Anti-Competitive Practices</li> <li>Data Security</li> </ul>	<ul style="list-style-type: none"> <li>Supplier Environmental Performance</li> <li>Supplier Social Performance</li> </ul>

### ECOVADIS SUPPLIER STATS

Out of the value chain partners who have completed EcoVadis assessments:

- 63.5 is the average score, outpacing average performance rating by 16.1 points
- 39% of suppliers fall within the Good Performance range, scoring between 45–64 points
- 2.5% of suppliers fall within the Outstanding Performance range, scoring above 85 points on the EcoVadis assessment
- 82.4% are taking actions on energy and GHGs
- 50% of our suppliers fall within the Advanced Performance range, scoring between 65–85 points
- 61.4% are taking action to promote diversity



# ENVIRONMENTAL IMPACT

## ACTIONS TO ENSURE OUR PLANET CAN FLOURISH



## CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT

Arbonne is committed to upholding the principles in the California Transparency in Supply Chains Act of 2010. As part of its commitment, Arbonne's suppliers are expected to abide by all applicable governmental laws, rules, regulations, and requirements applicable to each supplier. Arbonne expects its suppliers to comply with all applicable wage and hour laws, rules, and regulations, including minimum wage, overtime, and maximum hours, and those dealing with harassment, discrimination, or other forms of abuse.

Arbonne suppliers must commit to equal employment opportunities for all persons without regard to race, color, religion, sex, or national origin. Suppliers who knowingly violate laws or have repeated difficulties abiding by them will not receive Arbonne business. More information about our supply chain is posted online and includes our supplier list:

[arbonne.com/our-supply-chain](http://arbonne.com/our-supply-chain).

Transparency and honesty have been the hallmark of our product integrity for over 40 years. From the beginning, Arbonne has developed products by combining the best of nature with leading science. Our commitment is to always improve and evaluate our Ingredient Policy as an ever-evolving standard of excellence. This means we continuously challenge ourselves to do better and better.



# 3



## COMMUNITY IMPACT

SOCIAL IMPACT TO ENSURE EVERYONE CAN FLOURISH



## HOW WE GIVE BACK TO THE COMMUNITY



Our legacy has remained unchanged since Arbonne's inception in 1980: Take care of each other and the planet we call home.

But it wasn't until 2012 that the vision of Arbonne founder Petter Morck became official, with the creation of the Arbonne Charitable Foundation. The Foundation's mission was simple: to promote self-esteem and confidence in teenagers by providing monetary and product donation grants to nonprofit organizations sponsored by Arbonne Independent Consultants and employees.

Then in 2020, to better serve our purpose of having people and planet flourish, we changed our name to the Flourish Arbonne Foundation. The Foundation also honed in on its goal, focusing on youth mental wellbeing via strategic nonprofit and charity partnerships.

Over the years, we've given more than \$26,000,000 in cash and in-kind product donations, partnered with hundreds of charities and nonprofit organizations, and impacted over 2,300,000 lives around the world. Our goal was to empower 1 million youth by 2030, and we achieved this milestone seven years early.

It was time to set our sights on our next goal.

On June 1, 2024, the Flourish Arbonne Foundation broadened its mission to focus on both people and planet: Unconditionally champion a vibrant, healthier tomorrow for both humanity and our planet. Through inclusive volunteer opportunities and synergistic nonprofit partnerships, we prioritize initiatives and organizations that not only impact our communities today, but also allow us to leave an enduring legacy for generations to come.

### IN-KIND PRODUCT DONATIONS

Arbonne partners with the charitable organization Good360 to donate surplus products in the United States and Canada. As the global leader in product philanthropy and purposeful giving, Good360 partners with some of the world's largest corporations to source essential goods and distribute them through their extensive network of diverse nonprofits, supporting people in need and opening opportunity for all. From natural catastrophes to other crises, Good360 forms an essential liaison to close the need gap. Visit [good360.org](https://good360.org) to learn more.

Product donations are also made to local organizations that are either aligned to the Flourish Arbonne Foundation's mission or sponsored by an Arbonne employee or Independent Consultant. Details on how to apply can be found at [arbonnefoundation.org](https://arbonnefoundation.org).

### CORPORATE CIVIC ENGAGEMENT

As a social enterprise, we are committed to ensuring we fulfill our responsibility as a corporate citizen to uplift all stakeholders. Arbonne's corporate citizenship activities include:

- Financial or in-kind donations (excluding political causes)
- Community or pro-bono service
- Partnerships with charitable organizations or membership with community organizations
- Free use of company facilities to host community events
- In-kind donations

# COMMUNITY IMPACT

SOCIAL IMPACT TO ENSURE EVERYONE CAN FLOURISH

## HERE'S WHAT WE ACHIEVED GLOBALLY IN 2024 TOGETHER:



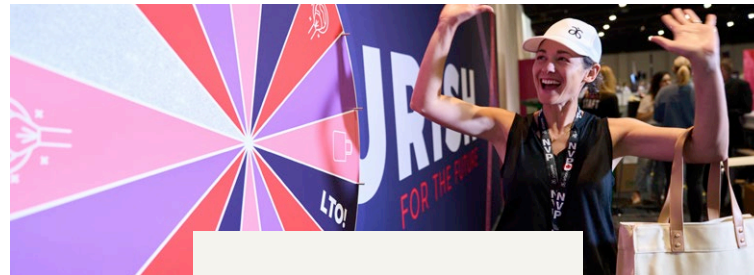
### DONATED

185,672 ITEMS, WORTH A  
\$3,706,870\* SRP VALUE



### GRANTED

\$518,140\* GLOBALLY



### RAISED

\$339,103.57

\*USD equivalent





## BEAUTY FOR GOOD: THE B CORP BEAUTY COALITION

In early 2022, Arbonne joined leading Certified B Corporations across four continents to form a new coalition, the B Corp Beauty Coalition, seeking to improve the sustainability standards of the beauty industry.

The coalition's mission is to enable collaboration and exchange between companies; identify and share better practices; implement improvement actions and publish their outcomes; help beauty customers more easily navigate the category; and influence the beauty industry to trigger broader changes that can ultimately improve its social and environmental footprint.

The coalition's vision is to deliver "beauty for good." For two years, Andrea Chase, Arbonne's Vice President of Corporate Responsibility & Social Impact, served the coalition in a leadership role in B Beauty, acting as the Co-Chair of the Greener Logistics working group and as an active Steering Committee Member.

In February of 2024, Arbonne was elected to the Supervisory Board with Ms. Chase now serving as the Co-Chair and helping to develop the future impact strategy for the global Coalition of Beauty innovators.

# COMMUNITY IMPACT

SOCIAL IMPACT TO ENSURE EVERYONE CAN FLOURISH

*"It is so heartening to see these visionary B Corps joining forces to create the B Corp Beauty Coalition and to share their knowledge and best practices with one another and the world. With the business sector uniquely culpable for much of the negative impacts of climate change and the systemic inequities we face today, this type of innovative collaboration is exactly what the world needs from business. The work of the Coalition is going to greatly accelerate the beauty and personal care industries – and our economies – shift to a just, regenerative, zero-carbon future."*

– Kara Peck, Senior Director of Strategy & Partnerships for B Lab U.S./Canada

**AS MEMBERS OF THE B CORP BEAUTY COALITION,  
WE ENVISION A NEW APPROACH TO BEAUTY THAT  
PRIORITISES SOIL AS MUCH AS SKIN, NATURE AS  
MUCH AS NATURAL, EVIDENCE AS MUCH AS EGO,  
AND IMPACT AS MUCH AS PERFORMANCE. WE  
COMMIT TO WORKING TOGETHER TO SHARE  
KNOWLEDGE AND BEST PRACTICES, SPARK  
EXPLORATION AND RESPONSIBLE INNOVATION, AND  
TO SPEAK CONSISTENTLY AND CLEARLY, TO DELIVER  
GENUINE BENEFITS TO OUR CUSTOMERS, OUR  
COMMUNITIES, AND OUR PLANET.  
BCORPBEAUTY.ORG**

**B Beauty**  
A B Corp™ Beauty Coalition

# COMMUNITY IMPACT

## SOCIAL IMPACT TO ENSURE EVERYONE CAN FLOURISH

### AWARDS & RECOGNITION

In 2024, Arbonne was recognized multiple times for our company efforts by many global organizations.



#### CIGNA'S HEALTHY WORKFORCE DESIGNATION 2023 – 2024

Recognizing companies that commit to bettering their employees' vitality and well-being with the Cigna Healthy Workforce Designation.



#### GREAT PLACE TO WORK 2024

Great Place To Work. Certification™ recognizes companies and their commitment to creating a workplace where people feel valued and engaged. And when your team feels trusted, they give their best, driving innovation and growth that sets your business apart.



#### BEST AND BRIGHTEST IN SOUTHERN CALIFORNIA 2024

This program recognizes companies that deliver exceptional human resource practices and an impressive commitment to their employees.

Scored against companies in Southern California

**WE'RE PROUD TO BE GREEN**

With products that are *truly* award winning

Arbonne has been recognised with multiple 2024 Global Green Beauty Awards, including **GOLD** for Best Vegan Eye Makeup and Best Vegan Lip Oil, **SILVER** for Best Vegan Anti-Ageing Product and **BRONZE** for Best Green Makeup Brand!

The Global Green Beauty Awards showcases brands and products which are ethical, vegan, zero waste or promote wellbeing.

**TRY OUR AWARD WINNING PRODUCTS FOR YOURSELF!**

arbonne.com



#### BEST AND BRIGHTEST IN WELLNESS 2024

The Nation's Best and Brightest in Wellness program honors employers and providers who encourage and promote wellness initiatives to their employees or clients.



#### 100 BEST PLACES TO WORK IN L.A. 2025 100 BEST MIDSIZE PLACES TO WORK IN L.A. 2025 100 BEST U.S. MIDSIZE COMPANIES TO WORK FOR 2025

The "Best Places to Work" award on Built In LA refers to a list compiled by the platform highlighting companies in the Los Angeles area that are considered to have excellent work environments, based on factors like company culture, employee benefits, and overall workplace satisfaction.



# COMMUNITY IMPACT

SOCIAL IMPACT TO ENSURE EVERYONE CAN FLOURISH

## ARBONNE GLOBAL DAY OF CARING ANNUAL EVENT

Every year, employees participate in the Arbonne Global Day of Caring, focused on helping people and the planet. For 2024, employees made a positive impact for the environment by celebrating Earth Day through various activities.



# 4



## CUSTOMER WELFARE

THE ROOT OF OUR PASSION FOR EXCELLENCE



# CUSTOMER WELFARE

THE ROOT OF OUR PASSION FOR EXCELLENCE

# 4



## OUR CUSTOMER COMMITMENT

### OUR GOAL

Arbonne's goal is to revolutionize the way we perceive and pursue beauty and overall nutrition and how it connects with a healthy lifestyle. We emphasize nourishment in all its forms, and our legacy anchors us in our commitment to innovate plant-based, pure, safe, and beneficial luxurious formulas that will nurture and amplify your overall wellness from the inside out.

### OUR PROMISE

 PURE. *safe.* BENEFICIAL.

We embrace the relationship between clean, effective plant-based products, conscious sustainability practices, and connecting people together for their healthy living journey.

### OUR CERTIFICATIONS



# CUSTOMER WELFARE

THE ROOT OF OUR PASSION FOR EXCELLENCE

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**BEYOND CLEAN.**

In a world saturated in “greenwashing,” it’s more important than ever to *understand & recognize legitimate certifications* to ensure your purchases truly *align with your values*.

SAFETY

GOING ABOVE & BEYOND REGULATIONS

SCIENTIFIC RIGOR & CLINICAL RESEARCH

CERTIFICATIONS

*Not* **ALLOWED LIST™**

For us, safety begins with our *Not Allowed List™* which consists of 2,000+ *questionable ingredients that are prohibited from our formulations*. Then, we go beyond to screen and assess every *ingredient we use against our strict safety standards*.

## OUR PRODUCTS

We are dedicated to offering superior products made from sustainably sourced, nutrient-packed ingredients that meet rigorous quality and purity standards wherever possible. We’re committed to staying ahead of consumption trends to ensure our diverse product lineup remains easily accessible to our Consultants and customers alike. Driven by botanical, plant-based ingredients desired for their nutrients and antioxidant benefits, our products are crafted to **AMPLIFY YOUR INNER GLOW** and **SIMPLIFY HEALTHY LIVING**.

## SAFETY

We rigorously monitor safety, working to improve whenever possible by using innovative technology. For us, safety begins with our Not Allowed List,™ which consists of 2,000+ questionable ingredients that are prohibited from our formulations. Then, we go beyond to screen and assess every ingredient we use against our strict safety standards.

## NATURAL FLAVORS & FRAGRANCE

Using compliant, sustainably sourced flavor and fragrance ingredients, we deliver pure, safe, and beneficial™ products. We strictly adhere to International Fragrance Association (IFRA) and European Union Cosmetics Regulation safety and allergen standards. The US Food and Drug Administration defines natural flavor as any essential oil, essence, extract, or product derived from spices, fruits, vegetables, herbs, and similar plants. We select ingredients that meet Arbonne’s vegan certification and standards.

# CUSTOMER WELFARE

## THE ROOT OF OUR PASSION FOR EXCELLENCE

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### CREATING VALUE FOR OUR CUSTOMERS

Arbonne has several mechanisms in place to help manage both the impact and value of the products for Consultants and Clients. These include:

- Offering a formal 90-day product guarantee
- Third party-quality certifications or accreditations
- Formal quality control mechanisms
- Customer service feedback or complaint processes
- Monitoring customer or consumer satisfaction
- Assessing the outcomes produced for our customers through the use of our product or service
- Written policies and procedures in place for ethical marketing, advertisement, or customer engagement

Arbonne has a comprehensive Terms & Conditions document that is publicly posted on the company website: [arbonne.com/terms-conditions](https://www.arbonne.com/terms-conditions).

### PRIVACY, PERSONAL INFORMATION, AND LOSS OF DATA

Arbonne takes reasonable steps to protect the personal information Arbonne has under its control against accidental or intentional manipulation, loss, destruction, or access by unauthorized persons. A comprehensive privacy policy is publicly posted on the company website, including details about what personal information Arbonne collects, why, whether it is shared, how it is protected, and customer rights regarding their personal information: [arbonne.com/privacy-policy](https://www.arbonne.com/privacy-policy). There is also a dedicated email address for questions or inquiries regarding the company's Privacy Policy: [Privacy@Arbonne.com](mailto:Privacy@Arbonne.com).

#### We Extended Our Warranty

Arbonne expanded our Extended Product Warranty from 45 to 90 days.

#### Our Global Product Shipments Are Now Carbon Neutral!

All global customer product shipments feature carbon neutral shipping. We continue to work with our shipping partners to benchmark and offset our Scope 3 carbon emissions from packages delivered from our distribution center to our customers, ensuring we do our part to take care of the planet while our deliveries get to your doorstep in a jiffy.

DID YOU KNOW?



# CUSTOMER WELFARE

THE ROOT OF OUR PASSION FOR EXCELLENCE

# 4

## MARKETING AND LABELING

Arbonne products feature required packaging and labeling information, where applicable:

- Product identity
- Net contents
- Directions of use
- Nutrition facts/supplement facts/medicinal ingredients (country and category dependent)
- Ingredient listing
- Warnings/caution statement
- Name/location of distributor or responsible person
- Storage information (if applicable)
- Country of origin/"Made in" statement
- Allergens and facility allergen statement (as applicable)
- Certifications, logos and symbols
- License number (when applicable)
- Lot code and date marking
- Packaging material identification information

The company website also features an Ingredients Guide that lists all ingredients utilized across all products:

[arbonne.com/us/en/healthy-living/ingredient-policy](https://www.arbonne.com/us/en/healthy-living/ingredient-policy). Moreover, each product shown on the website includes the usage, ingredients, certifications, and a dedicated Meet the Product Sheet with additional features and benefits for Arbonne Independent Consultants, customers, consumers, and the general public to access before purchase or simply for information.

Arbonne conducts business in accordance with the laws and regulations of each country in which an Arbonne business is located.



# CUSTOMER WELFARE

THE ROOT OF OUR PASSION FOR EXCELLENCE

## FLOURISHING FOR THE FUTURE: CUSTOMERS WHO CARE

In 2021, we invited our Consultants to join us to complete acts of social and environmental impact to ensure people and planet flourish for the future. We have absolutely LOVED seeing all of your efforts to help us bring to life our mission over the last three years.

Our Flourishing for the Future Challenge is in partnership with The Social Impact Games, a fellow B Corporation, to track customer acts of altruism that support our mission of sustainable and healthy living.

For Arbonne's annual Flourishing for the Future competition, Consultants compete in challenges centered on the five



stakeholder pillars in our Sustainability Compass.

To hold us accountable, we measured our community's total impact against our Sustainability Compass and the United Nations' Sustainable Development Goals: [sdgs.un.org/goals](https://sdgs.un.org/goals).

Check out the current Flourishing for the Future Award challenges at [thesocialimpact.games/flourishingforthefuture/](https://thesocialimpact.games/flourishingforthefuture/).



ACT OF IMPACT	ACTS COMPLETED SINCE LAUNCH
Building a Better Tomorrow	17
Clean Air & Lower Carbon	115
Community Builders	19
Earth Month Challenge	40
FUNdraise for Flourish Arbonne Foundation	88
Garden for Good	42
Low Waste Lifestyle	164
Reconnect with Nature	239
Show You Care, Be Plastic Free	68
Sustainable, Healthy Living	107
Grand Total	899





# EMPLOYEE WELFARE

INSIDE OUR CULTURE



# EMPLOYEE WELFARE

## INSIDE OUR CULTURE

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## IMPROVING EMPLOYEE WELFARE

Our employees mean the world to us, and we believe that it is crucial to create a workplace culture that contributes to our employees' financial, physical, professional, and social wellbeing. Arbonne believes in people, and we wouldn't exist or be able to meet our sustainability goals if not for our dedicated team.

Arbonne offers benefits and programs that create a culture built on the foundation of the internal core values: Accountability, Community, Innovation, and Courage.

### HERE ARE A FEW OF THE UNIQUE PERKS OF WORKING AT ARBONNE:

- Paid time off for volunteering
- iLearn programs: tuition reimbursement, scholarship, GED assistance
- Telecommuting and flexible work schedule
- Robust training, development, and other learning opportunities
- Mental wellbeing resources
- Healthcare for US employees who work an average of 19 hours per week
- Leadership workshops
- Subject-specific training
- Special paid days off, including Birthday Month Day and Connect with Nature Day
- Fitness events
- Employee Product Purchase Program with discounts
- Free electric vehicle (EV) charging stations (at select locations)
- 401(k) matching with socially responsible investment option for US employees
- Paid holidays, including as many as 14
- Unlimited Flourish vacation time for exempt US employees



# EMPLOYEE WELFARE

## INSIDE OUR CULTURE

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### EMPLOYEE STATISTICS

As of the end of 2024, Arbonne had 337 part-time and full-time employees.

- 67% of total employees identify as women
- 56% of managers identify as women
- 40% of Board of Directors identify as women
- 47% of total employees identify as an ethnic or racial minority
- 38% of managers identify as an ethnic or racial minority
- 0.62% of employees are under protected disability status
- 37% of employees fall under typically disenfranchised age bands

### PROFESSIONAL DEVELOPMENT

In 2024, Arbonne provided the following opportunities for employee professional development:

- Learning Management System, iLearn
- Ongoing training throughout the year
- Policy to encourage internal promotions and hiring for advanced positions
- Cross-skills training for career advancements and transition assistance
- Non-career specific life skill training to improve the personal development of employees
- Facilitate and allocate budget for external professional development opportunities, including conference attendance, online trainings, etc.
- Tuition reimbursement
- English as a Second Language (ESL) training

### ARBONNE EMPLOYEE DEVELOPMENT PROGRAMS



Expanded the offerings of professional and leadership development courses to employees through Arbonne's learning management system



Launched Bonusly, a peer-to-peer recognition program, to help streamline and expand Arbonne's recognition programs



## EMPLOYEE TRAINING TOPICS

- 3 Steps to Critical Thinking
- 4 Ways to Overcome Public Speaking Anxiety
- 5 Ways You're Sitting Wrong at Your Desk – Computer Desk Setup Ergonomics
- Accountability: A 3-Step Formula to Setting Clear Expectations
- Accommodating Disabilities
- Achieving Life Balance
- Active Listening
- Anti-Discrimination, Diversity, and Sensitivity Training
- Anticorruption Training
- Basic Safety Training for All Employees
- Basic Finance
- Be Proactive! Inclusion Starts With YOU!
- Behavioral Interviewing
- Budgeting and Finance Basics
- Building High Performing, Collaborative, Hybrid Teams
- Bullying in the Workforce
- Cause-Driven Leadership
- Coaching in Action
- Clarity and Consciousness in Business Writing
- Code of Conduct
- Communicating a Shared Purpose
- Communicating Effectively
- Conflict of Interest
- Conflict Resolution
- Constructive Feedback
- Corporate Social Responsibility
- Creating a More Balanced Workplace: Being a Present Listener
- Creating a More Balanced Workplace: Having a Sense of Purpose
- Creating a More Balanced Workplace: What Is Work-Life Balance and Why Does It Matter?
- Creating Clear Communications
- Critical Thinking and Root Cause Analysis
- Customer Service Business Essentials
- Data Security and Privacy
- Designing a Healthy Lifestyle
- Diversity and Inclusion
- Emergency Evacuation
- Emotional Intelligence
- Employee Career Aspirations
- Environmental Awareness
- Essentials of Leadership
- Excel Training
- Fire Extinguisher Safety
- Green and Giving for New Employees
- Handling Hazardous Materials
- Harassment Prevention Trainings
- How to Hold a Difficult Conversation
- Injury and Illness Prevention
- Introduction to Emotional Intelligence
- Leadership Excellence Program
- Managing a Virtual Team
- Managing Bias
- Managing Emotions
- Managing Personal Finances
- Managing Stress
- Managing Your Boss
- Manual Handling
- Mental Health in the Workplace
- Navigating the Workplace with Emotional Intelligence
- Open Feedback Culture
- Our Core Values/Nuestros Valores Centrales
- Outlook 365
- Overcoming Your Presentation Fears
- Performance Management
- Personal Finance Explained
- Phishing Awareness
- Polishing Your Feedback Skills
- Positive Thinking
- Respectful Workplace
- Return to the Workplace for all Employees
- Return to the Workplace for People Leaders
- Showing Leadership During Change
- Six-Step Coaching Model
- Small Acts of Kindness – Create Energy Around You
- Small Acts of Leadership Presence
- Social Media Responsibility
- Speak Out Against Offensive Workplace Behavior
- Support Employee Development
- Support the Company Mission and Vision
- Tableau
- The Art of Making Deep Changes
- The Collaborative Conversation
- The Effective Leader
- Thinking Strategically as a Manager
- Top 10 Cyber Security Tips for Working from Home
- Transformational Leadership
- Unconscious Bias
- Understanding COVID-19 and How to Stay Safe
- Wage and Hour Training
- What Is Social Entrepreneurship?
- Working at a Computer
- Working Remotely
- Workplace Violence Prevention





## REGULAR PERFORMANCE REVIEWS

We have a formal process for providing performance feedback to employees that includes:

- Regularly scheduled performance review that is conducted at least annually as part of the Global Performance Appraisal process
- All tenured employees receive feedback
- Written guidance for career development
- Clearly defined and achievable SMART goals
- Social and environmental goals



## EQUAL OPPORTUNITY AND NON-DISCRIMINATION

Arbonne is committed to employing a diverse workforce. Qualified applicants will receive consideration without regard to race, color, religion, national origin/ancestry, age, sexual orientation, gender identity, gender expression, military/veteran status, marital status, disability status, or any other basis prohibited by law. Since 2021, Arbonne continued its efforts to provide equitable work opportunities through open hiring at our U.S. Distribution Center.



# EMPLOYEE WELFARE

## INSIDE OUR CULTURE



## ECONOMIC AND EQUAL OPPORTUNITY

Arbonne contributes to economic and equal opportunity:

- Corporate employment for hundreds of employees across six countries
- Offering a social selling business opportunity for people in six different countries and from all walks of life. The business opportunity does not discriminate, and there are no qualifications, educational requirement, or other obstacles to becoming an Arbonne Independent Consultant and starting your own home-based business for a nominal fee



## WORKFORCE AND SALES FORCE STATISTICS

Arbonne employed hundreds of corporate team members and also contracted with hundreds of thousands of Arbonne Independent Consultants who conducted their own home-based business. Corporate employees are eligible for medical, dental, vision, life insurance, STD, LTD, 401(k), parental leave, and related benefits. Arbonne Independent Consultants at the Vice President level are eligible for some related insurance coverage.



## HEALTH AND SAFETY

Arbonne follows standard company procedures for investigating accidents and major incidents, including evaluating the causes and potential corrective actions as a result. We are transparent and post-injury data in our facilities.

- Key Health and Safety Programs
- Injury and Illness Prevention Program
- Hazard Communication Program
- Lockout-Tagout Program
- Fire Prevention Program
- Accident Investigation Program
- Safety Training Program
- Manual Material Handling and Ergonomic Program
- Workplace Violence Prevention Plan
- Emergency Preparedness Plan (EPP)



# EMPLOYEE WELFARE

## INSIDE OUR CULTURE



## EMPLOYEE ATTRITION

We have a formal process for providing performance feedback to employees that includes:

- Calculate employee attrition rate
- Benchmark employee attrition rate to relevant benchmarks



## ENVIRONMENTAL HEALTH AND SAFETY (EHS) MANAGEMENT PLATFORM

The company implemented the use of iAuditor by SafetyCulture as an online EHS management platform. iAuditor is used across multiple compliance programs; ensures we are meeting our commitments and obligations; and has the key benefits of transitioning away from paper compliance documentation to digital files for tracking, allowing real-time insight into problem areas across multiple facilities and providing data collection to allow trend prediction for future improvements.





# COMPANY GOVERNANCE

OPERATING WITH INTEGRITY



# COMPANY GOVERNANCE

## OPERATING WITH INTEGRITY

## OUR CODE OF ETHICS

Company directors, executives, and employees are expected to avoid any activity that is or has the appearance of being a conflict of interest with Arbonne and its affiliates. This includes not engaging in activities that compete with or are adverse to Arbonne and its affiliates, or that interfere with the proper performance of duties or responsibilities to Arbonne, and not using confidential company information, company assets, or their position for personal gain in violation of policies. The Board oversees resolution of any conflict or apparent conflict involving a director, executive or officer and may enlist the Legal Department to determine whether a conflict exists, and if so, how to resolve it.

## MANAGING OPERATIONAL RISKS

Arbonne has a robust process of overseeing and managing compliance with our Code of Conduct, including our Anti-Corruption and Bribery Policy. Action may be taken in the case of any internal breaches as deemed appropriate, and our internal processes are conducted on an ongoing and continual basis. Compliance with the Code of Conduct, including the Anti-Corruption and Bribery Policy, is enforced through the Human Resources and Legal departments.



# COMPANY GOVERNANCE

## OPERATING WITH INTEGRITY

### CODE OF ETHICS

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Arbonne's approach to anti-corruption is based on the Code of Conduct, which is available to employees through the intranet. Additional communications are tailored to specific jurisdictions, audiences, or in connection with circumstances that may pose increased risks through Arbonne's Legal, Human Resources, and Compliance teams.

### COMMUNICATION AND TRAINING

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1

Report the total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.

2

Report the total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. All employees worldwide are advised of the anti-corruption policies and procedures through the Code of Conduct. All employees are required to take an annual Code of Conduct training.

3

Report the total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by the type of business partner and region. We expect all of our suppliers, vendors, contractors, and business partners to follow ethical business practices and to fully comply with all applicable anti-corruption laws. Legal expectations are referenced in invoices and/or contracts.

4

Report the total number and percentage of governance body members that have received training on anti-corruption, broken down by region.



# COMPANY GOVERNANCE

## OPERATING WITH INTEGRITY



### STRATEGY

Arbonne has a policy of responsible and transparent tax practices and strategies. It supports the vision that today's inclusive economies rely on fair yet effective tax systems that lead to responsible investment and sustainable growth.



### CONTROL AND COMPLIANCE

Our process includes regular review of positions taken on tax filings to determine if we need to create a liability reserve for potential uncertain tax positions.



### GOVERNANCE

Our objective is to effectively and efficiently manage the payment of our fair share of tax as well as assess tax risks and disputes. We believe these actions give our stakeholders the power to protect their interests and execute their duties.



### GLOBAL REPORTING

Arbonne strives to accurately and completely collect information for tax reporting as well as submitting correct, complete and timely tax returns. Independent certified public accounting firms audit the tax compliance process annually.

## RISK MANAGEMENT

To comply with overall risk management policies in the organization, the tax function diligently follows these nine best practices:

- Using a seamless interface between book systems and tax systems
- Staffing adequate and competent tax professionals in major countries
- Maximizing the use of electronic tax filings and payment processes
- Allocating our tax resources to the relevant taxes based on materiality and risk
- Maintaining VAT and sales tax systems with report writers using expert decision-making software programs that interface with purchasing systems
- Ensuring visibility to the worldwide tax calendar and filing process
- Managing the audit and tax controls, separately from the processes
- Executing an annual tax provision review plus exposure analysis
- Connecting the tax department to the core business and interfacing with all functional departments



An aerial photograph of a dense forest at sunrise. The sun is low on the horizon, creating a warm, golden glow that filters through the mist rising from the forest floor. The trees are silhouetted against the bright sky, and the overall atmosphere is serene and natural.

## ABOUT THIS REPORT

This report covers data from fiscal year 2024. It has been prepared using Global Reporting Initiative (GRI) Standards as a basic foundation. For more information about this report or its contents, please contact us at 1.800.ARBONNE.

