

NU SKIN GLOBAL PRIVACY NOTICE

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2. Overview

At Nu Skin, we want to set the standard for the industry in data protection. To that end, Nu Skin is committed to respecting and protecting your privacy rights and your choices and to treating your Personal Data with the utmost care in all circumstances.

Our Privacy Notice is designed to provide transparency into our privacy practices and principles in a format that is easily understandable and readable.

This Privacy Notice explains how we process the Personal Data we collect about you

- when you buy and/or use our products, services and mobile applications,
- when you browse our Websites and social media content,
- when you participate in events organized by us,
- when you visit our premises, or
- when you apply for a job at Nu Skin.

Please ensure you read this Privacy Notice carefully before using our Websites or mobile applications and/or providing us with your Personal Data.

3. Who we are and how to contact us

Nu Skin Enterprises Inc. and its affiliates and subsidiaries (“Nu Skin”, “we”, “us” and “our”) are an international group of companies offering personal care products, nutritional supplements, devices and other goods or services through (i) the Nu Skin websites (whether local or global) (each a “Website”), (ii) Nu Skin mobile applications and tools (the “Apps”) and (iii) a network of independent distributors or sales people (“Brand Affiliates”).

Depending on who you are or how you interact with us, your Personal Data are processed by different entities of Nu Skin and/or for different purposes. You will find [here](#) (Annex 1) the list of the Nu Skin entities acting as data controllers responsible for processing your Personal Data. Please contact the [Privacy Team](#) or our Data Protection Officer DPOoffice@nuskin.com if you have questions or concerns, want to update your Personal Data, or to exercise your rights as described below.

4. What Personal Data do we collect?

Personal Data, or Personal Information, means any information or pieces of information that could identify you directly (e.g. your name) or indirectly (e.g. through your email address or telephone number). Personal Data may include a name, an (email) address, a telephone number, credit card information, preferences, age, gender, or occupation, among other things.

The Personal Data that we collect, and how we collect it, depends on how you interact with us. For a complete overview of the Personal Data we process about you, as well as our interaction-specific data processing activities, and our processing purposes, please refer to our “List of Personal Data Processing Activities”, [here](#).

We might collect or receive Personal Data from you via our Website, Apps, social media channels, call center or when you otherwise transfer Personal Data to us. Sometimes you give this Personal Data to us directly (e.g. when you create an account, when you contact us, when you purchase from our Website), and sometimes we collect it (e.g. using cookies to understand how you use our Website and Apps, or through our smart devices).

In some circumstances we may also receive Personal Data about you from:

- Brand Affiliates;
- individuals who provide us with your Personal Data (e.g. your family members);
- regulatory bodies;
- other companies providing services to us (e.g. social listening companies; past employers; recruitment agencies).

Some of these third-party sources may include publicly available sources of information. In particular, we may receive Personal Data from social networks when you engage with our content, reference our Website, or grant us permission to access information from these social networks. \

In addition, where permitted by law, we may collect, either directly or through third party service providers, information that is publicly available on the Internet (e.g. from websites, blogs, social media).

5. How we use your Personal Data

We process your Personal Data based on the following legal grounds, as permitted by applicable law:

- to fulfill our obligations under a contract with you, or to take steps prior to entering into a contract with you (e.g. you ask us to create a customer account for you or you wish to purchase a product from us);
- to comply with a legal obligation (e.g. when you make a purchase we need to keep your transaction information to comply with our tax, financial reporting, and consumer protection obligations);
- when it is in our legitimate business interest to use your Personal Data (e.g. to operate, evaluate and improve our organization; to prevent and protect us and others against fraud, unauthorized transactions, claims and other liabilities; to ensure compliance with company policies and industry standards);
- based on your consent (e.g. when you opt-in to subscribe to our marketing newsletters).

Our use of your Personal Data depends on who you are and how you interact with us. Click [here](#) for a list of the ways that we use your Personal Data, and which of the reasons we rely on to do so.

We will only process Sensitive Personal Data (e.g., race or ethnicity; health-related data) when it is necessary to provide a product or service to you, when you request us to do so, when we have your explicit consent or in exceptional circumstances where we have a legal basis to do so (e.g., to protect your vital interests).

For information about how we process consumer health data in Washington and other US states having similar requirements, our Consumer Health Privacy Policy is available here: [Nu Skin Legal Center](#).

Please contact the [Privacy Team](#) if you have any questions about how we collect and use your Personal Data.

6. Sharing and transferring your Personal Data

When we share your Personal Data as described below, we will take the necessary steps to ensure that any third-party recipients have implemented reasonable security mechanisms to protect your Personal Data.

a. We do not sell or share your Personal Data. First, we want to be clear that we do not and will not sell or share your Personal Data to third parties; and in the past 12 months, we have not sold your Personal Data to any third party.

b. We do not disclose your Personal Data to third parties for their own direct marketing purposes. We do not disclose your Personal Data to third parties for their own direct marketing purposes without your consent. If you direct us to share your Personal Data with third-party sites or platforms, such as social networking sites, these third-party sites or platforms could potentially use your data for marketing reasons. We also use analytics services, such as Google Analytics, to help us understand how users access and use our websites and Apps, as well as help us understand market trends and popularity of our products and services. As part of this process, we may incorporate tracking technologies into our website and some of our communications. You can manage third party disclosures for advertising purposes in the Cookie Preferences options that you are provided on our websites. You can also withdraw consent for this sharing through those Cookie Preferences at any time.

c. If you are a Brand Affiliate, we may share your Personal Data with other Brand Affiliates and customers. With your Downlines – If you are a Brand Affiliate, we may transfer your Personal Data to your personally sponsored customers and Brand Affiliates (“Downlines”) in order to enable them to reach out to you for support, training and product recommendations. The Personal Data we make available to your Downlines may include your name, profile picture, and contact details. If you do not want your Downlines to have access to your Personal Data, you can edit your privacy settings in V&G, your account or by contacting customer care.

With your Uplines – We may also transfer your Personal Data to your sponsor, upline Brand Affiliates and upline Brand Representative (“Uplines”) so that they can reach out to you and provide you with business and/or product support and training. The Personal Data we make available to your Uplines may include your account information (name, photo, birthday, contact details), business information (market, overall purchase volume and volume generated by your ADR contract (auto-ship) and date it

is scheduled to ship, pin title, activity dates) and your order information including your purchases (product name, quantity, volume, price, order tracking, ship to details), as well as auto-ship contract details (product name, quantity, price, ship to details) and data regarding your usage of our Prysm iO device, if you have consented to that disclosure. You can manage what Personal Data is shared with which Uplines by editing your privacy settings in V&G, your account, or by contacting customer care. In addition, we may inform your Uplines about your qualification to our incentive trips.

d. If you are a customer, we may share your Personal Data with certain Brand Affiliates.

We may transfer your Personal Data to your sponsor, upline Brand Affiliates and upline Brand Representative (“Uplines”) so that they can reach out to you and provide you with product support and recommendations. The Personal Data we make available may include your account information (name, photo, birthday, contact details), and your order information including your purchases (product name, quantity, volume, price, order tracking, ship to details), as well as auto-ship contract details (product name, quantity, price, ship to details). You can manage what Personal Data is shared with your sponsor by editing your privacy settings in your account, or by contacting customer care.

e. We may share your Personal Data within the Nu Skin group.

Your Personal Data may be accessed within Nu Skin. This means that we may share your Personal Data across the Nu Skin group of companies, which includes our ultimate parent company and its affiliates and subsidiaries. Access will always be controlled on a need-to-know basis, and only provided where it is necessary to provide you with requested services or to allow us to perform any necessary or legitimate functions (including for operational, management, administrative, supervisory or evaluative or educational purposes). You may consult the list of Nu Skin entities that may receive your data [here](#) (Annex 1) and a list of data processing purposes and categories [here](#) (Annex 2).

f. We may share your Personal Data to our trusted third-party suppliers who may process it on our behalf.

We rely on trusted third parties to perform a range of business operations on our behalf. We always use our best efforts to ensure that all third parties we work with will keep your Personal Data secure. We only provide them with the information they need to perform the service, and we require that they do not use your Personal Data for any other purpose. For example, we may entrust services that require the processing of your Personal Data to:

- Third parties that assist and help us in providing digital and e-commerce services such as social listening, store locator, loyalty programs, identity management, ratings and reviews, CRM, web analytics and search engine, user generated content curation tools;
- Advertising, marketing, digital and social media agencies to help us deliver advertising, marketing, and campaigns, to analyze their effectiveness, and to manage your contact, questions and our relationship;
- Third parties required to deliver a product to you (e.g. postal/delivery services);
- Third parties that assist and help us in providing IT services, such as platform providers, hosting services, maintenance and support on our databases as well as on our software and applications;
- Third parties that assist in maintaining the security of our systems, Websites and Apps;
- Third parties that provide us with consulting services in the field of market research and analytics, collect feedback and conduct market surveys on our products, services and otherwise for customer relationship management purposes;
- Payment service providers and credit reference agencies for the purpose of assessing your credit score and verifying your details where this is a condition of entering into a contract with you;
- Third parties that assist us for customer care and cosmetovigilance and pharmacovigilance purposes;
- Third parties that assist us for the organization of events, incentive trips, meetings, etc. in which you may participate;
- Lawyers, auditors, financial advisors, and other third party service providers in connection with their services to Nu Skin.

g. We may also disclose your Personal Data to other third parties.

If Nu Skin or a part of its assets are acquired by a third party, Personal Data we hold relating to those assets will be one of the transferred assets. In such cases, your Personal Data will be processed by the buyer acting as the new controller and its privacy policy will govern the processing of your Personal Data.

We may also disclose your Personal Data to any regulatory, statutory, governmental or other relevant authorities, agencies or bodies and industry regulators, and any other person to whom Nu Skin is compelled, required or permitted to do so by law, rules or

regulations, legal process or litigation, or to any person pursuant to any order of a court of competent jurisdiction or comparable legal process.

In other circumstances if we have your consent or we are permitted to do so by law.

7. International Transfers

a. International data transfers

You understand and agree that we may transfer Personal Data to other jurisdictions as necessary for the purposes described in this Privacy Notice, including to jurisdictions that may not provide the same level of data protection as the jurisdiction in which your Personal Data was originally collected. For instance, we may transfer your data to the U.S. because our parent companies are located there.

When we transfer your Personal Data to other countries or jurisdictions, we will protect that data as described in this Privacy Notice and in accordance with applicable law. Where required under applicable law, we will put in place binding contractual obligations with the data recipient to safeguard your data protection rights. Furthermore, we will notify any data transfer and/or data transfer mechanisms to the competent Supervisory Authority where required under applicable law.

With respect to transfers originating from the European Economic Area ("EEA") to the United States and other non-EEA jurisdictions, we implement standard contractual clauses approved by the European Commission, and other appropriate solutions to address cross-border transfers as required or permitted by Articles 46 and 49 of the General Data Protection Regulation. Please contact the Privacy Team, if you have any questions with respect to the safeguards we have put in place to protect your Personal Data when we transfer this (including how to obtain a copy of or consult these safeguards).

b. Data Privacy Framework

Nu Skin International Inc. (NSI) and NSE Products, Inc. each comply with the EU-U.S. Data Privacy Framework (EU-U.S. DPF), the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. Privacy Framework as set forth by the U.S. Department of Commerce. NSI has certified to the U.S. Department of Commerce that it adheres to the EU-U.S. Data Privacy Framework Principles (EU-U.S. DPF Principles) with regard to the processing of personal data received from the European Union in reliance on the EU-U.S. DPF and the from the UK in reliance on the UK Extension to the EU-U.S. DPF. NSI has certified to the U.S. Department of Commerce that it adheres to the Swiss-U.S. Data Privacy Framework Principles (Swiss-U.S. DPF Principles) with regard to the processing of personal data received from Switzerland in reliance on the Swiss-U.S. DPF.

Nu Skin is committed to the DPF Principles in connection with all personal data received from the European Union and, as applicable, the United Kingdom and/or Switzerland in reliance on the relevant parts of the DPF program. If there is any conflict between the terms in this privacy notice and the DPF Principles, the DPF Principles shall prevail.

To learn more about the Data Privacy Framework (DPF) program and to view our certification, please visit <https://www.dataprivacyframework.gov>.

Nu Skin is responsible for both the processing of Personal Data it has received and the subsequent transfers to a third party acting as an agent on its behalf. Nu Skin complies with the DPF Principles for all onward transfers of Personal Data from the EU, UK and Switzerland, including the onward transfer liability provisions. NSI shall remain liable under the DPF Principles if its subprocessors process personal data in a manner inconsistent with the DPF Principles.

In compliance with the EU-U.S. DPF and the UK Extension to the EU-U.S. DPF and the Swiss-U.S. DPF, NSI commits to refer unresolved complaints concerning our handling of personal data received in reliance on the EU-U.S. DPF and the UK Extension to the EU-U.S. DPF and the Swiss-U.S. DPF to JAMS Mediation, Arbitration, ADR Services ([jamsadr.com](https://www.jamsadr.com)) ("JAMS"), an alternative dispute resolution provider based in the United States. If you do not receive timely acknowledgment of your DPF Principles-related complaint from us, or if we have not addressed your DPF Principles-related complaint to your satisfaction, please visit <https://www.jamsadr.com/DPF> for more information or to file a complaint. The services of JAMS are provided at no cost to you.

EU, U.K. and Swiss individuals are also entitled to contact their local data protection authorities and/or the DPF Program here: Assistance Services ([dataprivacyframework.gov](https://www.dataprivacyframework.gov)).

With respect to Personal Data received or transferred pursuant to the Data Privacy Frameworks, Nu Skin is subject to the regulatory enforcement powers of the U.S. Federal Trade Commission. In certain situations, we may be required to disclose Personal Data in response to lawful requests by public authorities, including to meet national security or law enforcement requirements. In compliance with the EU-U.S. DPF, Nu Skin commits to cooperate and comply with the advice of the panel established by the EU data protection authorities (DPAs) with regard to unresolved complaints concerning our handling of human resources data received in reliance on the EU-U.S. DPF in the context of the employment relationship.

Moreover, under certain conditions, individuals may invoke binding arbitration for complaints regarding DPF compliance not resolved by us or the DPAs Panel. Additional details about the binding arbitration can be found here: [Data Privacy Framework.gov](https://www.ftc.gov/privacy-framework)

8. How we protect your Personal Data

We protect your Personal Data and implement reasonable security measures including physical (e.g. secured filing cabinets), technical and organizational security measures appropriate to protect your Personal Data against unauthorized or unlawful processing and against any accidental loss, destruction, or damage.

In particular, we operate data networks protected by industry standard firewall and password protection systems. We also use transport layer security (TLS) to protect the transmission of your Personal Data. Access to this information will be provided only to authorized individuals for legitimate business purpose.

In addition, access to your Personal Data is restricted to staff and service providers on a need-to-know basis.

While we endeavor to always protect our systems, sites, operations and information against unauthorized access, use, modification and disclosure, due to the inherent nature of the Internet as an open global communications vehicle and other risk factors, we cannot guarantee that any information, during transmission or while stored on our systems, will be absolutely safe from intrusion by others.

Please contact the [Privacy Team](#) if you have any questions about how we protect your Personal Data.

9. How long do we keep your Personal Data

We hold on to your Personal Data for as long as necessary to achieve the processing purposes described in our "List of Personal Data Processing Activities". Generally, and while this will depend on several factors as outlined below, we do not keep your data for longer than 10 years, unless a longer period is permitted or required under applicable law. To determine the retention period of your Personal Data, we consider several criteria, including:

- The purpose for which we hold your Personal Data;
- Our legal and regulatory obligations in relation to that Personal Data, for example any financial reporting obligations;
- Whether our relationship with you is ongoing, for example, you have an active account, you continue to receive marketing communications, or you regularly browse or purchase off our Website or Apps;
- Any specific requests from you in relation to the deletion of your Personal Data; and
- Our legitimate interests in relation to managing our own rights, for example the defense of any claims.

When we no longer need to use your Personal Data, it is either removed from our systems and records or anonymized so that you can no longer be identified from it.

10. What are your rights regarding your Personal Data

Nu Skin values your privacy rights and is committed to providing you control over your Personal Data. If you exercise any of these rights explained in this section of the Privacy Notice, we will not disadvantage you. You will not be denied or charged different prices or rates for goods or services or provided a different level or quality of goods or services.

Depending on where you live, you have the following rights:

- Information. You have the right to be provided with clear, transparent and easily understandable information about how we use your Personal Data, and your rights. This is why we are providing you with the information in this Privacy Notice;

- **Correction.** You have the right to require that any incomplete or inaccurate Personal Data that we process about you is amended, though we may need to verify the accuracy of the new data you provide to us;
- **Deletion.** You have the right to request that we delete Personal Data that we process about you, subject to certain exceptions, for instance, where we need to keep your Personal Data to comply with a legal obligation;
- **Withdrawing Consent.** If you have consented to our processing of your Personal Data, you have the right to withdraw your consent at any time. This does not affect the lawfulness of the processing that was based on your consent prior to withdrawal. This includes cases where you wish to opt out from marketing messages that you receive from us;
- **Access.** You are entitled to ask us if we are processing your personal data and, if so, for a copy of the personal data we hold about you, as well as obtain certain other information about our processing activities. Where permissible under applicable laws, we may charge you a reasonable fee for this access request;
- **Restriction.** You have the right to request that we restrict or suspend processing of your Personal Data under specific conditions;
- **Portability.** You have the right to request that we transmit the Personal Data we hold in respect of you to you or to another data controller under specific conditions;
- **Objection.** Where the legal justification for our processing of your Personal Data is our legitimate interest, you have the right to object to such processing on grounds relating to your particular situation. We will abide by your request unless we have compelling legitimate grounds for the processing which override your interests and rights, or if we need to continue to process the data for the establishment, exercise or defense of a legal claim.
- **Automated Decision Making.** You have the right not be subject to automated decision making (e.g., profiling that significantly affects you), The exercise of this right is not available to you if the automated decision is required to enter into, or perform a contract with you, we have your explicit consent to make such a decision, or the automated decision is authorized by law. In such case, you still have the right to obtain human intervention in respect to the decision, to express your point of view and to contest the decision.

Where we process your Personal Data for direct marketing purposes, you have the right to object at any time to such processing, including for profiling purposes to the extent that it is related to direct marketing. If you object to processing for direct marketing purposes, we will no longer process your Personal Data for such purposes.

You can exercise the above rights, where applicable by contacting the [Privacy Team](#) or by using our online tool in the markets where such tool is available. United States residents can also call the following toll-free number: 800-211-5200. We will respond to any of your requests to exercise these above data subject rights within the period prescribed by applicable laws. At our discretion, we may require you to prove your identity before providing the requested information. This is to ensure that your Personal Data is disclosed only to you. We may not be able to appropriately handle your request if you decide not to provide us with the Personal Data that we need to handle your request. If you are a resident of the European Economic Area and are not satisfied with the way we handled your request, or for violations of applicable data protection laws, you may lodge a complaint or file a claim with a competent Supervisory Authority (for example, with the Supervisory Authority in your country or market of residence).

11. Your marketing choices

You can control whether to receive direct marketing from us (e.g., which we may send through electronic means, such as promotional emails). In certain markets, you will need to provide us with your consent before receiving marketing. For instance, we may ask you to tick a box indicating to “receive promotional emails” when you sign up as a new customer or Brand Affiliate. In all markets, you can choose not to receive such communications at any time. If you no longer wish to receive any marketing communications or remain on a mailing list to which you previously subscribed, please follow the unsubscribe link in the relevant communication or contact the [Privacy Team](#).

12. Your obligations

We expect that you only communicate Personal Data about yourself to us. If you also communicate Personal Data about other people to us, then you must ensure that you comply with any legal obligations that may apply to your provision of the information to us, and to allow us, where necessary, to use, process and transfer that information. In particular, and subject to local applicable laws as well as Nu Skin Policies & Procedures, if you use a credit card not issued to you, you confirm that the credit card holder has consented to the

use of their credit card in relation to your purchase and has agreed that Nu Skin may collect, use and disclose their Personal Data for the purpose of processing your purchase.

We also expect that the Personal Data that you communicate to us are correct and that, if your Personal Data requires updating, you will promptly inform us.

13. Children

Nu Skin does not direct the sale of its products or services to children, nor does it allow its Brand Affiliates to be underage (under 18 in most markets, under 20 in Japan, and under 19 in Korea).

Nu Skin children's products can only be purchased by an adult. If you are a minor, you may use the Website only with the involvement of a parent or guardian.

Except in very limited circumstances (e.g. as part of our Corporate Social Responsibility activities or if a parent or guardian has consented to the processing of scan scores from our Prysm iO device), we do not knowingly collect or otherwise process any Personal Data from children under the age of 13 and do not direct our services, Website or Apps to children under the age of 18. If you think that a child for which you are responsible provided Personal Data to us, we strongly encourage you to contact us immediately and we will work with you to find a solution to remediate this.

We encourage you to participate in your child's experience on the Internet and to review important safety tips with each child before they explore the Internet.

If you register your child to a Nu Skin event or incentive trip, we process your child's Personal Data for the purposes of attending the event or incentive trip. If the event requires processing of your child's sensitive or special category data, we will request your explicit consent.

14. Changes to the Privacy Notice

We may update this Privacy Notice from time to time. Any changes to this Privacy Notice will be considered effective immediately after the changes are posted on this Website unless otherwise indicated.

Annex 1 – List of Nu Skin entities responsible for processing your Personal Data

The table below lists the relevant Nu Skin legal entities responsible for the processing of your Personal Data. Depending on your interactions with us and/or your location, one or more different Nu Skin entities might be responsible for such processing.

Please note that when fields **have a gray background and no text**, this means that we do not collect or otherwise process Personal Data for that data subject category in a given country/market.

Where a field includes more than one data controller, this means that we have more than one Nu Skin entity in that country/market and the controller responsible will be the entity that you have a relationship with (e.g. because you visited or applied with that specific Nu Skin office).

To find out which Nu Skin entity is the data controller responsible for your Personal Data, you need to determine:

1) In which category of data subject you fall:

- Customers, website visitors and app users (for the purpose of this section, a “customer” is anyone who purchases from Nu Skin directly, either on our Websites or Apps, or in our walk-in-centers/stores; “customers” also include the recipients of the newsletter or other marketing communications)
- Brand Affiliates or Business Partners (*ie.* registered distributors)
- Job Candidates
- Office Visitors

2) Your country or market:

- If you are a Customer, look for the country/market in which you have registered your Nu Skin online account or make your purchases; if you visit our Websites or use our Apps, you will need to look for the Website or App country/market.
- If you are a Brand Affiliate, look for the country/market in which you have registered your Nu Skin Brand Affiliate account.
- If you are a Job Candidate, look for the country/market in which the Nu Skin office to which you apply for a job is located.
- If you are an Office Visitor, look for the country/market in which the Nu Skin office which you are visiting is located.

If you do not fall in one of the categories mentioned above, for instance because you do not have any, or no longer have a relationship with us, then Nu Skin International Inc. will be responsible for your Personal Data.

The last page of this Annex 1 contains the contact details of all entities listed herein. Please contact the [Privacy Team](#) if you have questions or concerns about this.

Country/market	Customer	Brand Affiliate/Business Partners	Job Candidate	Office visitor
Argentina	Nu Skin International, Inc. and Nu Skin Argentina, Inc. as joint controllers	Nu Skin International, Inc. and Nu Skin Argentina, Inc. as joint controllers		
Australia	Nu Skin International, Inc. and Nu Skin Enterprises Australia, Inc. as joint controllers	Nu Skin International, Inc. and Nu Skin Enterprises Australia, Inc. as joint controllers	Nu Skin Enterprises Australia, Inc.	Nu Skin Enterprises Australia, Inc.
Austria	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers		
Belgium	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	NuSkin Belgium NV and NSE Products Europe BV as joint controllers	NuSkin Belgium NV or NSE Products Europe BV	NuSkin Belgium NV or NSE Products Europe BV

Brunei	Nu Skin International, Inc. and NuSkin Pharmanex (B) Sdn Bhd as joint controllers	Nu Skin International, Inc. and NuSkin Pharmanex (B) Sdn Bhd as joint controllers	NuSkin Pharmanex (B) Sdn Bhd	NuSkin Pharmanex (B) Sdn Bhd
Canada	Nu Skin International, Inc. and Nu Skin Canada, Inc.	Nu Skin International, Inc. and Nu Skin Canada, Inc.		
Chile	Nu Skin International Inc. and Nu Skin Enterprises Chile Ltda.	Nu Skin International Inc. and Nu Skin Enterprises Chile Ltda.		
Colombia	Nu Skin International, Inc. and Nu Skin Colombia, Inc.	Nu Skin International, Inc. and Nu Skin Colombia, Inc.		
Czech Rep	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers		
Denmark	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin Scandinavia A/S	Nu Skin Scandinavia A/S
Finland	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers		
France	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers		
French Polynesia	Nu Skin International, Inc., Nu Skin Enterprises New Zealand, Inc., as joint controllers	Nu Skin International, Inc. and Nu Skin Enterprises New Zealand, Inc., as joint controllers		
Germany	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin Germany, GmbH	Nu Skin Germany, GmbH
Hong Kong/Macau	Nu Skin International, Inc. and Nu Skin Enterprises Hong Kong, LLC as joint controllers	Nu Skin International, Inc. and Nu Skin Enterprises Hong Kong, LLC as joint controllers	Nu Skin Enterprises Hong Kong, LLC	Nu Skin Enterprises Hong Kong, LLC
Hungary	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin Eastern Europe kft.	Nu Skin Eastern Europe kft.
Iceland	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers		

India	Nu Skin India Private Limited	Nu Skin International, Inc. and Nu Skin India Private Limited as joint controllers	Nu Skin India Private Limited	
Indonesia	Nu Skin International, Inc. and PT Nusa Selaras Indonesia as joint controllers	Nu Skin International, Inc. and PT Nusa Selaras Indonesia as joint controllers	PT Nusa Selaras Indonesia or PT Nu Skin Distribution Indonesia	PT Nusa Selaras Indonesia or PT Nu Skin Distribution Indonesia
Ireland	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers		
Italy	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers		
Japan	Nu Skin Enterprises, Inc., Nu Skin International, Inc. and Nu Skin Japan Co., Ltd. as joint controllers	Nu Skin Enterprises, Inc., Nu Skin International, Inc. and Nu Skin Japan Co., Ltd. as joint controllers	Nu Skin Japan Co., Ltd.	Nu Skin Japan Co., Ltd.
Luxembourg	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers		
Mainland China	Nu Skin (China) Daily-Use & Health Products Co., Ltd	Nu Skin (China) Daily-Use & Health Products Co., Ltd	Nu Skin (China) Daily-Use & Health Products Co., Ltd; Shanghai Nu Skin Chuang Xing Daily-Use & Health Products Co Ltd; Nu Skin Beauty and Wellness Co. Ltd.; Guangdong Xingchuang Daily-Use & Health Products Co., Ltd.; Pharmanex (Huzhou) Health Products Co., Ltd.	Nu Skin (China) Daily-Use & Health Products Co., Ltd; Shanghai Nu Skin Chuang Xing Daily-Use & Health Products Co Ltd; Nu Skin Beauty and Wellness Co. Ltd.; Guangdong Xingchuang Daily-Use & Health Products Co., Ltd.; Pharmanex (Huzhou) Health Products Co., Ltd.
Malaysia	Nu Skin International, Inc. and Nu Skin (Malaysia) Sdn. Bhd as joint controllers	Nu Skin International, Inc. and Nu Skin (Malaysia) Sdn. Bhd as joint controllers	Nu Skin (Malaysia) Sdn. Bhd	Nu Skin (Malaysia) Sdn. Bhd

Mexico	Nu Skin International, Inc. and Nu Skin Mexico, S.A. de C.V. as joint controllers	Nu Skin International, Inc. and Nu Skin Mexico, S.A. de C.V. as joint controllers	Nu Skin Mexico, S.A. de C.V.	Nu Skin Mexico, S.A. de C.V.
Netherlands	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin Netherlands, B.V.	Nu Skin Netherlands, B.V.
New Caledonia	Nu Skin International, Inc. and Nu Skin Enterprises New Zealand, Inc. as joint controllers	Nu Skin International, Inc. and Nu Skin Enterprises New Zealand, Inc. as joint controllers		
New Zealand	Nu Skin International, Inc. and Nu Skin Enterprises New Zealand, Inc. as joint controllers	Nu Skin International, Inc. and Nu Skin Enterprises New Zealand, Inc. as joint controllers	Nu Skin Enterprises New Zealand, Inc.	Nu Skin Enterprises New Zealand, Inc.
Norway	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers		
Peru	Nu Skin International, Inc. And Nu Skin Peru S.A.C.	Nu Skin International, Inc. and Nu Skin Peru S.A.C.	Nu Skin Peru S.A.C.	Nu Skin Peru S.A.C.
Philippines	Nu Skin International, Inc. and Nu Skin Enterprises Philippines, LLC as joint controllers	Nu Skin International, Inc. and Nu Skin Enterprises Philippines, LLC as joint controllers	Nu Skin Enterprises Philippines, LLC	Nu Skin Enterprises Philippines, LLC
Poland	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers		
Romania	Nu Skin International, Inc. and Nu Skin Enterprises SRL as joint controllers	Nu Skin International, Inc. and Nu Skin Enterprises SRL as joint controllers		
Singapore	Nu Skin International, Inc. and Nu Skin Enterprises Singapore Pte Ltd as joint controllers	Nu Skin International, Inc. and Nu Skin Enterprises Singapore Pte Ltd as joint controllers	Nu Skin Enterprises Singapore Pte. Ltd or NSE Asia Products, PTE.LTD.	Nu Skin Enterprises Singapore Pte Ltd or NSE Asia Products PTE. LTD.
Slovakia	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers		

South Africa	Nu Skin International, Inc. and Nu Skin Enterprises South Africa (Proprietary) Limited as joint controllers	Nu Skin International, Inc. and Nu Skin Enterprises South Africa (Proprietary) Limited as joint controllers	Nu Skin Enterprises South Africa (Proprietary) Limited	Nu Skin Enterprises South Africa (Proprietary) Limited
Spain	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers		
Sweden	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers		
Switzerland	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers		
Taiwan	Nu Skin International, Inc. and Nu Skin Taiwan, LLC, Taiwan Branch as joint controllers	Nu Skin International, Inc. and Nu Skin Taiwan, LLC, Taiwan Branch as joint controllers	Nu Skin Taiwan, LLC, Taiwan Branch	Nu Skin Taiwan, LLC, Taiwan Branch
Thailand	Nu Skin International, Inc. and Nu Skin Enterprises (Thailand) Limited as joint controllers	Nu Skin International, Inc. and Nu Skin Enterprises (Thailand) Limited as joint controllers	Nu Skin Enterprises (Thailand) Limited	Nu Skin Enterprises (Thailand) Limited
United Kingdom	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers	Nu Skin International, Inc. and NSE Products Europe BV as joint controllers		
United States of America	Nu Skin International, Inc.	Nu Skin International, Inc.	Nu Skin International, Inc.	Nu Skin International, Inc.
Vietnam	Nu Skin International, Inc. and Nu Skin Enterprises Vietnam Limited Liability Company as joint controllers	Nu Skin International, Inc. and Nu Skin Enterprises Vietnam Limited Liability Company as joint controllers	Nu Skin Enterprises Vietnam Limited Liability Company	Nu Skin Enterprises Vietnam Limited Liability Company

CONTACT INFORMATION

<p>Guangdong Xingchuang Daily-Use & Health Products Co., Ltd. Room 15, 8/F, Jietai Plaza, No. 218-222 Zhongshan Six Rd., Yuexiu District, Guangzhou, Guangdong, PRC 48hrs_reply_china@nuskin.com</p>	<p>Nu Skin Argentina, Inc. Sucursal Argentina Av. Olivera 1561 piso 2° of. "E" C140710C CABA ARGENTINA Tel: +54 801.45.0137 infoargentina@nuskin.com</p>	<p>Nu Skin Enterprises Australia, Inc. 2/2 Eden Park Dr. Macquarie Park NSW 2113 AUSTRALIA Tel: +64 2 9491 0900 australiainfo@nuskin.com</p>	<p>Nu Skin Beauty and Wellness Co. Ltd. No.2-3 Building, 2nd and 3rd Floor of No. 1 Building, No. 1-4, Xiaotang Road, Fengxian District, Shanghai, PRC 48hrs_reply_china@nuskin.com</p>
<p>NuSkin Belgium NV Da Vincilaan 9 The Corporate Village, Building Elsinore 1930 Zaventem BELGIUM Tel: +32 2 342 04 75 belgiumweb@nuskin.com</p>	<p>Nu Skin Canada, Inc. 75 West Center St. Provo, UT 84601, UNITED STATES OF AMERICA Tel: +1 801-345-1000</p>	<p>Nu Skin Enterprises Chile Ltda. Alonso de Cordova 5320 – Local 17, Piso 1, Las Condes, Region Metropolitana de Santiago CHILE Tel: +56 422 452 880 or 1-800-487-0800 infochile@nuskin.com</p>	<p>Nu Skin (China) Daily-Use & Health Products Co., Ltd. No.2-3 Building, 2nd and 3rd Floor of No. 1 Building, No. 1-4, Xiaotang Road , Fengxian District, Shanghai, PRC 48hrs_reply_china@nuskin.com</p>
<p>Nu Skin Colombia, Inc. Carrera 15 #93* 62, Oficina 702, 110221Bogotá D.C. COLOMBIA Tel: +57 (601) 508 6103 infocolombia@nuskin.com</p>	<p>Nu Skin Eastern Europe Kft. Kft. Alkotás utca 48-50 1123 Budapest HUNGARY hungaryweb@nuskin.com</p>	<p>Nu Skin Enterprises, Inc. 75 West Center St. Provo, UT 84601 UNITED STATES OF AMERICA Tel: +1 800 487 1000</p>	<p>NSE Asia Products, PTE. LTD. 18 Cross Street #06-01 Cross Street Exchange SINGAPORE 048423 Tel: +65 6837-3363 48hrs_reply_singapore@nuskin.com</p>
<p>Nu Skin Enterprises Hong Kong, LLC 10/F, Lee Garden II, 28 Yun Ping Road Causeway Bay Hong Kong Tel: +852 2837 7700 48hrs_reply_nshk@nuskin.com</p>	<p>Nu Skin Enterprises New Zealand, Inc. Unit 16/180 Montgomerie Road Airport Oaks, 2022 Auckland NEW ZEALAND Tel: 0800 687 456 dsnewzealand@nuskin.com</p>	<p>Nu Skin Enterprises Philippines, LLC 23F ExquadraTower 1 Jade Drive Cor. Exchange Road Ortigas Business Center 1605 Pasig City PHILIPPINES Tel: +63 2 868 75 46 48hr_reply_phils@nuskin.com</p>	<p>NSE Products Europe BV Da Vincilaan 9 The Corporate Village, Building Elsinore 1930 Zaventem BELGIUM Tel: +32 2 342 04 75 belgiumweb@nuskin.com</p>
<p>Nu Skin Enterprises SRL Buzesti, 11th Floor, Module 7, District 1 Bucharest ROMANIA Tel: +40 312 294 653 romaniaweb@nuskin.com</p>	<p>Nu Skin Enterprises Singapore Pte Ltd 331 North Bridge Road #18-01/06 Odeon Towers SINGAPORE 188720 Tel: +65 6837 3363 48hrs_reply_singapore@nuskin.com</p>	<p>Nu Skin Enterprises South Africa (Proprietary) Limited Ground & 1st Floor C/O Spaces, 22 Magwa Crescent, Waterfall City, Midrand, Gauteng 1682 SOUTH AFRICA Tel: +27 875 503 103 southafricasupport@nuskin.com</p>	<p>Nu Skin Enterprises (Thailand) Limited 319 Chamchuri Square Building, 15th Fl., Phayathai Road, Pathumwan, 10330 Bangkok THAILAND Tel: +66 0 2791 8500 48hr_reply_thailand@nuskin.com</p>
	<p>Nu Skin Enterprises Vietnam Limited Liability Company 2F, 280 Nam Ky Khoi Nghia, Vo Thi Sau Ward, District 3, Ho Chi Minh City VIETNAM Tel: +84 028 7106 8838 48hrs_reply_vietnam@nuskin.com</p>	<p>Nu Skin Enterprises New Zealand, Inc. (French Polynesia Branch) 2/2 Eden Park Dr. Macquarie Park NSW 2113 AUSTRALIA Tel: +64 2 9491 0934 pacificquesud@nuskin.com</p>	<p>Nu Skin Germany, GmbH Spaces Tower One Brussler Strasse 1-3 60327 Frankfurt am Maine GERMANY Tel: +49 613149 09 108 germanyweb@nuskin.com</p>

<p>Nu Skin International, Inc. 75 West Center St. Provo, UT 84601 UNITED STATES OF AMERICA Tel: +1 800 487 1000</p>	<p>Nu Skin (Malaysia) Sdn. Bhd Lot 2.5.1, Level 2, PNB Perdana (Commercial Centre), No. 10, Jalan Binjai, Wilayah Persekutuan 50450 Kuala Lumpur MALAYSIA Tel: +60 3 2170 7700 48hrs_reply_malaysia@nuskin.com</p>	<p>Nu Skin Netherlands, B.V. Amundsenweg 2 5928 LT Venlo THE NETHERLANDS Tel: +31 850 02 18 53 netherlandsweb@nuskin.com</p>	<p>Nu Skin New Caledonia EURL 43 Rue du Pasteur Marc Lacheret, Vallee des Oliviers, Noumea Cedex, 98800 New Caledonia Tel: +64 2 9491 0934 pacifiquesud@nuskin.com</p>
<p>NuSkin Pharmanex (B) Sdn Bhd (Nu Skin Brunei Experience Center) D2, Blk D, Lot 11620, Jalan Gadong BE1718 Bandar Seri Begawan BRUNEI DARUSSALAM Tel: +673 2 422 225 48hrs_reply_brunei@nuskin.com</p>	<p>Nu Skin Scandinavia A/S Augusthus, Amager Fælledvej 106 300 København S, DENMARK Tel: +45 78 73 06 02 neucustomerservice@nuskin.com</p>	<p>Nu Skin Taiwan, LLC, Taiwan Branch 1F., No. 557, Sec. 4, Zhongxiao E. Rd., Xinyi District, Taipei 11494 TAIWAN Tel: +886 02 8752 - 8555 nstwinfo@nuskin.com</p>	<p>Pharmanex (Huzhou) Health Products Co., Ltd No. 819-1, Xinzhu Road, Zhejiang, PRC 48hrs_reply_china@nuskin.com</p>
<p>PT Nusa Selaras Indonesia (PT Nu Skin Distribution Indonesia) Jl. Jend Gatot Subroto, Kavling 44 Kelurahan Kuningan Barat Area Gd. City Plaza 10th Fl., Suite 1001-1002 Kecamatan Mampang Prapatan Jakarta Selatan DKI Jakarta 12710 INDONESIA Tel: +62 21 5095 9855 48hrs_reply_indonesia@nuskin.com</p>	<p>Shanghai Nu Skin Chuangxing Daily- Use & Health Products Co Ltd Rooms 201-2, 2nd floor, No. 75 East Tian Lin East Road, Xuhui District, Shanghai, PRC 48hrs_reply_china@nuskin.com</p>		<p>Nu Skin Japan Co., Ltd. Tokyo Toranomom Global Square 14F, 1-3-1 Toranomom, Minato-ku, Tokyo, JAPAN 105-0001 Tel: +81-3-6626-1234</p>
<p>Nu Skin Peru S.A.C. Av. Antonio Miroquesada Nro. 410, Magdalena del Mar Lima PERU</p>	<p>Nu Skin India Private Limited 48, Amarpali, Plot No. 56, I.P. Extension, Patparganj, East Delhi Delhi 110092 INDIA</p>		

Annex 2 - List of Personal Data Processing Activities

Customer Account Creation and Management

In which context is your personal data collected?

Personal Data collected during the creation or management of a customer or member account on Nu Skin Website/Apps, through a social media login or in store

What personal data may we hold about you?*

How and why we may use it?

What is our legal basis for processing your personal data?*

**in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein*

To:

- create and manage your account

The **performance of a contract**: so you can create and manage your account

- maintain our global databases
- do research and development based on aggregate data, including but not limited to statistics about sales, market analysis, development of products and services

Our **legitimate interests**: (i) to improve our products and services; (ii) better engage with you; (iii) prevent fraud or criminal activity; and (iv) secure our tools

- offer personalised services based on your characteristics

Your **consent**: so you can receive personalised services from us

Brand Affiliate Account Creation and Management

In which context is your personal data collected?

Personal Data collected during the creation or management of a Brand Affiliate account on Nu Skin Website/Apps (including Stela and Vera), through a social media login or in store.

What personal data may we hold about you?*

**the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature*

- **Contact information**: your name, title, address, email address or telephone number
- **Account information**: your ID/username, password, login activity, device ID
- **Product information**: your purchase history, details of products that we have sold to you, product returns, preferred products
- **Social media data**: Social media handles, profile information, posts and messages when you share this personal data with us

- **Biographical information:** your gender, birthdate or age, nationality, marital status and photographs and videos
- **Preferences and Interests:** your preferences, hobbies, interests and information about your family life when you share this personal data with us

How and why we may use it?

What is our legal basis for processing your personal data?*

*in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein

To:

- create and manage your account
- process your commission and bonus payments
- allow you to manage your preferences

The **performance of a contract**: so you can create and manage your account

To **comply with a legal obligation**: to request and keep information we are required to by law (for instance, we may be required by law to ask for an official identification number/document)

- do research and development based on aggregate data, including but not limited to statistics about sales, market analysis, development of products and services
- maintain our global databases

Our **legitimate interests**: (i) to improve our products and services; (ii) better engage with you; (iii) prevent fraud or criminal activity; and (iv) secure our tools

- give recognition to you as a Brand Affiliate, for instance by publishing your name, sales records, picture, pin title, charitable donations you made, etc., at Nu Skin events, in Business Support Materials, on our website and social media channels, via email, onsite at Nu Skin, etc.
- promote our brand, for instance by using on the Website, in marketing materials or in other marketing tools, (i) testimonials given by you during Nu Skin's events, or (ii) recordings or images of your appearances and/or performances at Nu Skin's events

Your consent: so we can give you recognition as a Brand Affiliate and/or offer you personalized services and promote our brand

offer personalised services based on your characteristics, for instance, (i) sharing information in Nu Skin's Business Support Materials, (ii) inviting you to events and sending reminders on events, venue, date and time, and (iii) organizing success trips and events

Purchases and Order Management

In which context is your personal data collected?

Personal Data collected during the purchase process made on Nu Skin Website/Apps, in store or through the phone.

What personal data may we hold about you?*

*the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature

- **Contact information:** your name, title, address, email address or telephone number
- **Payment information:** information or data required to verify and/or process payment transactions
- **Product information:** your purchase history, details of products you purchased, product returns, preferred products
- **Technical information:** IP address, browser information and/or device information

How and why we may use it?

What is our legal basis for processing your personal data?*

**in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein*

To:

- Process your order including delivering the product to the address you indicated
- Manage payment
- Manage any contact you have with us about your order
- Manage any dispute relating to a purchase
- Contact you about your order, including to provide you with information regarding the shipping and delivery status of your order

The performance of a contract: so you can make purchases and we can manage the associated logistics

- Keep records of our product sales to our customers

To comply with a legal obligation: to request and keep information we are required to by law (for instance, for tax purposes)

- Contact you to finalise your order where you have saved your shopping cart or placed products in your cart without completing the checkout process
- Secure your transactions against fraud
- If you place a purchase using a registered account, we will add this transaction to your profile so we can understand your interests and preferences and you will see a record of your transactions with us within your account (where applicable)
- Do research and development based on aggregate data, including but not limited to statistics about sales, market analysis, development of products and services
- Train AI models and improve machine learning for Nu Skin products and services

Our legitimate interests: (i) to improve our products and services; (ii) better engage with you; (iii) prevent fraud or criminal activity; and (iv) secure our tools; or your **explicit consent** where required by law

<ul style="list-style-type: none"> • Inform you when a product you wanted to purchase is available 	Your consent : so you can be informed of product availability
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Newsletter and Marketing Subscription

In which context is your personal data collected?
Personal Data collected when you subscribe to receive our marketing communications either via email or SMS.

What personal data may we hold about you?*

*the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature

- **Contact information**: your name, title, email address or telephone number
- **Social media data**: Social media handles, profile information, posts and messages when you share this personal data with us

How and why we may use it?	What is our legal basis for processing your personal data?* <i>*in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein</i>
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To: <ul style="list-style-type: none"> • Send you email and/or SMS marketing communications (where you have asked us to which may be tailored to your "profile" based on the personal data we know or learn about you and your preferences 	Your consent : so you can receive marketing communications from us
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<ul style="list-style-type: none"> • Keep an up to date suppression list if you have asked not to be contacted; and/or 	To comply with a legal obligation : to request and keep information we are required to by law (maintain suppression lists)
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<ul style="list-style-type: none"> • Run analytics or collect statistics 	Our legitimate interests : (i) to improve our products and services; and (ii) better engage with you
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Event and Incentive Trip Registration and Participation

In which context is your personal data collected?
Personal Data collected during the registration phase to an Event or an incentive trip, or during your participation at such an event or trip.

What personal data may we hold about you?*
**the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature*

- **Contact information:** your name, title, address, email address or telephone number
- **Biographical information:** your gender, birthdate or age, nationality, marital status, and photograph or videos
- **Preferences and Interests:** your preferences, hobbies, interests and information about your family life when you share this personal data with us
- **Identification information:** your passport number or national ID number, permanent resident identification number, social security number, details or documents or photocopies of the aforesaid identification documents, to the extent permissible under applicable laws
- **Registration data:** event/incentive trips registrations, subscriptions, downloads, or username/passwords, data requested in sign-up or registration forms, or related information such as feedback or survey responses
- **Financial information:** your bank account details, copy of bank account statements or financial records, and tax ID numbers and records
- **Payment information:** information or data required to verify and/or process payment transactions
- **Health-related data:** information related to your physical or mental health status, such as your allergies, disabilities or medical conditions
- **Technical information:** your IP address, browser information, or device information

How and why we may use it?	What is our legal basis for processing your personal data?* <i>*in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein</i>
<p>To:</p> <ul style="list-style-type: none"> • verify your eligibility to participate in an Event or Incentive Trip • register your participation in an Event or Incentive Trip • make the necessary travel and other booking arrangements • send you relevant information about the Event or Incentive Trip and notify you about changes to these • authenticate your identity when you attempt to gain access to and attend an Event, whether physically or remotely 	<p>The performance of a contract: to confirm and make your booking, registration and other travel arrangements</p>
<ul style="list-style-type: none"> • offer you a customized experience that suits your needs and requirements (incl. dietary requirements) • enable you to partake in a prize drawing or competition or to complete a survey • add your participation to your profile so we can understand your interests and preferences 	<p>Your consent: where we ask you to leave a review or take a survey or provide health-related data, or where you want to receive a customized experience</p>
<ul style="list-style-type: none"> • promote our brand, for instance by using on the Website, in marketing materials or in other marketing tools, (i) testimonials given by you 	<p>Our legitimate interests: (i) to improve our products and services; and (ii) better engage with you</p>

during Nu Skin's Events or Incentive Trips, or (ii) recordings or images of your appearances and/or performances at Nu Skin's Events or Incentive Trips

Adverse Event/Product Complaint Reporting

In which context is your personal data collected?

Personal Data collected when you report online or on the phone (i) an adverse event that occurred from your use of our products or (ii) a complaint regarding our products.

What personal data may we hold about you?*

**the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature*

- **Contact information:** your name, title, address, email address or telephone number
- **Health-related information:** data related to your health or medical history as required for processing the adverse event or the product complaint if such information is relevant to evaluate, classify or assess the product complaint
- **Other information** you have shared with us about yourself in relation to your enquiry (which may include welfare, health data or call recordings)

How and why we may use it?

What is our legal basis for processing your personal data?*

**in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein*

To:

- prevent, monitor and manage adverse events
- evaluate, classify and assess the adverse event and/or product complaint
- maintain the information in a product complaints database for reference

To comply with a legal obligation: to keep information we are required to and/or to meet health and safety requirements

- follow up on such reports and/or complaints

The performance of a contract: to provide you with the service you have requested, for example, so we can offer a compensation

Online Browsing and Use of our Apps

In which context is your personal data collected?

Personal Data collected by cookies or similar technologies when you browse Nu Skin Website/Apps or on third-party website/apps where we have cookies, pixels or other similar technologies.

What personal data may we hold about you?*

**the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature*

- **Technical information:** your IP address, browser information, or device information;
- **Website usage information:** data related to your use of our Website or Apps including where you came from, login details, location, data related to your navigation on our Website/Apps (incl. scroll/mouse movement, but in a manner that does not identify you), pages/ content you looked at, clicked or tapped on, duration of your visit; and/or products you searched for and/or selected

How and why we may use it?	What is our legal basis for processing your personal data?*
<p>To:</p> <ul style="list-style-type: none"> • maintain security and manage access to our systems, Website and Apps; • collect insights into how you interact with our services so that we can personalize our communications with you and improve our Website and Apps; • measure the effectiveness of our services and collect information to improve our products and services; • ensure your data security is maintained, and our systems kept up to date to continue servicing you • allow proper functioning of our Website and Apps 	<p><i>*in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein</i></p> <p>Our legitimate interests: (i) to improve our products and services; (ii) better engage with you; (iii) prevent fraud or criminal activity; and (iv) secure our tools.</p>
<ul style="list-style-type: none"> • tailor our services for you, that is to show you recommendations, marketing, or content based on your profile and interests; and/or display our websites in a tailored way, for example, show you products we think you might like • deliver targeted advertising (e.g. online advertisements for products which may be of interest to you, based on your previous behaviour; and/or ads and content on social media platforms or other websites) <i>Read our Cookies policy for more information</i> 	<p>Your consent: to store cookies, pixels or other similar technologies on your device</p>

Social Media Platforms

In which context is your personal data collected?
 Personal Data collected from your activity on social media platforms.

What personal data may we hold about you?*

**the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature*

We may get **information you publicly post on social media** platforms or use it to better understand how customers view our products/services or interact with us. For example, we may use public posts to identify beauty trends. Where possible, we do this in way that we are unable to directly identify you. We may also collect your personal data when you mention us on social media platforms. The personal data we collect may include:

- Social media handles;
- Your profile information;
- Your posts, including photos and videos; and/or
- Any comments mentioned in your post.

If we want to re-use any content you post on social media platforms (other than when we re-post or share your original post), we will always ask your permission first (see 'User Generated Content' below).

<p>How and why we may use it?</p>	<p>What is our legal basis for processing your personal data?*</p> <p><i>*in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein</i></p>
<p>To:</p> <ul style="list-style-type: none"> • Monitor and improve our websites and apps • Run analytics or collect statistics 	<p>Our legitimate interests: (i) to improve our products and services; and (ii) better engage with you</p>

User Generated Content

In which context is your personal data collected?

Personal Data collected when you submit content (for example images or testimonials) on one of our Website/Apps/social media platforms or accept our re-use of any content you posted on social media platforms.

What personal data may we hold about you?*

**the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature*

- **Contact information:** your name, email address or telephone number;
- **Biographical information:** your gender, birthdate or age, nationality, marital status and photograph or videos
- **Preferences and Interests:** your preferences, hobbies, interests and information about your family life when you share this personal data with us
- **Social media data:** Social media handles, profile information, posts and messages when you share this personal data with us.

<p>How and why we may use it?</p>	<p>What is our legal basis for processing your personal data?*</p> <p><i>*in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein</i></p>
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<p>To:</p> <ul style="list-style-type: none"> Use the content you have created and/or shared in accordance with the specific terms and conditions accepted by you e.g. to post your review/content and to promote our products; 	<p>Your consent: to provide you with the service you have requested, for example, so you can upload the content of your choice</p>
<ul style="list-style-type: none"> Add your content to your profile so we can understand your interests and preferences; and/or Run analytics and statistics. 	<p>Our legitimate interests: (i) to improve our products and services; (ii) better engage with you; (iii) prevent fraud or criminal activity; and (iv) secure our tools</p>

Enquiries

In which context is your personal data collected?
 Personal Data collected when you reach out to customer service or account management to ask questions relating to our products and their use, or your purchases, account or rights.

What personal data may we hold about you?*
**the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature*

- Contact information:** your name, title, address, email address or telephone number;
- Other information you have shared with us** about yourself in relation to your enquiry (which may include welfare, health data or call recordings).

How and why we may use it?	What is our legal basis for processing your personal data?* <i>*in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein</i>
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<p>To:</p> <ul style="list-style-type: none"> Answer and manage your enquiries 	<p>The performance of a contract: to respond to your enquiries.</p>
<ul style="list-style-type: none"> Run analytics and statistics Add your questions or concerns to your profile so we can understand your interests and preferences 	<p>Our legitimate interests: (i) to improve our products and services; (ii) better engage with you; (iii) prevent fraud or criminal activity; and (iv) secure our tools</p>

Surveys, Panel Discussions and Focus Groups

In which context is your personal data collected?
 Personal Data collected when you participate and complete a survey, or participate in a panel discussion or focus group

What personal data may we hold about you?*

**the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature*

- **Contact information:** your name, title, address, email address or telephone number
- **Biographical information:** your gender, birthdate or age, marital status, nationality and photograph or videos
- **Preferences and Interests:** your preferences, hobbies, interests and information about your family life when you share this personal data with us
- **Health-related data:** information related to your physical or mental health status
- **Lifestyle information:** your routines and sleeping, nutrition, exercise and other habits
- **Other information** you have shared with us about yourself in relation to the survey, panel discussion or focus group (which may include sensitive personal information such as data relating to race or ethnic origin, religious or philosophical beliefs, medical or health conditions)
- **Technical information and Website usage information** (see section regarding "Online browsing and use of our Apps" where the surveys are carried out online)

<p>How and why we may use it?</p>	<p>What is our legal basis for processing your personal data?*</p> <p><i>*in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein</i></p>
<p>To:</p> <ul style="list-style-type: none"> • achieve the objectives further described in the surveys, panel discussions or focus groups including but not limited to improving our product and services 	<p>Your consent: where you agree to participate to the survey, panel discussion or focus group and answer the questions</p>

Our Premises

In which context is your personal data collected?

Personal Data collected when you visit our premises e.g. our offices or walk-in- centers (live centers, experience centers, etc).

What personal data may we hold about you?*

**the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature*

- **CCTV footage;**
- **Attendance/visitor forms** (which may include the collection of identification data or contact information, as well as welfare or health data).

<p>How and why we may use it?</p>	<p>What is our legal basis for processing your personal data?*</p> <p><i>*in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein</i></p>
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<p>To:</p> <ul style="list-style-type: none"> • Assist in the prevention and detection of crime and manage enquiries • Help ensure the safety and security of information located or stored within the premises, and assets 	<p>Our legitimate interests: (i) prevent fraud and criminal activity; and (ii) secure our tools</p>
<ul style="list-style-type: none"> • Help ensure the health, safety and security of employees and visitors 	<p>To comply with legal obligation: to meet health and safety requirements.</p>

Job Application

In which context is your personal data collected?

Personal Data collected as part of your application for a job at Nu Skin

What personal data may we hold about you?*

**the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature*

- **Contact information**: your name, title, address, email address or telephone number
- **Biographical information**: your gender, birthdate, nationality, photograph, preferences, hobbies, interests, family situation, civil status
- **Educational background information**: your academic titles, diplomas, schools, or universities attended, skills or merits related
- **Professional records information**: your professional experience, duration of previous job contracts, previous position titles, practice areas, assessments established by your previous employers
- **Any additional information** contained in your application or in your self-recorded videos (e.g., sound or images)

How and why we may use it?

What is our legal basis for processing your personal data?*

**in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein*

To:

- complete, fulfil and process your application, including any subsequent stages of the recruitment process
- communicate with you and to provide you with any service related to your application
- fulfil identity verifications
- respond to your inquiries and support needs and to fulfil or comply with any other request you may have allow you to manage your application

The **performance of a contract**: to respond and process your application to one of our job offers

- conduct background checks, in accordance with local laws
- consider and contact you should a relevant position arise in the near future

Our **legitimate interests**: find the best candidates for our job offers

Consultations and Results

In which context is your personal data collected?

Personal Data collected or created as part of your use of our devices or other consultation services.

What personal data may we hold about you?*

**the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature*

- **Contact information:** your name, title, address, email address or telephone number
- **Biographical information:** your gender, birthdate, location or photographs and videos
- **Lifestyle information:** information about your lifestyle, including weight, your routines, and sleeping, nutrition, exercise and other habits
- **Health-related data:** information related to your physical or mental health status
- **Ethnicity-related information:** your Ethnic origin
- **Tracking metrics:** the stage or results of your scans or consultations and your interactions with our website and apps, including whether you have added a product to your cart or purchased it
- **Customer insights:** the results of your participation, routines and interactions with our products and services, including your product recommendations and profiles and insights created using AI;

How and why we may use it?

What is our legal basis for processing your personal data?*

**in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein*

To:

- provide you with a tailored skin care routine, and product recommendations, that meet your needs, through the use of algorithms and artificial intelligence
- enable you to keep track of your recommendations over time
- improve our products and services
- facilitate sharing product information, product recommendations, or user experience to your social networks if you choose to

The **performance of a contract:** to provide you with the service you have requested, for example, so you can receive the product recommendation;

- facilitate sharing your results and product recommendations with your sponsor (if you are a customer) or other Brand Affiliates

Your **explicit consent:** to the extent that we process special category data or share your data with your sponsor/Brand Affiliates

- do research and development based on aggregate data, including but not limited to statistics about sales, market analysis, development of products and services
- improve our products and services, including training AI models and improving machine learning for Nu Skin products and services

Our **legitimate interests:** (i) to improve our products and services; (ii) better engage with you; (iii) prevent fraud or criminal activity; and (iv) secure our tools; or your **explicit consent** where required by law

Selfie Timelines

In which context is your personal data collected?

Personal Data collected as part of your use of our virtual Vera Selfie Timeline service.

What personal data may we hold about you?*

**the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature*

- **Biographical information:** your gender, birthdate or age, location or photographs and videos;
- **Customer insights:** the results of your participation, routines and interactions with our products and services, including the results of your product recommendations and profiles and insights created using AI

How and why we may use it?

What is our legal basis for processing your personal data?*

**in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein*

To:

- enable you to keep track of your evolution or progress over time

The **performance of a contract:** to accede to your request to use our services

- facilitate sharing before and after photos if you choose to
- facilitate sharing product information, custom recommendations, or user experience to your social networks if you choose to

Your **consent:** so you can share your photos on your social networks

- improve our products and services, including training AI models and improving machine learning for Nu Skin products and services.

Our **legitimate interests:** (i) to improve our products and services; (ii) better engage with you; (iii) prevent fraud or criminal activity; and (iv) secure our tools; or your **explicit consent** where required by law

Device Management

In which context is your personal data collected?

Personal Data collected as part of your use of our virtual device management services.

What personal data may we hold about you?*

**the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature*

- **Tracking metrics:** your usage of our services, routine logs, and routine history
- **Customer insights:** the results of your participation, routines and interactions with our products and services, including the results of your product recommendations and profiles and insights created using AI;

- **Lifestyle and sensitive information:** information about your scan score(s) and lifestyle, including weight, routines, sleeping nutrition, exercise and other habits;
- **Device information:** paired usage logs including the number and timing of scans, device management, events (e.g. device drop), warranty details

How and why we may use it?

What is our legal basis for processing your personal data?*

**in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein*

To:

- provide you with your scan score and history of scan scores, customized routines and insights that meet your needs, through the use of algorithms and artificial intelligence
- enable you to keep track of your usage over time
- facilitate sharing before and after photos if you choose to
- facilitate sharing product information, custom routines, or user experience to your social networks if you choose

The **performance of a contract:** to provide you with the service you have requested, for example, so you can receive the product recommendations, track usage, and customized routines

- facilitate sharing your results, product recommendations and data about your device usage, including the number and timing of scans with Prysm iO, with your sponsor (if you are a customer) or other Brand Affiliates
- facilitate sharing scan scores, including history of scan scores, with other members of your household

Your **explicit consent:** to the extent that we process sensitive or special category data or share your data with your sponsor (if you are a customer) or other members of your household (if you have consented to be added to household sharing), or to your upline (if you are a Brand Affiliate)

- do research and development based on aggregate data, including but not limited to statistics about sales, market analysis, development of products and services
- improve our products and services, including training AI models and improving machine learning for Nu Skin products and services
- inform other users of your paired device of your name and contact information

Our **legitimate interests:** (i) to improve our products and services; (ii) better engage with you; (iii) prevent fraud or criminal activity; and (iv) secure our tools; or your **explicit consent** where required by law

Loyalty Programs

In which context is your personal data collected?

What personal data may we hold about you?*

**the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature*

- **Contact information:** your name, title, address, email address or telephone number;
- **Product information:** your purchase history, details of products that we have sold to you, product returns, preferred products;
- **Customer insights:** the results of your participation, routines and interactions with our products and services, including profiles and insights created using AI;
- **Tracking metrics:** the tier of your participation, loyalty, or whether you have achieved certain status.

How and why we may use it?

What is our legal basis for processing your personal data?*

**in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein*

To:

- offer and manage our loyalty programs and provide you with rewards and benefits

The **performance of a contract:** to accede to your request to join the any rewards program

- run analytics and statistics
- add your participation to your profile so we can understand your interests and preferences

Our **legitimate interests:** (i) to improve our products and services; (ii) better engage with you; (iii) prevent fraud or criminal activity; and (iv) secure our tools.

Challenges

In which context is your personal data collected?

Personal Data collected as part of your participation in one of our challenges.

What personal data may we hold about you?*

**the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature*

- **Contact information:** your name, title, address, email address, telephone number
- **Biographical information:** your gender, birthdate or age, location or photographs and videos
- **Customer insights:** the results of your participation, routines and interactions with our products and services, including the results of your product recommendations and profiles and insights created using AI;
- **Lifestyle information:** information about your lifestyle, including weight, your routines, and sleeping, nutrition, exercise and other habits
- **Health-related information:** information related to your physical or mental health status

How and why we may use it?	What is our legal basis for processing your personal data?* <i>*in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein</i>
To: <ul style="list-style-type: none"> • verify you have the authorization needed for your participation to the challenge • allow registration to participate in the challenge • enable you to use the features of any challenge app or website 	The performance of a contract : to respond to your request to participate in the challenge
<ul style="list-style-type: none"> • enable you to use the functions for measuring the challenge • allow the challenge app to provide related services 	Your consent : to provide you with the service you have requested, for example, so you can upload the content of your choice
<ul style="list-style-type: none"> • monitor and analyze your use of challenge 	Our legitimate interests : (i) to improve our products and services; (ii) better engage with you; (iii) prevent fraud or criminal activity; and (iv) secure our tools

IoT Devices

In which context is your personal data collected?
 Personal Data collected as part of your usage of our IoT connected devices (for example ageLoc LumiSpa iO device).

What personal data may we hold about you?*
**the following lists of data elements are intended to provide key examples and not necessarily be exhaustive in nature*

- **Device information**: usage logs, device management, events (e.g. device drop), warranty details

How and why we may use it?	What is our legal basis for processing your personal data?* <i>*in those markets in which a "legitimate interest" is not a valid legal basis, we will rely on your consent to process your personal information as described herein</i>
To: <ul style="list-style-type: none"> • do research and development based on aggregate data, including but not limited to statistics about market analysis, development of products and services; • fulfill warranty obligations 	Our legitimate interests : (i) to improve our products and services; (ii) better engage with you; (iii) prevent fraud or criminal activity; and (iv) secure our tools The performance of a contract : to provide you with the service you have requested in line with your purchase

- enable user experience within our apps

Your **consent**: to provide you with the service you have requested, for example, to pair your device