NuLivScience

B Impact Report

Sept '25 - Sept '26

Certified B Corporation

NuLivScience

This report covers September '25 - September '26

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“As part of our continued B Corp journey, we implemented a defined benefit pension plan for all staff. NuLiv Science was founded in 1997, and many of our people have been here for many years. A pension plan is how we account for that kind of tenure. It's a long-term promise, funded entirely by the company, and it reflects the same long view we take with our research and our partners.

We've spent nearly 30 years building NuLiv Science with the people who show up every day. The pension plan is how we commit to the next 30. Here's to them, and to what comes next.”

Richard Wang

CEO, NuLiv Science

Core Values

1 Accountability

We take full responsibility for our actions. Learn, grow, and move forward. We don’t make the same mistakes twice.

2 Reach for Greatness

We don't settle for average. We aim high, striving for true excellence. To reach greatness, we have to move faster than all of our peers.

3 Spread Positivity

We radiate good vibes, fostering a culture of kindness, empathy, and respect everywhere we go.

4 Embrace Creative Thinking

We dare to be different in a meaningful way. We innovate, think creatively, and set new standards instead of simply following trends.

5 Always Evolving

We embrace personal and professional growth, aiming for continuous improvement, even by 1% every month.

Recognition of Impact

Being a Certified B Corporation means meeting a higher standard, and continuing to meet that standard.

The bar rises over time, which is the point. NuLiv Science completed our B Corp recertification in 2025. The process gave us an honest read on where we've made progress and where we have more to do.

The B Impact Assessment is the most comprehensive evaluation we've encountered in 25+ years of operations. We use it as a roadmap, not a plaque. Our focus stays where it has been: the team, the communities we work in, and the environment our ingredients come from.

Certified B Corporation

81.5

The Total Score

Governance	Workers	Community	Environment	Customers
15.8	26.6	18.8	16.4	3.6

How We Scored in 2025

In our 2025 recertification, NuLiv Science earned an overall B Impact Score of 81.5. For comparison, businesses that complete the assessment average 50.9, while a minimum of 80 is required for B Corp Certification.

Recertification affirms our place in a growing movement of over 8,000 B Corps globally and 2,200 across the US and Canada—companies committed to shaping a more inclusive, transparent, and regenerative future through business.

Previous Overall B Impact Scores

2022 Overall B Impact Score **82.4**

Community

This year, NuLiv Science continued our commitment to community engagement with several impactful initiatives.

Our team participated in our fourth annual volunteer day at our local State Beach and our third annual charity drive benefiting the Second Harvest Food Bank, helping to provide essential meals to local families in need. We also launched an office fridge donation program supporting animals and pet owners in need, and directed spending to our surrounding community by partnering with local small businesses for printing, embroidery, and team lunch and events catering. Throughout the year, we supported seven local charities. These efforts reflect our ongoing dedication to supporting our community and addressing critical needs. Looking ahead, we are committed to continuing our efforts and finding new ways to make a positive impact in the communities we serve.

Community

What we said we⁹d do

- Re-emphasize bi-annual team-wide volunteer events, providing opportunities for collective community engagement and making a positive impact together
- Continue annual team charity drive focus, fostering a culture of giving and philanthropy within our organization

What we did

- Held one of our two bi-annual team-wide volunteer events, a beach clean-up at our local State Beach, bringing the team together for hands-on community impact.
- Partnered with local small businesses for printing and embroidery services, and team lunch catering.
- Ran an office "take a drink, give to pets" fridge program, where each drink taken prompts a small donation supporting animals and pet owners in need, total donation from this program were $1,000 to Los Angeles County Animal Care Foundation.
- Team-wide contribution for Second Harvest Food Bank, supporting their "Adopt a Family" program to provide meals to families in need around the holidays.
- 8 local charities supported: Animal Hope, Girl Scouts, Leukemia & Lymphoma Society, Olinda Elementary PTO, Rolling Ridge Elementary School, Second Harvest Food Bank, World Central Kitchen, Bolsa Chica State Beach

Looking forward

- Building on this year's progress, NuLiv Science remains committed to strengthening our community engagement and culture of giving. We recognize that we did not fully meet our commitment to two bi-annual team-wide volunteer events this year, and we hope our additional office fridge donation program helps offset that gap while broadening the ways our team gives back.
- In the coming year, we aim to restore both volunteer events, ensuring consistent opportunities for the team to make a hands-on impact together. We plan to continue our annual charity drive and our support of Second Harvest Food Bank's "Adopt a Family" program, alongside the fridge donation program benefiting animals and pet owners in need. We will also maintain our partnerships with local small businesses for services and team catering, keeping our spending rooted in the surrounding community.
- These efforts will continue to guide us toward deeper community connection and greater collective impact.

Environment

NuLiv Science is dedicated to reducing our environmental impact and supporting conservation efforts.

This year, we participated in a team volunteer day at our local State Beach, where **we collected 200 pounds of trash**, nearly **four times the 51 pounds collected during last year's clean-up**. We also enjoy a hybrid work schedule to save on travel emissions to and from the office, volunteer in environmental clean-ups, and participate in a clean energy program for a solar-powered office. Additionally, we have an electric vehicle charging station at our facility to encourage the use of clean energy vehicles. We are committed to continuing our efforts to identify new ways to reduce our environmental impact and support the health of our planet.

Environment

What we said we'd do

- Committed to allocate at least one of our bi-annual volunteer activities specifically to environmental causes, demonstrating our dedication to supporting and preserving the natural world.
- Continue tracking for in-office can and bottle recycling, with a goal to maintain our recycling standards.

What we did

- Huntington State Beach Private Clean-Up
    - 15 employees attended
    - Removed total of 200 lbs of trash from the coastline
- In-office recycling system fully implemented from last year. This initiative supported approximately 85 lbs of recycling.
- Through our utility provider, NuLiv Science sources 100% of our energy from a local solar farm. Currently averaging 35 kWh per day, entirely covered by solar energy.
- Updated in-office cleaning supplies to more environmentally friendly options, including cleaning products and soaps.

Looking forward

- Building on this year's progress, NuLiv Science remains committed to enhancing our environmental efforts and sustainability practices. In the coming year, we aim to further our impact by ensuring that at least one of our community volunteer events or charity drives directly benefits an environmental cause. Additionally, we plan to continue our tracking implemented last year for in-office recycling, maintaining our current recycling cadence. These initiatives, alongside our ongoing efforts to reduce waste and use 100% solar energy, will continue to guide us toward a greener future and greater environmental stewardship.

Governance & Workers

NuLiv Science is committed to transparency and accountability.

We prioritize the health and wellness of our team by offering a comprehensive benefits package, which includes a well-stocked fridge, more than two weeks of paid time off, and a hybrid remote work schedule with every-other Friday off to promote work-life balance. We also ensure job security for employees taking short-term leaves, keeping a family-first mentality. This year, we implemented a defined benefit pension plan, supporting the long-term financial wellbeing of our team. According to the Bureau of Labor Statistics, only 6% of workers at private companies with fewer than 100 employees have access to a defined benefit plan, making this a rare offering for a company of our size.

Governance & Workers

What we said we'd do

- Further advancing our profit sharing program to increase employee participation and foster shared prosperity
- Implement a new pension program for employees

What we did

- Implemented a defined benefit pension plan in 2025, delivering on last year's commitment to establish a pension program for our employees.
- This puts NuLiv Science among a small share of private employers still funding a pension. According to the Bureau of Labor Statistics, only 6% of workers at private companies with fewer than 100 employees have access to a defined benefit plan. For a company of our size, at 19 employees, funding one is rare.

Looking forward

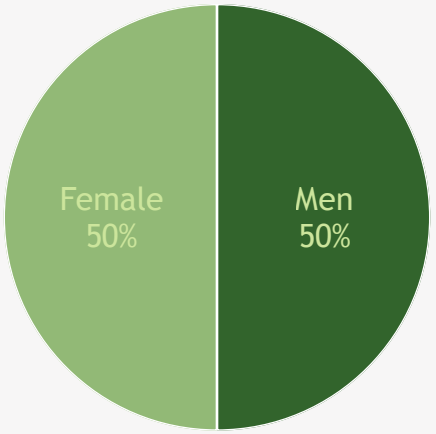
- NuLiv Science remains committed to advancing shared prosperity and supporting the long-term wellbeing of our team. Having established our defined benefit pension plan this past year, we will focus in the coming year on advancing our profit-sharing program to increase employee participation and further foster shared prosperity. We take pride in maintaining a healthy work-life balance, and remain committed to fostering transparency within our team and company.

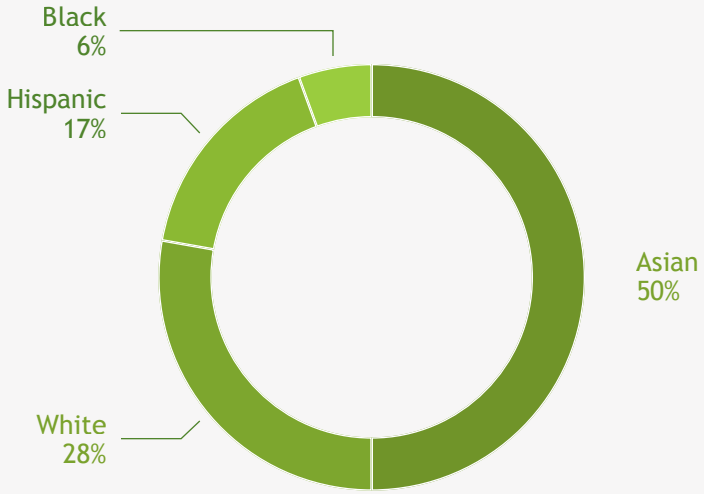
NuLivScience

www.nulivscience.com

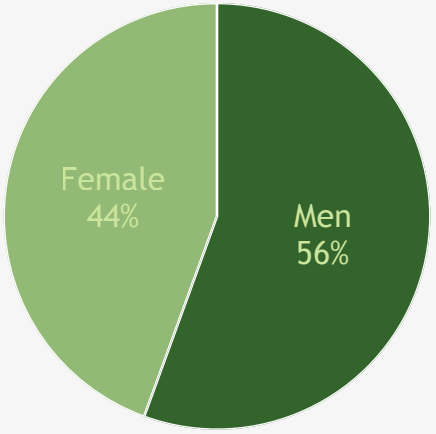
Diversity & Inclusion

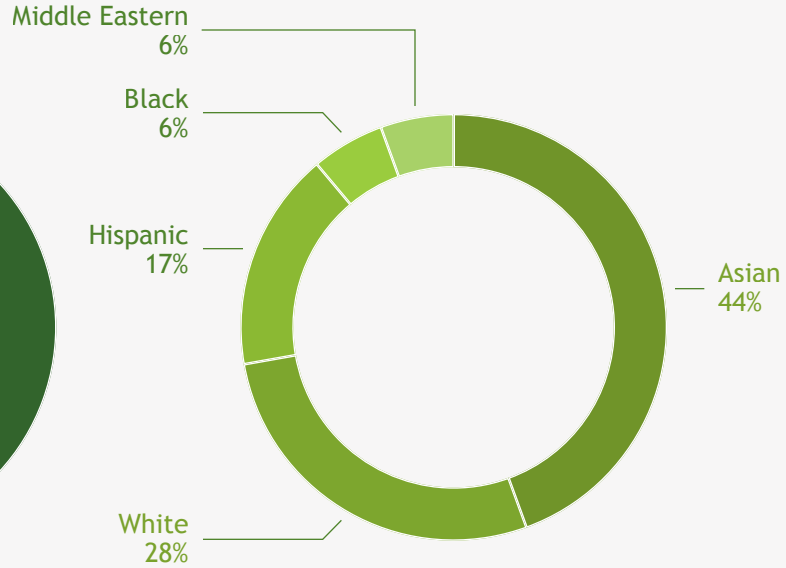
Previous Year





Current Year





A diverse and inclusive team is the result of consistent effort, not a one-time milestone.

NuLiv Science remains majority-staffed by people from underrepresented backgrounds, who make up roughly three-quarters of our team. With the addition of one new team member this year, our gender split is no longer exactly 50/50, but it remains close to balance. The makeup of the team is part of how the work gets done. That breadth of perspective shapes the way that we work.

Diversity & Inclusion

Our Commitment

We have long been committed to cultivating a diverse and inclusive team, valuing individuals from all gender identities and ethnic backgrounds. Our ongoing goal is to achieve a relatively even gender ratio while fostering an environment that celebrates and respects diversity. We take pride in the progress we have achieved year over year, and we are dedicated to continuing this positive trajectory. As we expand, we actively seek opportunities to welcome stakeholders with diverse backgrounds, experiences, and values, recognizing the invaluable contributions they bring to our team and the richness they bring to our organization.

Customers

At NuLiv Science, we are dedicated to the health and safety of our customers.

We have robust policies and procedures in place, including consistent toxicity and heavy metals testing, to ensure that our products and services do not pose any risks. While we recognize there is always room for improvement, we are committed to continuous progress in this area. We are also proud that three of our clients participate in Vitamin Angels, a global public health nonprofit focused on helping underserved populations in need. This year, we completed our annual compliance visits to our labs abroad, reinforcing our standards with our manufacturing partners, and began work on new customer surveys to better understand and share our customers' achievements in worker welfare, community engagement, and environmental stewardship. Additionally, our primary manufacturing partners are Sedex compliant, third-party audited, and registered, aligning with Sedex's mission to provide data-driven insights, tools, and services that help companies continuously enhance their environmental, social, and governance (ESG) outcomes.

Community

What we said we⁹d do

- Continue annual compliance visits to our labs abroad.
- Uncover and share customer stories about their worker, community, and environmental achievements in line with B Corp values.

What we did

- Completed our annual compliance visits to our labs abroad, continuing our commitment to upholding our standards and values with our manufacturing partners.
- Discussed implementing new customer surveys to gather better feedback and identify areas to improve, building toward richer insight into our customers' worker, community, and environmental achievements.

Looking forward

- NuLiv Science remains committed to engaging with our customers and upholding our values. We successfully completed our annual compliance visits to our labs abroad, reinforcing our standards with our manufacturing partners. Building on our discussions this year, we plan to roll out new customer surveys to gather better feedback and deepen our understanding of our customers' achievements in worker welfare, community engagement, and environmental stewardship. Through these surveys and ongoing outreach, we aim to uncover and share more customer stories that reflect these values, in line with B Corp principles. We will also continue our annual compliance visits to ensure our manufacturing partners meet our standards.

Looking Forward - Our Goals for 2027

Community	Environment	Governance & Workers	Customers
• Re-emphasize bi-annual team-wide volunteer events, providing opportunities for collective community engagement and making a positive impact together. • Continue annual team charity drive focus, fostering a culture of giving and philanthropy within our organization. • Continue and emphasize our office animal donation program, encouraging ongoing team participation in supporting animals and pet owners in need.	• At least 1 community volunteer or drive event must benefit an environmental cause. • Continue tracking for in-office can and bottle recycling, with a goal to maintain our recycling standards	• Complete the first full Cash Balance Plan valuation and issue participant statements to all eligible employees. • Run an anonymous employee engagement survey once during the year and share a summary of results with staff. • Adopt a written supplier code of conduct covering labor and environmental standards, and have overseas manufacturing partners sign it.	• Continue annual compliance visits to our labs abroad • Launch the customer survey discussed in Kevin's meeting. Send it to our top 25 accounts, target a 40% response rate, and publish a summary internally by a set date.

Thank you!

As we conclude this year⁹s B Impact Report, we reflect on our recertification with a renewed sense of purpose.

As we close this year's B Impact Report, we do so with a clear view of both our progress and the work ahead. Recertification in 2025 reaffirmed our commitment to accountability and gave us an honest read on where we are strong and where we can grow.

This year brought real progress, from funding a defined benefit pension plan for our entire team to nearly quadrupling the impact of our annual beach clean-up. We also fell short in places, including holding only one of our two planned volunteer events, and we carry those lessons into the year ahead.

At NuLiv Science, our greatest strength comes from our dedication to our people, our community, and our planet. We are proud to hold our place in the B Corp community, and we remain focused on building a business that creates lasting, positive change.

Thank you for being part of this journey with us.