
B Impact Report

Sept '24 - Sept '25

Certified



Corporation



This report covers September '24 - September '25

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When we started our journey as a Certified B Corporation, we knew it would push us to look at business in a new way. The guidance from B Lab has helped us keep raising the bar and finding better ways to make a positive impact year after year.

Beyond supporting our team, we've added community events, beach cleanups, and supplier environmental vetting into the mix. One thing we're especially excited about is launching a hybrid pension plan in 2026—something rare for a company our size in the health and wellness space.

We look forward to the future years as a B-Corp embracing our own take on balancing all shareholders wealth.

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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



As we continue to provide well-researched, high-quality ingredients to our global partners, we remain focused on supporting our team, our communities, and the environment.

Earlier this year, we successfully completed our B Corp recertification, a process that highlighted both our progress and new opportunities to strengthen our impact.

We are proud to continue as a Certified B Corporation, meeting rigorous standards for social and environmental performance, transparency, and accountability. The B Impact Assessment remains one of the most comprehensive evaluations we've encountered in our two decades of operations, and it serves as a roadmap for ongoing improvement.



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.



Governance

15.8



Workers

26.6



Community

18.8



Environment

16.4



Customers

3.6

Previous Overall B Impact Scores

2022 Overall B Impact Score

82.4

Community



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

Our team participated in our third annual volunteer day at our local State Beach and our second annual charity drive benefiting the Second Harvest Food Bank, helping to provide essential meals to local families in need. 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 we'd do

- Re-Emphasise 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

- One 2-hour team volunteer event with our local state beach
- 8 hours of individual volunteer events attended by our team
- Partnered with local small businesses for printing & embroidery services
- Teamwide contribution for Second Harvest Food Bank - Supporting their "Adopt a Family" program to provide meals to families in need around the holidays.
- 7 local charities supported
 - Animal Hope
 - Girl Scouts
 - Leukemia & Lymphoma Society
 - Olinda Elementary PTO
 - Rolling Ridge Elementary School
 - Second Harvest Food Bank
 - World Central Kitchen

Looking forward

- As we reflect on this year's efforts, we recognize the need to re-emphasize our commitment to community involvement. While we successfully achieved our goal of hosting an annual team charity drive, donating to Second Harvest Food Bank to provide meals to local families, we fell short of our goal to hold two team-wide volunteer events. Looking ahead, we are renewing our focus on organizing bi-annual team volunteer events and continuing our annual charity drive.
- Through these efforts, we aim to strengthen our culture of giving and philanthropy within the organization and the communities we serve.

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 51 pounds of trash, contributing to a cleaner environment. 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.
- Enhancing our recycling practices to minimize waste and promote a circular economy.

What we did

- Huntington State Beach Private Clean-Up
 - 13 employees attended
 - Removed total of 51lbs of trash from the coastline
- Introduced a new in-office recycling system with an upgraded disposal station to streamline the separation of cans, bottles, paper, and landfill items, making it easier to contribute to a greener workplace. This initiative led to the successful recycling of 80lbs of cans and bottles.
- Applied for new recycling services through our waste management provider to further improve our recycling practices when approved.
- Through our utility provider, Nuliv Science sources 100% of our energy from a local solar farm - Currently averaging 35kWh per day, entirely covered by solar energy.

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.

Governance & Workers

What we said we'd do

- Further advancing our profit sharing program to increase employee participation and foster shared prosperity

What we did

- While we made progress in evaluating and planning, we did not achieve our specific goals for completing the profit-sharing program this past year, but it should be ready to implement in the near future.
- We also researched and made plans to implement a hybrid pension program which will be a goal to complete for next year.
- We recognize the importance of these initiatives and are committed to making them a priority moving forward.

Looking forward

- We recognize the challenges and opportunities for improvement. While we didn't fully meet our goals last year, we have taken positive steps and remain dedicated to advancing our profit-sharing program in the coming year to foster greater employee participation and shared prosperity. We also plan to implement a hybrid pension plan in the coming year. We take pride in maintaining a healthy work-life balance, and are committed to fostering transparency within our team and company.

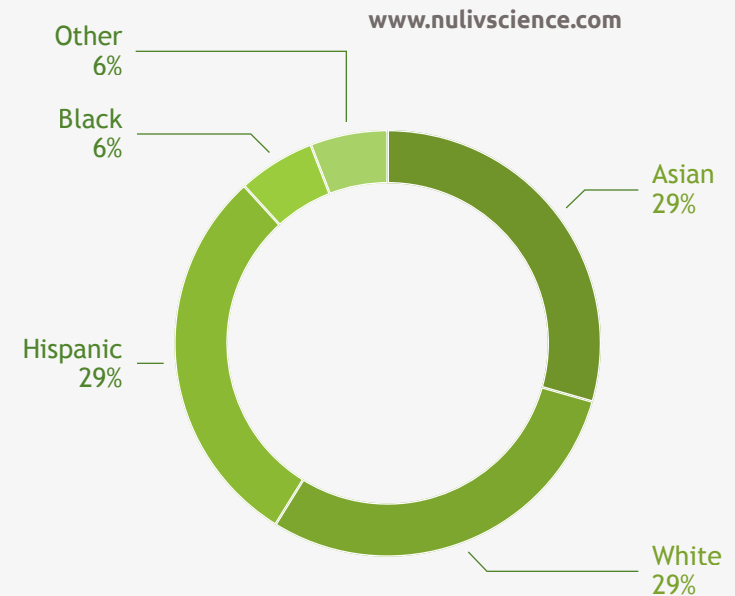
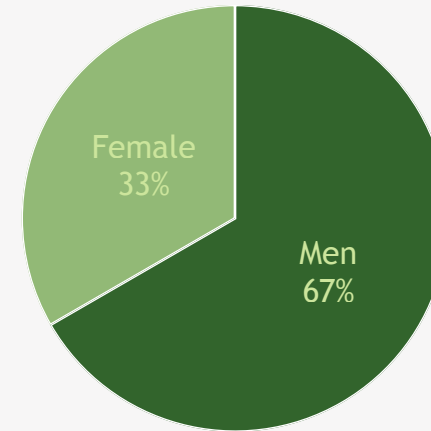
Diversity & Inclusion



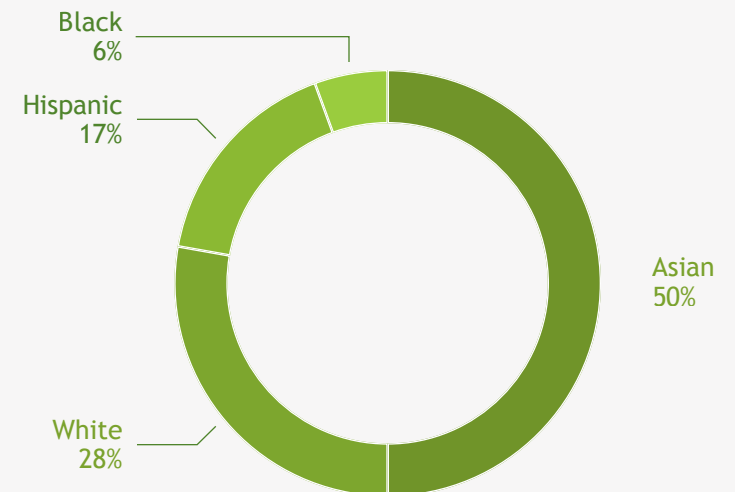
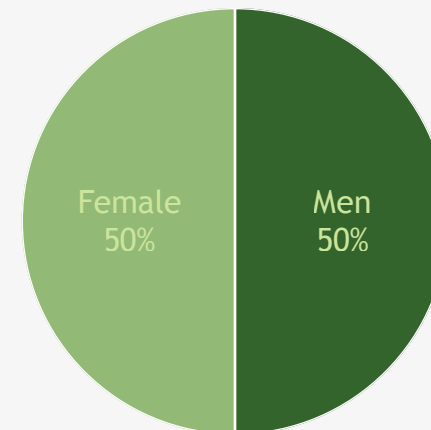
At NuLiv Science, we believe a diverse and inclusive workforce drives creativity and collaboration.

This year, we're proud to share that we reached our goal of a 50/50 female-to-male ratio, with more than half of our staff also coming from underrepresented groups. We believe that promoting diversity and inclusion is not only the right thing to do—it also strengthens our business by creating a more engaged and productive workforce.

Previous Year



Current Year



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, and we were able to meet with a fellow B Corp client earlier this year, and tour their farm. Additionally, our primary manufacturing partners are Sedex compliant, 3rd 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 we'd do

- Gather more information about our customers' charitable partnerships
- Implement recurring annual visits to our labs abroad to ensure compliance with our values.

What we did

- Last year, we set goals to gather more information about our customers' charitable partnerships and to implement recurring annual visits to our labs abroad to ensure compliance with our values. This year, we visited our labs in Taiwan in person, reinforcing our commitment to upholding our standards and values. We also spent more time learning about our customers, like Gaia Herbs which practices sustainable farming.

Looking forward

- NuLiv Science remains committed to engaging with our customers and upholding our values. While we successfully conducted an in-person visit to our labs, we would still like to improve on our goal of gathering information on customers' charitable partnerships. Next year, we will focus on uncovering and sharing more customer stories that reflect their achievements in worker welfare, community engagement, and environmental stewardship, in line with B Corp values. We will also continue our annual compliance visits to labs abroad to ensure our manufacturing partners meet our standards.

Looking Forward - Our Goals for 2025

Community	Environment	Governance & Workers	Customers
• Re-Emphasise 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.	• 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	• Further advancing our profit sharing program to increase employee participation and foster shared prosperity • Implement a new hybrid pension program for employees	• Continue annual compliance visits to our labs abroad • Uncover and share customer stories about their worker/ community/environment achievements in line with B Corp values

Thank you!

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

This milestone reaffirms our commitment to accountability and continuous improvement while highlighting new areas where we can grow and strengthen our impact.

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

Thank you for being part of this journey with us—we look forward to the years ahead and the progress we will make together.