HUMAN RIGHTS POLICY

Amended and Restated on November 5, 2026

A core value of LifeVantage Corporation ("**LifeVantage**") is respect for fundamental human rights. This policy demonstrates LifeVantage's commitment to promote human rights, including minority rights and women rights in accordance with the UN Guiding Principles on Business and Human Rights, the UN Universal Declaration of Human Rights, and the OECD Guidelines for Multinational Enterprises.

This policy applies to LifeVantage and its subsidiaries, directors, officers and employees and is part of LifeVantage's corporate training. LifeVantage also expects its partners and suppliers to comply with this policy and Vendor Code of Conduct and urges them to adopt similar policies of their own. LifeVantage audits its manufacturing partners and suppliers on these matters at least every three years. If any of LifeVantage employees have questions about this policy, they should speak to their supervisor or the Human Resources Department. This human rights initiative is evolving, and LifeVantage will continue to solicit and incorporate feedback from our stakeholders.

LifeVantage realizes its social responsibility in the countries where we operate. All global employees must review our Code of Conduct annually and receive training on expected conduct and ethical behavior. This policy and our Code of Conduct, with the associated training, is intended to create a culture where issues can be raised without fear of retaliation and to promote ethical behavior.

Child, Forced or Compulsory Labor and Physical Abuse

LifeVantage opposes and prohibits the use of modern child slavery, human trafficking and forced labor of any kind and is committed to partnering with those who share these values. LifeVantage will audit its supply chain and manufacturing partners to ensure the integrity of these values are reflected in their business practices at least every three years.

Wage and Hour Practices

LifeVantage is committed to providing fair and competitive wages to its employees. We are committed to paying livable wages. We also respect local union rights, freedom of association and the right to collective bargaining.

Unlawful Harassment

LifeVantage endeavors to maintain a work environment that nourishes respect for the dignity of each individual. Harassment due to race, creed, color, sex, sexual orientation, sexual identity, marital status, religion, national origin, ancestry, age, or mental or physical disability, and/or any other basis prohibited by law is strictly prohibited. Harassment is unacceptable by, toward, or between co-workers, supervisors, managers, LifeVantage independent consultants, vendors, customers or contractors. Actions, words, jokes, or comments based on any such basis will not be tolerated.

It is against the policies of LifeVantage for an employee to sexually harass another person.

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's and/or any other individual's work performance or environment. All complaints of harassment will be promptly, thoroughly and confidentially (as much as possible) investigated and, where necessary, appropriate corrective action will be taken. Any person found to have unlawfully harassed another employee will be subject to appropriate disciplinary action, up to and including termination.

Equal Employment Opportunity

LifeVantage is committed to providing equal employment opportunities to all individuals. LifeVantage does not discriminate regarding hiring, firing, compensation, or other aspects of employment on the basis of race, creed, color, sex, sexual orientation, sexual identity, gender identify, gender expression, marital status, religion, national origin, ancestry, age, or mental or physical disability, or any other basis prohibited by law.

LifeVantage does not discriminate on the basis of gender in compensation or benefits for women and men who work in the same establishment and perform jobs that require equal skill, effort, and responsibility and which are performed under similar conditions. LifeVantage is committed to complying fully with the Americans with Disabilities Act of 1990, as amended (ADA) and ensuring equal opportunity in employment for qualified persons with disabilities. All employment practices and activities are conducted on a non-discriminatory basis. LifeVantage will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. An employee with a disability for which reasonable accommodation is needed should contact the Human Resources Department to discuss possible solutions.

Employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of the Human Resources Department and/or their management. Employees can raise legitimate concerns and make good faith reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination.

Diversity and Inclusion

We recruit, hire and retain the best global talent for our workforce, including the board of directors and senior management, regardless of gender, race, age, ethnicity, religion, national origin or any other protected characteristic reflecting the market and regions we serve. A diverse mix of skills, experiences and background drives new ideas.

Concerns or violations about this policy can be reported to the Human Resources Department, our General Counsel, or through our anonymous ReportIt hotline: at (1-877) 778-5463 or www.reportit.net (User name: LifeVantage/Password: LFVN).