

2021 SASB

／ Factsheet



Thorne HealthTech[®]

Experts in the field of human health

To bring the scientific rigor of biotech and pharma to the prevention space and extend the length of time people can live healthier lives.



Personalized, Scientific Wellness



/ High-quality nutritional supplements



/ Trusted and recommended by medical professionals and athletes



/ Education, quizzes, and testing to help personalize customer offerings



/ Identify compounds for new indications



/ Leveraging databases and AI to solve health questions



/ Facility is NSF Certified and Thorne has an exemplary record of compliance with cGMP

Vertical Integration

Commitment to Quality

Product Excellence

Trend Setters

Health Is the New Wealth

Personalization



Our Ingredients Supported by Clinical Data or Medical Research

Mayo Clinic Collaborator

45K Health Professionals

40 Products in Clinical Trials Globally

100+ Professional Sports Teams

4M+ Customers⁽¹⁾



(1) 4 Million Customers as of 2018 - 2021

About Us

Thorne HealthTech* is a leader in developing innovative solutions for a personalized approach to health and wellness. Thorne HealthTech is a science-driven wellness company that is utilizing testing and data to create improved product efficacy and deliver personalized solutions to consumers, health professionals, and corporations. Thorne HealthTech's artificial intelligence models provide insights and personalized data, products, and services that help individuals take a proactive and actionable approach to improve and maintain their health over a lifetime.

Thorne is a science-driven wellness company pioneering innovative solutions and personalized approaches to health and wellness. We are building a new health category to deliver better health outcomes through a proactive, empowered approach. By combining our proprietary multi-omics database, artificial intelligence, and digital health content with our science-backed nutritional supplements, we deliver a total system for wellness. We believe our integrated solution will redefine the expectations for good health and peak performance.

Founded in 1984, Thorne Research was a small company dedicated to being a “thorn” in the side of the traditional supplement industry by making the purest and highest quality nutritional supplements to sell to health professionals. With a vision for an unparalleled health ecosystem fueled by innovation and technology, we acquired Thorne Research in 2010 and co-founded Onegevit in 2018. In early 2021, we completed our acquisition of Onegevit and combined these two complementary companies.

During the past 11 years, we have evolved to become a transformative consumer brand, trusted by thousands of professional athletes and consumers.

4M+

Customers

45K

Healthcare
professionals

100+

Professional sports and
US national teams

181

Formulas

Our success is not limited to the U.S. market; our Thorne brand was sold in 32 countries in 2021, and we expect to continue to expand internationally.

*Unless we state otherwise or the context otherwise requires, the terms “we,” “our,” “Thorne,” “the Company,” “our business,” and “our company” refer to Thorne HealthTech, Inc. and its consolidated subsidiaries as a combined entity.



Thorne HealthTech

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This report contains forward-looking statements, including our commitments, targets, and other statements that are not historical facts. These statements are subject to risks and uncertainties and are not guarantees of future performance. Factors that could cause actual results to differ materially from those expressed or implied by such statements are set forth in our SEC filings. All forward-looking statements are based on management's current assumptions, estimates, and projections.

Introduction

In 2021, we enhanced our ESG strategy to align with the broader transformation of our business. Our executive leadership team and Board of Directors recognized the importance of embedding environmental and social priorities within our business operations and approved an enhanced and modernized ESG strategy intended to drive additional progress on initiatives that promote sustainability, diversity, equity, inclusion, and increased transparency. The Board and its ESG Committees provide oversight of our practices and reporting with respect to sustainability matters.

This year, we established an ESG Working Group, which is responsible for leading our ESG strategy and monitoring our corporate social responsibility and environmental sustainability initiatives. This group includes cross-functional subject matter experts from across the firm. Thorne HealthTech's internal ESG groups include the Green Team (environmental), Thorne United (social), and Legal/Executive (corporate governance). In addition, the ESG Working Group oversees our sustainability disclosures, including the production of our Sustainability Accounting Standards Board (SASB) Factsheet.

Our senior leadership team is tasked with driving results in these areas given the strategic importance of our ESG initiatives. Against this backdrop, we have engaged with our internal and external stakeholders on ESG topics to help further inform our future direction and priorities.

The Company is dedicated to making corporate social responsibility a part of everything we do in the communities we serve - including how we manage and develop our people, the products and services we offer, and the investments we make in creating a sustainable and resilient economy in our communities. The Company's senior management team develops the Company's ESG strategic direction and is driving progress through an internal ESG Working Group led by a cross-functional team of executives representing Communications, Community and Employee Engagement, Facilities, Human Resources, Investor Relations, and Legal. Our Board of Directors is charged with providing guidance, insight, and oversight as to the strategy, initiatives, and management's performance in achieving ESG goals. Against this backdrop, we have, with the assistance of outside ESG expertise, performed an assessment of key indicators and engaged with our internal and external stakeholders on ESG topics to help further inform our future direction.

This factsheet goes through:



**/ Environmental
Responsibility**



**/ Social
Impact**



/ Governance



Paul F. Jacobson

Chairman and Chief
Executive Officer

“

WE BELIEVE

personalized, scientific
wellness can extend the
duration of one's health
span and create happier
and healthier lives.”

August 2022

Letter from **Our CEO**

I am pleased to share our first global SASB Factsheet, which marks a significant step forward in our sustainability journey. The Thorne brand has been built on the core pillars of safety, credibility, quality, and user experience — something we are, to this day, very proud of.

We have been growing steadily and profitably across multiple channels as the healthcare paradigm continues to shift away from an inadequate system focused on sick care and instead, toward customer centricity, prevention, and optimized wellness. Over time, Thorne has become a leader in delivering innovative, personalized solutions to consumers, health professionals, and corporations. During 2021, we generated record net sales and profit. As a leading scientific wellness company, we believe that we must continue to invest in and leverage our unique value-enhancing differentiators, including sustainability.

To that end, the Board and its committees ensure environmental, social, and governance principles are integrated into our business strategy in ways that optimize opportunities to make positive impacts while advancing long-term financial goals.



At Thorne, we are a team united behind a common purpose of testing, educating, inspiring, and improving the health and wellness of people around the world. Our culture empowers our employees. From our distinguished researchers to our elite customer-care team, every individual has the opportunity to make a difference firsthand. We are committed to the health of the communities in which we work and create opportunities for employees to give back and support causes they care about.

Thorne continues to be excited about the opportunities ahead of us as we expand our platform in key geographies and further our commitment to being responsible stewards of the environment and good partners to the communities in which we operate.

During 2021, we continued execution of our business plan and delivering solid growth. Through our platform of innovative health solutions and proprietary technology, we are building a new category within the health and wellness market.

Furthermore, we remain committed to reducing waste, and a key aspect of our ESG strategy is climate change. We do not limit our thinking on emissions reductions simply to environmental enhancements. Rather, we consider the vast impacts climate change

can and will have on the communities we serve, especially on people who live in vulnerable areas and will be disproportionately affected.

This report formalizes our commitment to regularly communicate our ESG actions and performance. Building on our strong governance foundation detailed on our website and in our regulatory filings, we incorporated and utilized the SASB framework as part of this disclosure to further enhance transparency. While we are pleased to share this report, we do, however, remain conscious of the need to continue to embed the principals of a circular economy throughout our organization. In the coming years, we will remain vigilant to maintain rigorous ESG standards, enhance our sustainability efforts, and continue to be keenly focused on implementing a best-in-class program. Our focus ahead is unwavering. We are excited for what the future holds for Thorne and to share our sustainability story with you in this factsheet.

We appreciate your confidence and support.

A handwritten signature in black ink, appearing to read 'Paul F. Jacobson'.

Paul F. Jacobson

Chairman and Chief Executive Officer



Environmental Responsibility

Katie Rainsberger, Professional
Steeplechase Runner



Environmental Responsibility

The sustainability of operations, products, supply chains, and infrastructure projects are central to sustained value creation, growth, and resilience. We are committed to creating environmental responsibility with our employees and other partners and to encouraging them to reduce consumption of natural resources; preserve air, soil, and water quality; manage waste properly and encourage reuse or recycling; reduce use of toxic substances; and apply an ethical approach to source reduction and disposal efforts.

We have a role to play in protecting and preserving our planet, and we are committed to addressing environmental risks by adopting sustainable practices throughout our business, including identifying and assessing financial risks associated with climate change, energy, waste, pollution, natural resource conservation, and treatment of animals. In parallel with our ESG strategy, we evolved the strategic priorities that drive our environmental responsibility to include:

/ SUSTAINABLE SOURCING

including ensuring a sustainable supply chain and purchasing environmentally friendly ingredients, packaging, and materials.

/ ENVIRONMENTALLY RESPONSIBLE OPERATIONS

such as reducing environmental resource consumption and waste.

/ ADVOCACY

where the Company supports measures to educate and engage consumers, suppliers, and third parties to solicit their endorsement and support for our sustainability efforts.

As our sustainability efforts evolve, we are working on long-term solutions to eliminate unnecessary paper waste, including an innovative paperless “pick, pack, and ship” system. Nearly all of our shipping supplies are made from recycled materials, including our shipping boxes, fill-air pillows, and padded packs. We are also continuously investigating and implementing ways to boost efficiency, such as utilizing high-efficiency electrical equipment, including LED and motion detector lighting, renewable energy sources, and high-efficiency HVAC units.

In addition to the above principles of advancing a circular economy, in 2021, we continued to employ recycling bins for aluminum, plastic, and paper in our offices, and recycling toner cartridges and electronic equipment. Historically, the Company used poly/plastic mailers for direct-to-consumer shipments. This year we switched from poly/plastic mailers to kraft recyclable paper mailers — reducing downstream waste. During the year, we also launched our first product line that delivers nearly zero carbon footprint — printed discs in plastic-free packaging. Specifically, production generates 75% less CO₂ emissions, 53% less greenhouse gases, and uses 33% less water than our traditional production.*



/ DISC TECHNOLOGY

Nearly

Net zero

Carbon packaging

Reduced

75%

less CO₂ emissions*

Reduced

33%

less water*

* Per 8 oz. serving, compared to plastic bottle of competitor functional beverage. Source: independent study by industry-leading sustainability group, July 2020.

At Thorne, doing our part to protect the environment and its resources goes hand-in-hand with our quality standards.



OTHER EXAMPLES OF ENVIRONMENTAL INITIATIVES IN 2021 INCLUDE

Provided vegan-friendly capsules with certification to help bolster animal welfare and customer options.

Used PBDE-free (polybrominated diphenyl ethers) bottles to improve our environmental footprint.

Utilized corrugated boxes that are made from 100% renewable sources.

Water Scarcity

Another critical risk we account for is water scarcity that varies from location to location with different impacts. To safeguard our long-term water supply, we promote water efficiency measures across our value chain and work to minimize water leakage through our infrastructure, and operational utilization of water. Additionally, qualified energy professionals conduct regular inspections of our energy consumption, including water, and make recommendations to improve the energy efficiency of our operations. Furthermore, Thorne complies with applicable legal and regulatory requirements to control and reduce energy and water usage in our operations. We are committed to making the necessary investments in systems and technology to ensure compliance and to meet or exceed these standards. We are continuously exploring innovative ways to boost water efficiency and minimize our environmental impact.

Sourcing Ingredients

Thorne cares deeply about where our ingredients come from. Our research and development team is tasked with sourcing, maintaining oversight of origin, and providing complete supply chain transparency. We partner only with suppliers whose practices emphasize quality, science, and environmental responsibility. For example, when sourcing ingredients for Daily Greens Plus, Thorne partnered with Atlantic Sea Farms, located in Maine, for its kelp ingredient. Atlantic Sea Farms has developed a business model that allows them to provide this nutrient-dense superfood on a commercial scale that benefits the environment and promotes year-round income for local fishing communities.

We have

2 modern

in-house laboratories

Committed to

100%

clean ingredients



Social Impact

Madison Keys, American
professional tennis player



Social Impact

At Thorne, we strive to champion a work environment that promotes the values of diversity, equality, inclusiveness, and community service. Our culture of caring and doing the right thing has evolved into a principled, stakeholder-driven sustainability strategy overseen by our Thorne United committee. We hold ourselves accountable to our mission and values, as well as our stakeholders.

Diversity and Equality

We are committed to fostering and embracing a diverse community in which employees share a mutual understanding and respect for each other. Our pledge to diversity and equality encompasses our commitment to create a work environment that embraces inclusion regardless of race, color, religion, gender, sexual orientation, gender identity, national origin, age, genetic information, marital status, amnesty, pregnancy, disability, veteran status, or based on pregnancy, childbirth, or related medical conditions.

Our diversity and equality program starts with our goal of championing a culture of attracting, retaining, and developing a workforce that is unique in background, knowledge, skillset, and experience.

AS OF DECEMBER 31, 2021

We employed

496

people worldwide with the majority concentrated in the United States



OUR WORKFORCE DIVERSITY



49%
Women



39%
Diverse

These figures were an improvement from 2020 when women represented 45% and self-identified ethnic and racial minorities represented 36% of the Company's workforce.

OUR WORKFORCE SAFETY



3.84

Total Recordable (Injury)
Incident Rate

Content from



We recognize Thorne plays an important part in the lives of our employees and we strive to create an inclusive workplace where employees feel heard, valued, and appreciated for who they are. We encourage our team members to form relationships with those around them based on mutual respect, dignity, and understanding. We prioritize transparency and open communication with our employees. Continuously listening and acting on their feedback — including through surveys, town halls, and other communications — we maintain a culture of engagement, working to recognize and reward our employees.

Health and Wellness

We have begun to transform and modernize our culture and talent management practices by implementing Human Capital Management (HCM) reporting and practices to establish a foundation to enable leaders to better hire talent and manage teams. These practices include standards for setting goals, performance evaluations, succession planning, and learning and development. We are committed to pay equity and regularly review our compensation model to ensure fair and inclusive pay practices across our business.

The health and wellness of our employees is our top priority and in recognition of this, we aim to provide a robust health and wellness package. We continually evolve our benefits plans to remain competitive and to meet the needs of our workforce to include medical benefits, dependent care, survivor benefits, disability coverage, new parent paid leave, and a 401(k) program with up to a 4% match. Through oversight by our Wellness Committee, the Company provides employee wellness programs, including health training classes, promoting healthy meal options in our canteens, sponsoring health events, and offering monthly free product stipends to employees.

Thorne promotes education and professional development for our employees, their families, and the community, and we offer the following programs to support that end:

/ COMPANY-SPONSORED

and contributory 529 Educational Saving Program

/ TUITION GRANTS

for employees and children

/ INTERNSHIPS

for local universities and for eligible employees' children

/ COMMUNITY SERVICE

we offer paid time off to employees for community service

It is also the Company's policy to provide a healthy and safe workplace for our employees and to observe applicable federal and state laws and regulations. Consequently, Thorne has maintained a longstanding Safety Committee responsible for developing and overseeing a comprehensive safety program, including required training and safety monitoring. During 2021 the Company's Total Recordable (Injury) Incident Rate was 3.84.

Response to COVID-19

Since the start of the COVID-19 pandemic in 2020 and throughout 2021, the health and wellness of Thorne's employees and their families has been our highest priority. Beginning in 2020, the Company implemented its Novel Infectious Disease Policy and a series of supporting disease mitigation guidelines and protocols. These include social distancing, mandatory masks onsite at our facilities, sequestering those ill and at risk, and personal and facilities hygiene measures.

In 2021, we continued to respond to the unprecedented challenges faced by our team due to the pandemic. Notably, we maintained rigorous sanitation processes, ensured COVID-19 safety training, included COVID-19 safety questions in our feedback surveys, and continued health screenings. Going forward, we will continue to monitor the rapidly evolving situation and take guidance from federal, state, local, and foreign governments and public health authorities based on their recommendations.

Community

The Company is focused on making a positive impact in our communities through charity and fundraising, educational sponsorship, and local community development. We strengthen our communities by supporting individual employees who volunteer with local community groups and by direct participation in philanthropic initiatives. Thorne's Board and executive leadership team believe we have the responsibility and the resources to enable positive change in building a more sustainable and resilient future for those we serve.

We continually strive to put our knowledge, skills, and resources to work improving the quality of life in our communities. We measure our success not only in financial terms, but in our ongoing efforts to reduce inequalities through quality education, addressing food insecurities, good health and well-being, and empowering individuals in low- to moderate-income communities.

OUR CHARITABLE GIVING EFFORTS INCLUDE:



Volunteers rolled up their sleeves to complete 173 projects in our Tri-County community, resulting in 9,790 volunteer hours valued at \$110,920.



An annual fundraiser to support a nationwide network of more than 200 food banks feeding more than 46 million people through a non-profit organization called Feeding America.



"100 Bags of Joy," a program aimed at filling kits with hygiene supplies to give to homeless members of our community.



Encouragement for employees to participate in Salvation Army's Virtual Angel Tree website that purchases gifts for local children in need.



Governance



Governance

Thorne is committed to achieving excellence in our sustainability practices and to establishing a strong ESG foundation for the long-term success of the Company. We emphasize a culture of accountability and conduct our business in a manner that is fair, ethical, and responsible to earn the trust of our stakeholders. We also maintain robust risk management programs to ensure compliance with applicable laws and regulations governing ethical business practices.

Our Board Diversity

Our Board of Directors sets the tone for our Company and has implemented strong governance practices, including independent directors and a commitment to diversity, equity, and inclusion.



57%
Board Diversity



29%
Female Directors



57%



29%



14%

43%
Ethnically/Racially Diverse Directors

Our Board Governance

The Board is governed by a formal Code of Ethics and Bylaws, and independent directors chair the Compensation, Audit, and Nominating and Governance Committees. In addition to Board committees, the Company maintains Internal Control, Finance, Safety, Adverse Events, and ESG committees.

KEY ESG GOVERNANCE PRIORITIES INCLUDE:



Integrating ESG matters into overall governance structure and enterprise risk management framework



Proactively engaging stakeholders



Developing cohesive communications while providing advanced, peer-comparable disclosures



Commitment to Quality

Thorne recognizes that effectively managing enterprise risks is critically important to the long-term success of our business. Management is responsible for our company's day-to-day risk management activities. The Company relies on a comprehensive risk management process to aggregate, monitor, measure, and manage risks. The risk management process is designed to enable the Board to establish a mutual understanding with management of the effectiveness of the Company's risk management practices and capabilities, to review the Company's risk exposure, and to elevate certain key risks for discussion at the Board level.

Thorne is subject to rigorous controls and audits, and our Board actively oversees our audit and enterprise risk management practices. Our risk management teams ensure compliance with applicable laws and regulations and coordinate with subject-matter experts throughout the business to identify,

monitor, and mitigate material risks. These teams maintain robust testing programs, such as SOC 2 audit and WCAG 2.1 AA compliance, and provide regular updates to the Board. We leverage the latest encryption configurations and cybertechnologies on our systems, devices, and third-party connections and further review vendor encryption to ensure proper information security safeguards are maintained.

Thorne is committed to working with suppliers willing to support our sustainability initiatives. We believe that managing a responsible supply chain includes a proactive approach to supplier onboarding combined with a diligent auditing process to assess potential supply chain risks. Although we exercise oversight, we do not have full control over our supply chain nor the suppliers we do business with; however, we continually seek to partner with suppliers that share common values and a shared commitment to our ESG objectives.

We routinely engage with our stakeholders to better understand their views on ESG matters, carefully considering the feedback we receive, and acting when appropriate. For more information, please visit our website: thorne.com.

Annex

This Annex expands transparency through key quantitative data compiled in accordance with the SASB frameworks and standards, along with additional details on our workforce, revenues, sales, stakeholders, locations, and certification. Reported data covers global operations unless otherwise noted. In developing this SASB Factsheet, we have compiled metrics organized by key ESG themes incorporated within our tables and throughout our organization.

Our Collaborations

CrossFit



UFC



SASB Table

Ajeé Wilson, American Middle
Distance Runner, 2022 World Indoor
800-meter Champion



SDGs

Thorne HealthTech

The Sustainable Development Goals (SDGs) are a series of interlinked goals adopted by UN member states in 2015. These goals focus on creating a fairer, more just world with more sustainable economic and environmental practices by 2030. The goals are ambitious and will only succeed through the combined efforts of government, business, and civil society.



We support the SDGs, and recognizing the importance of the goals, we have linked our priority areas to them. We have prioritized several goals that most align with our business and where we can make a positive impact around the world.



Good Health and Well-being

Provide equitable access of health services for all and end preventable deaths.



Reduce Inequalities

Reduce all forms of inequality within and among countries.



Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



Responsible Consumption and Production

Encourages more sustainable consumption and production patterns through various measures.



Gender Equality

Achieve gender equality and empower all women and girls.



Life Under Water

Conserve and sustainably use the oceans, seas, and marine resources for sustainable development.



Clean Water and Sanitation

Safe drinking water and sanitation are human rights and fundamental to human health and well-being.



Life On Land

Seeks to protect, restore, and promote the conservation and sustainable use of terrestrial, inland-water, and mountain ecosystems.



Industry, Innovation, and Infrastructure

Aims to build resilient infrastructure, promote sustainable industrialization, and foster innovation.

SASB Table

Household Personal Products Standard

SASB TOPIC	SASB METRIC	SASB CODE	2021 DATA AND NARRATIVE RESPONSE
WATER MANAGEMENT			
 	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	CG-HP-140a.1	1) 10.97 thousand cubic meters 2) Thorne understands the importance of preserving water and is currently working to fully measure and manage its water impacts.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	CG-HP-140a.2	Water is vital for our industry and is increasingly becoming a scarce resource. To safeguard our long-term water supply, we promote water efficiency measures across our value chain and work to minimize water leakage throughout our infrastructure, and operational utilization of water.
PRODUCT ENVIRONMENTAL, HEALTH, AND SAFETY PERFORMANCE			
 	Revenue from products that contain REACH substances of very high concern (SVHC)	CG-HP-250a.1	No Thorne product, ingredient, or component contains a constituent of the REACH substances of very high concern (SVHC) as a function of its intended use.
	Revenue from products that contain substances on the California DTSC Candidate Chemicals List	CG-HP-250a.2	No Thorne product, ingredient, or component contains substances on the California DTSC Candidate Chemicals List as a function of its intended use.
	Discussion of process to identify and manage emerging materials and chemicals of concern	CG-HP-250a.3	Health is central to our mission and therefore the use of safe ingredients is a priority at Thorne. Compounds on the REACH substance of very high concern (SVHC) or the California DTSC candidate chemicals lists are considered contaminants and are controlled whenever known to be present in potentially significant quantities. For example, mercury, cadmium, lead, and arsenic are tested in every dietary ingredient to specifications established by the US Pharmacopeia and California's Prop 65. Sourcing procedures include detailed ingredient questionnaires with sections targeting disclosure of known containments including those listed on these lists.

SASB TOPIC	SASB METRIC	SASB CODE	2021 DATA AND NARRATIVE AND RESPONSE
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PRODUCT ENVIRONMENTAL, HEALTH, AND SAFETY PERFORMANCE (CONTINUED)

 	Revenue from products designed with green chemistry principles	CG-HP-250a.4	Information not available.
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PACKAGING LIFECYCLE MANAGEMENT

	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	CG-HP-410a.1	1) Information not available. 2) 0% 3) 100%
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	CG-HP-410a.2	Thorne is in the process of obsoleting single use plastics to the extent that there are feasible alternatives. This includes but is not limited to the removal of plastic jars for our powder fill products to be replaced with environmentally friendly gusset bag packaging. This will reduce the emissions for transit (26 pallets worth of jars are consolidated to 1 pallet of gusset bag packaging), as well as the use of single-use plastics for the relative lids, tamper seals, labels, and bottles. In addition to the gussets, Thorne is in the process of finding a more sustainable option for our capsuled product packaging.

ENVIRONMENTAL AND SOCIAL IMPACTS OF PALM OIL SUPPLY CHAIN

 	Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book and Claim	CG-HP-430a.1	Thorne is not a major user of palm oil nor do we directly source palm oil. 0% certified.
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ACTIVITY METRICS

	Units of products sold, total weight of products sold	CG-HP-000.A	12,469,583 units of product sold in 2021, approximately 2,500 tons.
	Number of manufacturing facilities	CG-HP-000.B	1 manufacturing facility

Biotechnology Pharmaceuticals Standard

SASB TOPIC	SASB METRIC	SASB CODE	2021 DATA AND NARRATIVE AND RESPONSE
SAFETY OF CLINICAL TRIAL PARTICIPANTS			
	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	As we have grown, so have the ways we answer two core questions, “Does this supplement work? And if so, “How does it work?” From initially helping other researchers answer these two questions, to taking the lead ourselves in initiating clinical trials, we now have an active clinical trials department at Thorne. We have developed strategic working partnerships with trusted research groups like the Mayo Clinic, the Hypertension Institute, and numerous others. We’re always striving to better understand how we can answer these two core questions, as well as one final one: “Is this supplement safe?” For example, Thorne recently completed a study that we conducted in conjunction with Dr. Mark Houston of the Hypertension Institute. In this randomized, placebo-controlled, four-month trial, a Thorne multi-ingredient supplement — LipoCardia® — was tested and found to be safe and effective for maintaining healthy lipid levels.
SAFETY OF CLINICAL TRIAL PARTICIPANTS (CONTINUED)			
	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	HC-BP-210a.2	Thorne has an exemplary record of compliance with the Current Good Manufacturing Practices (cGMP), set by the U.S. Food and Drug Administration. Our manufacturing facility, warehouses, and shipping centers are inspected and have passed every inspection without issuance of an FDA Form 483.
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	\$0

SASB TOPIC	SASB METRIC	SASB CODE	2021 DATA AND NARRATIVE AND RESPONSE
DRUG SAFETY			
	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	HC-BP-250a.1	None. At Thorne, clean describes supplements that do not contain any harmful or unnecessary ingredients. Our "No" List guides us every day in choosing which ingredients to source and how to formulate new products, so our customers can feel confident about what they are putting in their bodies. Our full "No" List is on our website.
	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	HC-BP-250a.2	0 fatalities
	Number of recalls issued, total units recalled	HC-BP-250a.3	0 recalls, 0 units recalled
	Total amount of product accepted for take-back, reuse, or disposal	HC-BP-250a.4	Approximately 0.04%
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-BP-250a.5	0 FDA enforcement actions

SASB TOPIC	SASB METRIC	SASB CODE	2021 DATA AND NARRATIVE AND RESPONSE
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COUNTERFEIT DRUGS

	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	To prevent counterfeiting of our products, Thorne employs confidentiality agreements, supply chain agreements, an authorized reseller program, authorized reseller policies, authorized reseller audits, a monitoring and product test buy program, an unauthorized reseller enforcement program, and IP as well as trademark protection.
	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	HC-BP-260a.2	To inform our customers and business partners of potential or known risks associated with counterfeit products, Thorne employs customer service alerts, communications policies (internal and external), and customer engagement/education.
	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	HC-BP-260a.3	0 actions

ETHICAL MARKETING

	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	\$0
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SASB TOPIC	SASB METRIC	SASB CODE	2021 DATA AND NARRATIVE AND RESPONSE							
EMPLOYEE RECRUITMENT DEVELOPMENT AND RETENTION										
	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	TALENT RECRUITMENT Attracting and retaining top talent is a top priority at Thorne HealthTech. To achieve this, we have established a talent recruitment and management program that we continue to develop. Thorne Health strives to create a work environment which embraces diversity and promotes equality regardless of race, color, religion, gender, sexual orientation, gender identity, national origin, age, veteran status, pregnancy, physical or mental disability. Thorne practices equality in employee promotions and ensuring internally equitable pay. TALENT MANAGEMENT Thorne is developing a talent bench strength strategy that focuses on understanding and building the future skills and capabilities needed for the long-term success of the organization. This will be accomplished by aligning our talent and succession planning strategy with the talent acquisition strategy, employee development strategy, retention strategy, and knowledge sharing strategy, bolstered by a modernizing and impactful Learning and Development department. Our priority is to successfully keep Thorne ready for today while preparing for tomorrow by ensuring we hire and retain the right people with the right skills, knowledge, and abilities; support a diverse employee population, and encourage and assist employees with personal and professional growth. Included in our strategy is a focus on improving the representation of historically underrepresented groups by fostering a diverse workplace that promotes a culture of inclusion, acceptance, and equal opportunity for all employees. We are intentionally identifying alternative methodologies and programs to source candidates with different personal and professional skills, methodologies, experiences, communications, and approaches. RETENTION OBJECTIVES Thorne aims to improve retention rates so turnover is less than 5% for the year. • Dedicated Retention Team committed to understanding and resolving core issues. • Competitive compensation and benefits package. • Supportive, respectful, and empowering culture/work environment. • Champion and celebrate successes through rewards/recognition. Improve female staffing rate to at least 50% and people of color ratio to at least 40%. • Inclusion recruiting practices and outreach to targeted groups. • Understanding and respectfully addressing needs of targeted groups so Thorne is recognized as a desirable employer. • Increase participation in professional organizations; assist in reaching these targeted groups.							
	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	HC-BP-330a.2	<table> <tr> <td>1.a. 3%</td><td>1.b. 13%</td><td>1.c. 35%</td><td>1.d. 28%</td></tr> <tr> <td>2.a. 0%</td><td>2.b. 0%</td><td>2.c. 6%</td><td>2.d. 15%</td></tr> </table>	1.a. 3%	1.b. 13%	1.c. 35%	1.d. 28%	2.a. 0%	2.b. 0%	2.c. 6%
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Thorne HealthTech[®]

Personalized, Scientific Wellness.
