



Young Living Essential Oils Strategy in Relation to Taxation

Overview

Young Living Essential Oils, LC (“Young Living,” “we,” or “the company”), is a privately owned direct selling company primarily engaged in developing, sourcing, manufacturing, marketing, and distributing essential oils, nutritional supplements, and personal care products. Young Living products are sold around the world through a network of independent distributors. The company is headquartered in Lehi, Utah, USA, with additional Young Living-affiliated sales offices located in key foreign markets.

More information about the Young Living affiliated group can be found [here](#) and details of our mission and values [here](#).

Our Approach to Tax

As a responsible business, we manage our global tax responsibilities in keeping with our mission and values. Our approach to tax aims to align with the needs and long-term interests of our various stakeholders, including governments, our owners and employees, our network of independent distributors, and the communities where we operate and source products. As such:

- We always consider the company’s corporate and legal responsibilities, brand, and reputation when considering tax affairs.
- We aim for our tax affairs to be sustainable and equitable, and we recognise the importance of tax systems in helping governments fund policies and programs to meet the needs of their communities and residents.
- We engage with all tax authorities in an open, transparent, and respectful manner.
- We support initiatives to improve transparency on tax matters, including OECD measures on country-by-country reporting and automatic exchange of information.
- We comply with the financial and tax-related disclosure and transparency requirements of government institutions that require financial and tax reporting in each jurisdiction where we have operations.

This tax strategy applies to Young Living companies and includes application of United Kingdom tax laws and tax laws of all other jurisdictions in which we operate. This document is published by Young Living Europe LTD on December 31, 2024, in compliance with their duties under Paragraphs 19(2) and 22(2) of Schedule 19 of the Finance Act 2016 to publish a tax strategy in the current fiscal year.

How We Manage Our Tax Risks

As a multinational group of affiliated entities, we are exposed to a variety of risks, both internally and externally, that could affect our business. The highest risks we consider from a tax perspective include:

- Complexity and jurisdictional risks: Tax laws are complex and open to interpretation. Risks can therefore arise in the interpretation of various tax laws and regulations. Different tax authorities may take different positions on similar issues, and such differences in positions may heighten the possibility of disputes.
- Legislative and regulatory changes: Changes in economic, political, legal, or regulatory conditions increase the likelihood of changes to tax systems in countries in which we operate, creating added uncertainty.
- Tax compliance and reporting risks: We heavily rely on financial and other systems, as well as appropriately qualified and capable employees and outside service providers across our operations, to analyse, calculate, record, report, and/or pay our tax liabilities timely and accurately.
- Business operational risks: Business growth, both in scale and complexity, requires ongoing review in context of our tax strategy and obligations. In particular, business expansion results in new transactions with new products in new markets. We rely on our business and finance teams to engage with the business and undertake regular reviews of new transactions, major decisions, and any changes to our commercial strategies to ensure that all relevant tax matters are identified and addressed in accordance with this tax strategy.

The policies and procedures we have in place, including our tax strategy, are designed to ensure that we comply with all applicable laws and regulations.

Responsibility for setting and implementing our tax strategy and the management of our tax risks ultimately sits with the chief financial officer (“CFO”). Oversight is provided by the audit committee of the company’s board of directors.

Day-to-day responsibility for the application of the tax strategy and the management of our tax affairs is delegated by the CFO to the vice president of finance and tax, who reports directly to the CFO.

The Director of Corporate Tax is supported by a team of qualified and experienced in-house tax and finance professionals based in the U.S. and other key countries in which we operate. Our global tax team manages the Young Living tax matters on a day-to-day basis. This includes managing our tax filing and financial reporting obligations, maintaining relationships with tax authorities, and working with the business on tax-related matters. The team works with the relevant business functions to analyse potential transactions and identify, manage, and ensure compliance with relevant tax requirements.

Material matters are escalated to the vice president of finance and tax and, if appropriate, to the CFO. External advice will be sought by our global tax team where there is a need for specialist guidance and

support. This includes, but is not limited to, material or non-routine transactions or areas of uncertainty surrounding the interpretation of tax law.

Our Tolerance of Tax Risks

We are committed to complying with the tax laws and regulations in all countries in which we operate and monitoring changes to the tax laws in those countries. Our internal policies and procedures are designed to ensure that we comply with applicable tax laws and minimize our tax risks.

Our tolerance of tax risks is continually evaluated and managed to ensure compliance while remaining consistent with the needs and long-term interests of our various stakeholders. Where appropriate, we will seek advice from professional advisors.

Our Attitude to Tax Planning

Our global tax team supports the commercial needs of the Young Living-affiliated group. We are committed to accruing, collecting, and paying tax in all jurisdictions in which we operate. To meet these objectives, we ensure that the location of taxable profits is aligned with the location of value creation and our business model in accordance with OECD guidance and applicable local tax rules. The global tax team assesses the appropriate tax treatment of the operating models, which are determined by the business. This may include the identification of tax efficiencies, such as use of or application for local tax incentives, reliefs, or exemptions, where legally available and permissible. However, it is not the role of the Young Living global tax team to determine how the business is operated.

Relationships with Tax Authorities

We are committed to maintaining professional, open, and transparent relationships with the tax authorities in all jurisdictions in which we operate, including HM Revenue and Customs (“HMRC”) in the United Kingdom and the Internal Revenue Service (“IRS”) in the United States. We seek to achieve this through:

- We act in a constructive, professional, courteous, and timely manner with integrity and good conduct. This is central to our culture and approach to tax compliance.
- We strive to comply with both the spirit and letter of the tax laws in all countries in which we operate. Where a tax authority’s interpretation of the law varies from ours, we will work with the authority to explain our position and resolve the issue in a timely matter. If we are unable to reach an agreement with a tax authority on the interpretation of the law or on another disputed matter and our position is supported by external advice, we may pursue dispute resolution as appropriate.
- For material transactions or tax events, we may engage on a real-time basis with the relevant tax authorities, including HMRC, to confirm, agree, or clarify the application of the local tax legislation to the transaction or tax event as appropriate.