



Herbalife[®]

Live your best life

2021-2022 Global Sustainability Report

Our vision to be the premier health and wellness company and community can be supported through sustainable business practices and products.

This demands commitment to a greater purpose than just looking after ourselves: ensuring access to quality products, fostering the health and well-being of people and our communities, and supporting a thriving planet. Our zeal to continuously develop and grow by constantly innovating how we do our business, through new products and evolving marketing plan, makes us unstoppable—and this entrepreneurial spirit is reflected in all we do.



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Chairman and CEO Letter



Michael O. Johnson
Chairman and CEO

Dear Herbalife Stakeholders,

For 43 years, Herbalife has helped millions of people lead a healthier lifestyle, offered a business opportunity, and empowered our Independent Distributors to improve their communities. Bold and innovative change has defined our history, and today our purpose of helping people live their best lives is more relevant than ever before.

As we look to the future, we are modernizing our business to meet the evolving needs of our Independent Distributors, customers, employees, investors, and communities. Our sustainability strategy is a part of our transformation and is detailed in our second Global Sustainability Report. This comprehensive report highlights how we are embedding sustainability into the fabric of Herbalife to not only comply with the evolving legal landscape, but to drive growth and create stakeholder value—from access to high-quality products, to community health and wellness, and a thriving planet.

Nutrition is vital to health and wellness. With global obesity rates rising and a growing demand for solutions to support health and wellness goals, our products meet nutritional needs of consumers globally. In the past two years, we launched more than 700 products in 95 markets and maintained our recognition as the World's #1 Health Shake.¹ We continue to innovate our product portfolio based on both global and local consumer demand and preference.

Our commitment to people is unwavering. We believe all communities have the right to safety, security, and health and wellness. In partnership with organizations like the World Food Program USA and the Global FoodBanking Network, we are tackling large-scale health and wellness issues for underserved communities. And we are proud to support the Herbalife Nutrition Foundation², which granted \$5.12 million to 178 local organizations in 2022 and benefitted 229,000 children.

We value the unique perspectives, backgrounds, and diversity of our stakeholders around the world. Our core value, “we always do what’s right,” guides our efforts

and includes protecting labor and human rights, safeguarding Independent Distributor and customer data, anti-corruption training, and sharing ethical business practices for our employees and supply chain.

A thriving planet is critical for our Company to source ingredients for our products. We have prioritized areas where we can have the greatest impact: reducing carbon emissions, circular packaging, and ethical and responsible sourcing. In 2021 and 2022, efficiency upgrades that reduce environmental impact were completed at many of our facilities. To tackle plastic and packaging wastes, our top-selling product canisters feature post-consumer recycled material in key markets, including the U.S. and Mexico. We are also incorporating sustainable packaging into our product development process. Continuing to educate and evaluate our partners on our sustainability practices is a key priority as we collaborate to drive growth and efficiency.

We remain committed to transparency as we share our progress in our sustainability journey. Our global efforts to advance sustainability continue in earnest, including incorporating targets of the United Nations Sustainable Development Goals, and being a member of the United Nations Global Compact.

Thanks to the leadership of our Independent Distributors, the loyalty of their customers, and the tireless work of our employees, we are creating a better world for decades to come. Our work is far from complete, but I feel more confident than ever before that we will rise to the challenge. Let's Go Herbalife!

Michael O. Johnson
Chairman and CEO

¹ Source: Euromonitor International Limited; per Consumer Health 2023 ed, Health Shake as per sports protein powder, sports protein RTDs, meal replacement, supplement nutrition drinks, and protein supplements, combined % RSP share GBO, 2022 data.

² The Herbalife Nutrition Foundation (HNF) is a public charity, not a subsidiary or affiliate of Herbalife. HNF chooses to join Herbalife in some charitable initiatives.

Herbalife At-A-Glance³

We are a global leader that has been changing lives through innovative products that improve health and wellness and creating business opportunities for our Independent Distributors since 1980. We offer science-backed products to consumers through Independent Distributors who provide one-on-one coaching and a supportive community to help their customers embrace a healthy, active lifestyle.

#1

brand in the world in weight management and well-being⁴

5 million

protein shakes consumed every day worldwide

82.3 million

canisters of protein shakes sold worldwide

131

product types

10

product development, research, and optimization facilities

5

Herbalife Innovation & Manufacturing (HIM) facilities

9

quality-control labs

95

markets

10,000+

employees

51%

women in the workforce

300+

scientists on staff, 50+ of whom are PhDs

6.2 million

Members⁵

~67,000

Nutrition Clubs

150+

sponsored athletes, teams, leagues, and events, 5 Olympic Committees

\$5.4 million

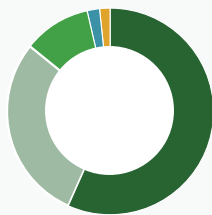
in total corporate charitable giving including cash and in-kind contributions

\$5.12 million

granted by the Herbalife Nutrition Foundation⁶

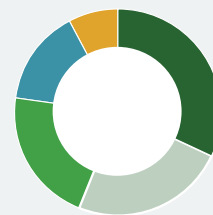
229,000+

children supported by grants from Herbalife Nutrition Foundation⁶



2022 Net Sales by Category

- 56.8% Weight Management
- 29.1% Targeted Nutrition
- 10.6% Energy, Sports, and Fitness
- 1.6% Outer Nutrition
- 1.9% Literature, Promotional, and Other



2022 Net Sales by Region

- 1,686.9 (32.4%) Asia Pacific
- 1,262.2 (24.3%) North America
- 1,078.5 (20.7%) EMEA
- 785.8 (15.1%) Latin America
- 391.0 (7.5%) China



\$5.2 billion in net sales

³ Data as of December 31, 2022.

⁴ Source: Euromonitor International Limited; per Consumer Health 2023 ed, weight management and well-being definition; combined % RSP share GBO, 2022 data.

⁵ Members includes 2.9 million Preferred Members, 2.0 million Independent Distributors in the markets where we have established these two categories, and 0.3 million sales representatives and independent service providers in China.

⁶ The Herbalife Nutrition Foundation (HNF) is a public charity, not a subsidiary or affiliate of Herbalife. HNF chooses to join Herbalife in some charitable initiatives.

2021 and 2022 Global Sustainability Highlights

Ensuring Access to Quality Products



Product Quality

- » 40+ awards and recognitions received for product quality and excellence
- » Rated the World's #1 brand in Health Shakes⁷ in 2022

Accessible Nutrition

- » 79% Nutrition Clubs in the U.S. were within a five-mile radius of a food desert in 2022, providing affordable access to nutrient-dense Herbalife products

Product Innovation

- » Launched 700 products across 95 markets, including brand new products and flavor extensions, and expanding existing products to new markets
- » Opened Global Business Service Center facility in 2021 for technology, innovation, product quality, and research and development



Fostering the Health and Well-being of People and Communities



Healthy Employees

- » Ranked as a top 10 employer and one of America's best employers for diversity by Forbes in 2022
- » 79% employee respondents cited an overall positive perception of the Company and job satisfaction through employee engagement surveys
- » Launched an employee leadership development mentorship program, including 600 participants globally

Healthy Independent Distributors

- » 860+ trainings conducted by the Office of Health and Nutrition, reaching 5 million audience views from Independent Distributors
- » Received 10 awards for best-in-class offerings of HN Grow mobile app a key channel for delivering training to Independent Distributors

Healthy Communities

- » 20+ programs and partnerships with nonprofit organizations focused on health, wellness, and nutrition worldwide, including World Food Program USA, Global FoodBanking Network, Feed the Children among others
- » Partnered with the Food Safety and Standards Authority of India, reaching 10 million+ people and upgrading 40 prominent locations to provide healthy meals and nutrition education
- » 178 nonprofit organizations in 59 countries received grants through Herbalife Nutrition Foundation⁸ in 2022

Supporting a Thriving Planet



Climate and Carbon Footprint

- » Improved efficiencies across Herbalife Innovation and Manufacturing (HIM) facilities in U.S. and China and office facilities in U.S. and Mexico and launched solar-powered office space in Costa Rica that support emissions reductions
- » Obtained eco-efficient certification for select laboratories

Product Packaging and Plastic

- » 322 metric tons of virgin plastic (representing 2.5% of total plastic use) removed from our product packaging by including 25% post-consumer recycled materials into our Formula 1 product packaging in select markets
- » Removing 8 million scoops annually from products in Europe and Africa markets, eliminating an estimated 45.6 metric tons of virgin plastic per year in 2023
- » Recycled 5,475 metric tons of plastic and other materials from our sales and distribution centers in 30+ markets around the world

Responsible Sourcing

- » 61% of suppliers of product ingredients assessed for sustainability practices
- » Set targets to assess 80% of our product ingredient suppliers for sustainable practices by 2025 and 100% of our soy and cocoa suppliers by 2025

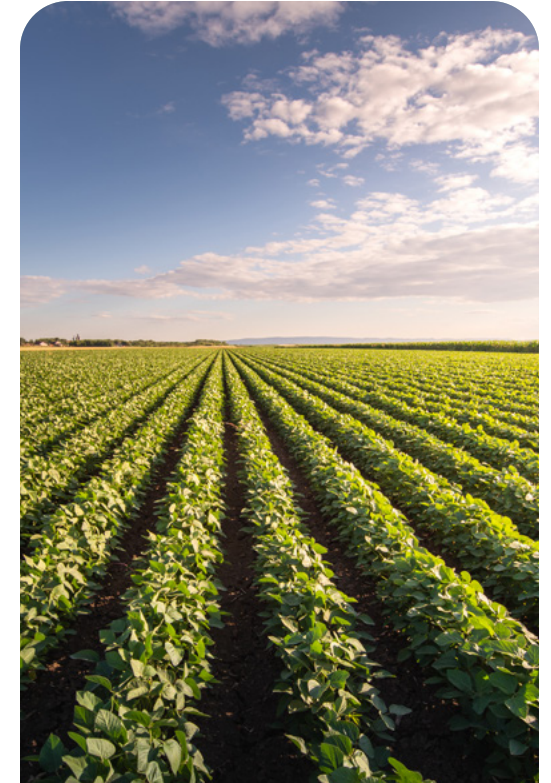
⁷ Source: Euromonitor International Limited; per Consumer Health 2023 ed, Health Shake as per sports protein powder, sports protein RTDs, meal replacement, supplement nutrition drinks, and protein supplements, combined % RSP share GBO, 2022 data

⁸ The Herbalife Nutrition Foundation (HNF) is a public charity, not a subsidiary or affiliate of Herbalife. HNF chooses to join Herbalife in some charitable initiatives.

Our Global Sustainability Journey

As Herbalife experiences growth in an ever-changing world, our Global Sustainability strategy, priorities, and goals continue to evolve to align with the needs of our stakeholders and integrate into our long-term growth strategy. Our robust approach to materiality assessment helps to identify sustainability priority topics that are most relevant to our business and stakeholders. Through our Global Sustainability strategy, focused on environmental, social, and related governance (ESG) activities, we hope to address key issues faced by society, including the environment, while creating value for our business.

In 2021, we established our Global Sustainability Steering Committee and working groups focused on a wide range of ESG topics in various functions and regions around the world to assess our current state against key sustainability topics, while evaluating future commitments for performance improvement. In 2022, we further honed our strategy by conducting a comprehensive global materiality assessment and launched a global database to centralize collection of sustainability data with standardized data controls processes.



United Nations
Global Compact

Proud member
since 2020

Our Global Sustainability Strategic Framework

Purpose: Helping people live their best lives.

Global Sustainability approach: We are committed to sustainable and integrated business practices and products that improve the health and well-being of people, communities, and the planet.

Products

Ensuring Access to Quality Products



We design and deliver science-based high-quality products to help millions of people around the world achieve their nutrition, health, and wellness goals, and through our responsible marketing practice and transparency, we help consumers make informed decisions.

Priority topics:

- » Product quality and safety
- » Responsible marketing and labeling

People and Communities

Fostering the Health and Well-being of People & Communities



We are creating fair and equitable opportunities where people and communities we work with feel empowered to excel, succeed, and reach their full potential. We are committed to protecting the rights of people in our value chain online and offline. We are forging pathways to support the well-being of communities in which we live and work so that we can help build a healthier society.

Priority topics:

- » Community impact
- » Consumer protection
- » Cybersecurity, data security, and privacy
- » Diversity, equity, and inclusion
- » Employee health, safety, and well-being
- » Ethics and compliance
- » Human rights and labor
- » Talent attraction, development, and retention

Planet

Supporting a Thriving Planet



We are strengthening environmental stewardship throughout our value chain to protect and regenerate environments for us and our future generation by reducing carbon footprint, improving packaging through circular economy, and sourcing responsibly.

Priority topics:

- » Climate and carbon footprint
- » Plastics and packaging
- » Responsible sourcing

Alignment with UN Sustainable Development Goals:



Corporate Governance

Herbalife’s governance structure is designed to ensure the Company operates with integrity, transparency, and accountability—and acts in the best interests of shareholders, employees, customers, and the broader community. In 2022, Herbalife won the Most Honored Company title from 2022 Institutional Investor—taking first place across all categories, including Best Investor Relations (IR) Program and Best IR Professional.

Board Diversity

Herbalife’s Board of Directors, elected by the Company’s shareholders, oversees the Company’s business and its senior management team, which is responsible for operating the Company’s business. Our Principles of Corporate Governance call for a majority of the Board to consist of independent directors, as defined within the listing standards of the New York Stock Exchange (NYSE), as they may be modified from time to time.

Board Committees

Herbalife’s Board has four permanent committees: Audit, Compensation, ESG, and Nominating and Corporate Governance. In 2021 and 2022, the ESG Committee included a non-independent director—as understanding the needs of our Independent Distributors, a major stakeholder and force multiplier to advance our sustainability initiatives, is important in the development of our Global Sustainability strategy and programs.

The following documents are available on our [investor relations website](#):

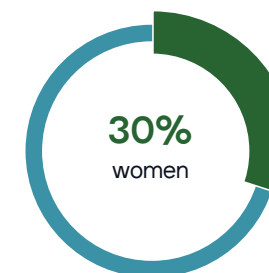
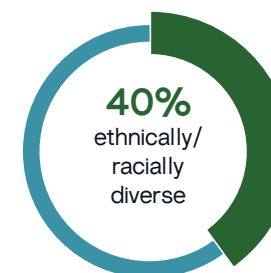
- Principles of Corporate Governance
- Audit Committee Charter
- Compensation Committee Charter
- ESG Committee Charter
- Nominating and Corporate Governance Committee Charter
- Herbalife Code of Conduct

Board Composition	2022	2021	2020	2019
Number of Directors	10	9	13	14
Number of Independent Directors	7	6	10	11
Chair/CEO Role	Combined	Combined	Combined	Combined
Number of Women	3	2	2	2
Number of Racial or Ethnic Minorities	4	4	6	5

Tenure and Diversity of Our Board of Directors



- 70% 0–5 years
- 20% 6–10 years
- 10% 10+ years



The Board believes that the Board, as a whole, should possess a combination of skills, professional experience, and diversity of backgrounds necessary to oversee the Company's business and strategy. In addition, the Board believes that there are certain attributes that every director should possess, as reflected in the Board's membership criteria. Accordingly, the Board and the Board's Nominating and Corporate Governance Committee consider the qualifications of directors and director candidates individually and in the broader context of the Board's overall composition, as well as the Company's current and future needs. The Board's criteria include business experience and skills, independence, judgement, integrity, the ability to commit sufficient time and attention to Board activities and the absence of potential conflicts with the Company's interests. The Nominating and Corporate Governance Committee seeks a variety of occupational, educational, and personal backgrounds to obtain a range of viewpoints and perspectives and to enhance the diversity of the Board as a group in areas including professional experience, geography, race, gender, ethnicity, and age. In 2022, 60% of our Board members were women or members of ethnic/racial minority groups.

Shareholder Communications with the Board

Shareholders and other parties who wish to communicate with the Board or individual directors, including the Lead Director, can do so by writing to the [Corporate Secretary](#). The Corporate Secretary reviews all correspondence and forwards a summary and/or copies of any correspondence dealing with the functions of the Board or committees, or that requires their attention, to the Board.

Enterprise Risk Management (ERM) Team and Oversight

The Board oversees a Company-wide approach to risk management that includes management's assessment of the major risks facing the Company and the steps management is taking to manage such risks.

The Audit Committee of Herbalife's Board of Directors assists the Board in discharging its oversight responsibility relating to the integrity of the Company's financial statements and the financial reporting process, compliance with legal and regulatory requirements, and ethics programs as established by management and the Board, including the Company's Code of Conduct, the independent registered public accounting firm's qualifications and independence, the performance of the Company's internal audit function and independent registered public accounting firm, the Company's framework and guidelines with respect to risk assessment and risk management, and the Company's systems of disclosure controls



and procedures and internal control over financial reporting that management has established. The Committee also oversees material risks relating to cybersecurity, privacy, and product safety matters. The Company's Management Risk Committee, reporting to the Audit Committee, comprises members of senior management who meet on a regular basis to serve as a forum for risk information sharing, and risk management coordination, decisioning, and response. The ERM program promotes timely, informed and data-driven decisions, and integrated processes to identify, monitor, and mitigate key enterprise risks. The Management Risk Committee is chaired by the Company's Chief Compliance Officer, with day-to-day management led by our ERM team. Responsibility of our Internal Audit activities rests with the Company's Senior Vice President of Internal Audit.

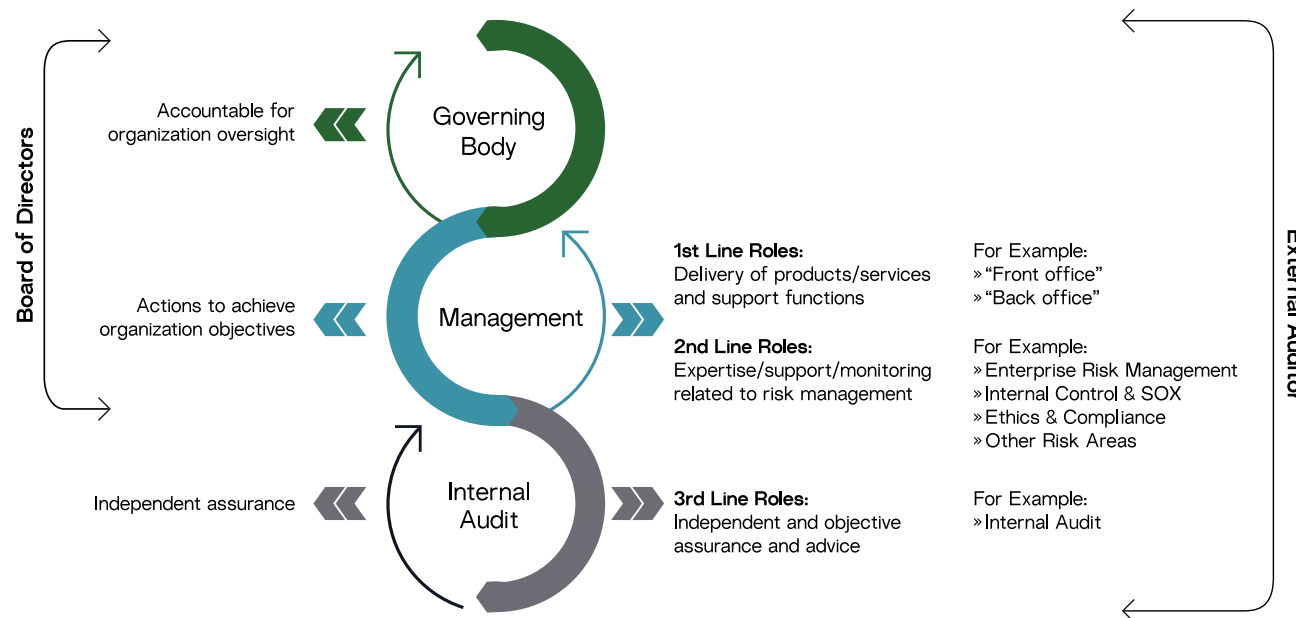
The ESG Committee assists the Board in discharging its oversight responsibility related to environmental and social sustainability topics in connection with the Company's activities. Together with the Compensation Committee, the ESG Committee also oversees risks and opportunities related to human capital management. The Board also integrates Global Sustainability drivers into its sustainable growth strategy to identify risks, opportunities, and impacts.

More information about the Board's role in risk oversight can be found in our [2023 Proxy Statement](#).

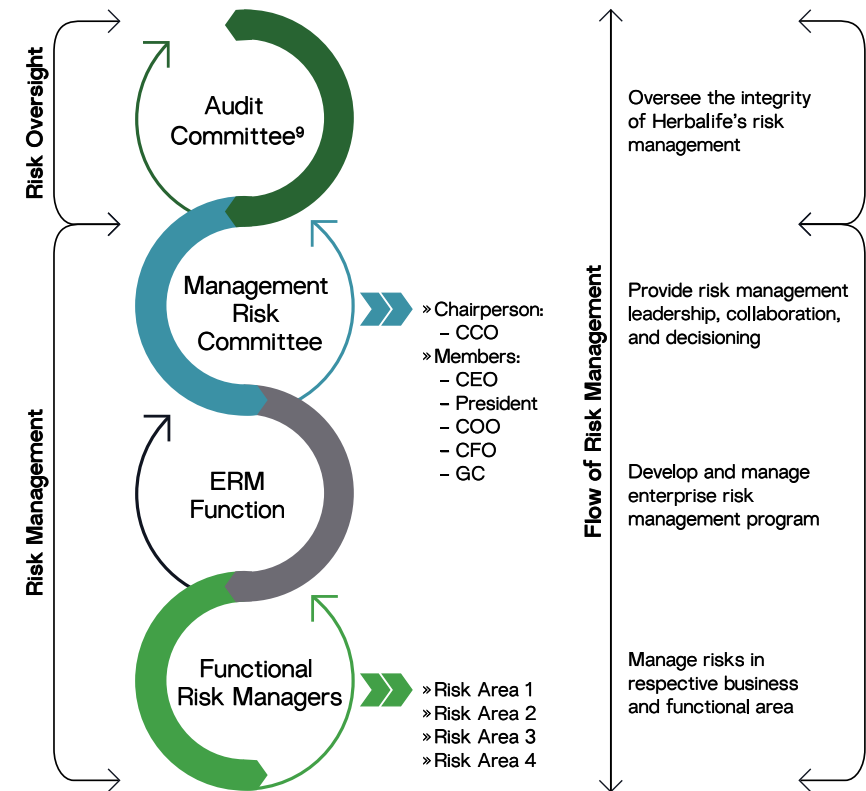


Risk Management Model

The design of our risk management structure is based on the Three Lines of Defense model.



Enterprise Risk Management (ERM) Governance Structure



⁹ The Audit Committee coordinates risk oversight with the full Board and other committees of the Board.

Global Sustainability Governance

Business integration requires a strong governance structure that begins at the highest levels of our Company.

ESG Committee of the Board of Directors:

Reflecting the strategic prioritization of ESG issues and initiatives, the Committee assists the Board in discharging its oversight responsibility relating to the Company’s significant ESG activities and practices, including policies, programs and practices, strategy, stakeholder engagement, and risks. The ESG Committee also provides insights to rising, relevant issues under the purview of other committees including the Audit, Nominating and Corporate Governance, and Compensation committees.



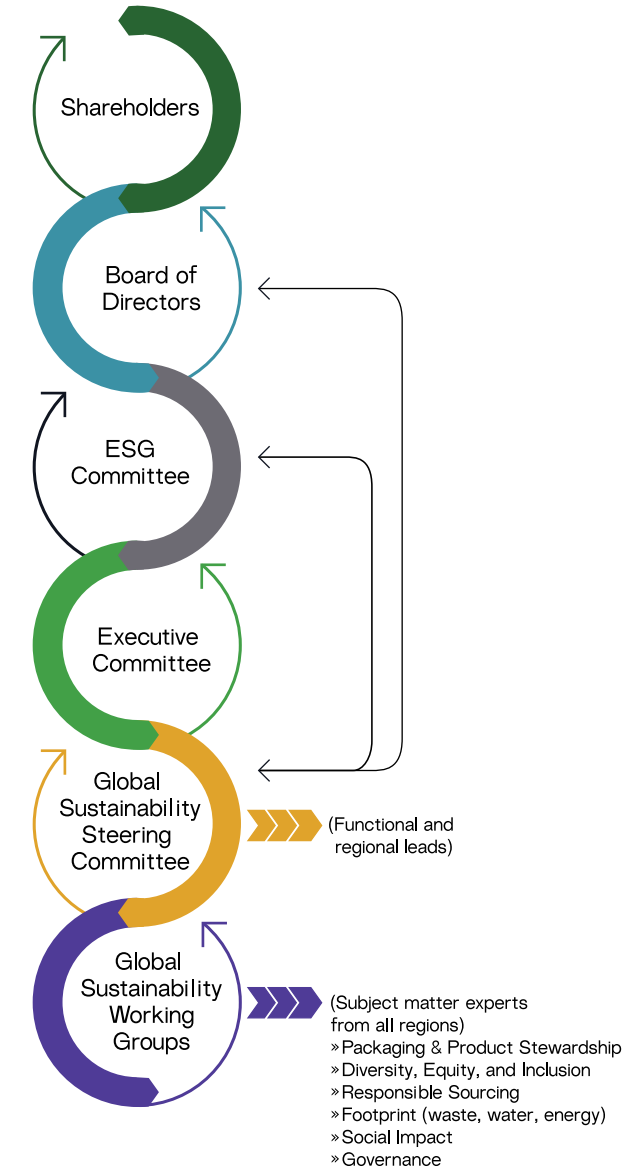
Executive Committee:

Provides executive direction and ensures integration of Global Sustainability strategy into business strategy across functions and regions.

Steering Committee and Working Groups:

Leads the implementation of Global Sustainability programs to meet goals and targets.

ESG Governance



Materiality Assessment

The integration of sustainability practices into our business starts with a materiality assessment—identifying, understanding, and prioritizing ESG topics that are most relevant to our business and stakeholders. A key achievement in 2022 was completing our second sustainability materiality assessment which we review and update on regular basis. The latest assessment process was specifically designed to better understand sustainability topics as they relate to business growth and ERM. The final analysis prioritized material sustainability topics for strategic business growth and ERM:



Step 1: Identify Issues

We identified a list of 24 sustainability topics by reviewing peer materiality assessments and sustainability reports, emerging topics, leading global sustainability reporting frameworks, topics raised as important to stakeholders through other formal and informal engagements, the Company's Global Sustainability strategy and reporting, as well as issues raised by internal subject matter experts.



Step 2: Survey Stakeholders

We conducted anonymous online surveys with 12 stakeholder groups, including the executive team, Board of Directors, Independent Distributors, employees, and consumers, asking them to rate the importance of each of the 24 sustainability topics¹⁰ to our strategic business growth pursuits. In total, we received responses from 6,000 engaged stakeholders. We then conducted follow-up interviews with members of the executive management team, including regional presidents, Board of Directors, select Independent Distributors, suppliers, and investors, to provide insights behind their input and further inform Herbalife's strategy.



Step 3: Prioritize & Validate Issues

Once we completed our stakeholder surveys and engagement, we applied a scoring method to identify our most material priorities. The scoring method considered both the relative and strategic importance of each stakeholder group to Herbalife's future success and, ultimately, what each group deemed to be most critical to our growth trajectory. We also partnered with our Public Affairs and ERM functions to validate these priorities against emerging regulations and ongoing Company-wide risk identification and management activities. The final materiality assessment results, illustrated below, were reviewed and validated by our Board of Directors ESG Committee, executives, and other key decision makers.

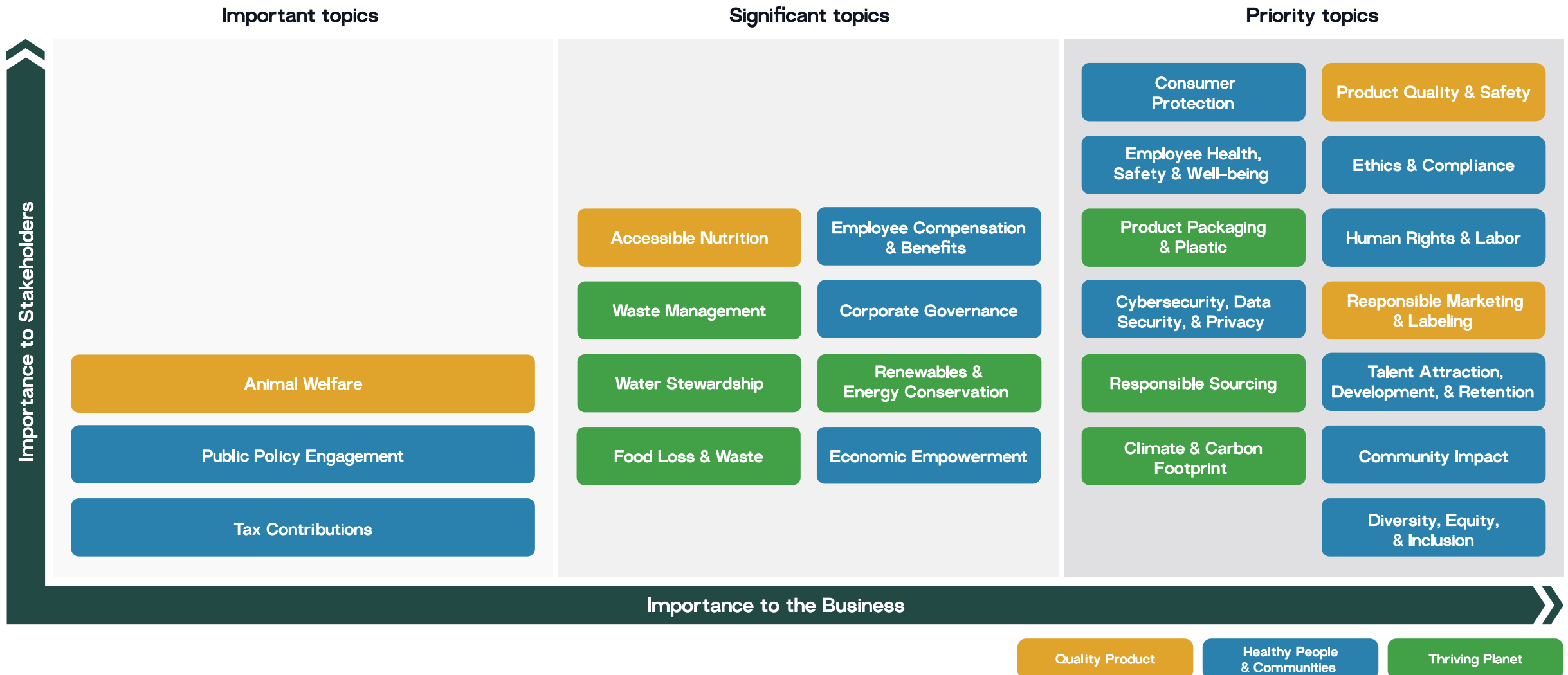
2022 Materiality Assessment Stakeholders Surveyed

- » Herbalife Board of Directors
- » Employees and executives
- » Independent Distributors, sales representatives, and service providers
- » Investors
- » Customers
- » Consumers (public)
- » Suppliers
- » Trade organizations
- » Government, regulators, policymakers proxies
- » Scientific community
- » Nonprofit organizations, community groups, and advocacy organizations

¹⁰ See Materiality Assessment Topics and Definitions in the [Appendix](#).

Herbalife Materiality Assessment Matrix¹¹

Results from the latest materiality assessment will guide the progress of our Global Sustainability strategy. We are committed to regular evaluation of our topics, stakeholder priorities, and their impact on our corporate growth strategy. The final analysis prioritized material sustainability topics for strategic business growth and ERM.



¹¹ All 24 topics are important to our Company, but the priority topics identified through our materiality assessment allow us to focus our Global Sustainability Strategy, reporting activities, and resources on the issues that matter the most to our business and stakeholders.

Stakeholder Engagement

We strive to communicate with our stakeholders about their interest in our business and to understand their concerns and point of view. Our intent is for engagement to be respectful, meaningful, and honest so that both parties can gain insight and perspective.

Consumers & Customers

Key Interests

Product quality & safety; consumer protection; employee health, safety, & well-being; accessible nutrition; ethics & compliance; human rights & labor

How We Engage

Brand website; brand marketing; direct engagement; social media; surveys



Scientific & Nutrition Communities

Key Interests

Product quality & safety; employee health, safety, & well-being; ethics & compliance; employee compensation & benefits; consumer protection

How We Engage

Conferences; direct engagement meetings; organizational memberships; research collaboration; surveys

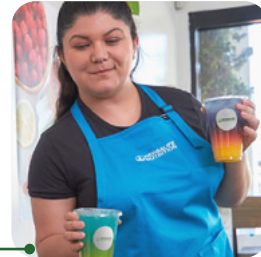
Employees

Key Interests

Product quality & safety; employee health, safety, & well-being; ethics & compliance; employee compensation & benefits; human rights & labor

How We Engage

Engagement surveys; employee networks; intranet; mentoring & feedback; newsletters; performance reviews; town hall meetings & events; training & development; wellness programs



Government & Policymakers

Key Interests

Product quality & safety; consumer protection; product packaging & plastic; ethics & compliance; tax contributions

How We Engage

Advocacy; conferences; direct engagement meetings; public & private partnerships

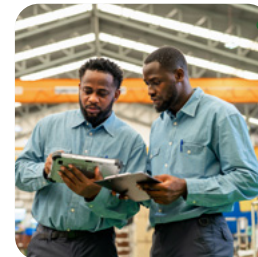
Independent Distributors

Key Interests

Product quality & safety; accessible nutrition; consumer protection; ethics & compliance; responsible marketing & labeling

How We Engage

Surveys; leadership & strategic planning group discussions; conferences & sales events; monthly, bi-annual, & annual meetings; training & education; newsletters; dedicated web portals & applications; social media



Suppliers

Key Interests

Employee health, safety, & well-being; product quality & safety; human rights & labor; ethics & compliance; consumer protection

How We Engage

Audits; direct engagement meetings; Supplier Code of Conduct

Investors

Key Interests

Corporate governance; ethics & compliance; product quality & safety; cybersecurity, data security, & privacy; talent attraction, development, & retention

How We Engage

Shareholder outreach; quarterly earnings calls; one-on-one management meetings; investment conferences

Community Groups

Key Interests

Accessible nutrition; food loss & waste; product quality & safety; water stewardship; diversity, equity, & inclusion; renewables & energy conservation

How We Engage

One-on-one management meetings; regular reports & assessments; organizational memberships & Board leadership service; professional conferences

Industry & Trade Associations

Key Interests

Consumer protection; product quality & safety; ethics & compliance; responsible marketing & labeling; product packaging & plastic

How We Engage

Industry & trade association membership; conference events, panels & engagement; industry & trade association leadership; research collaboration

Products

Ensuring Access to Quality Products

As a leader in health and nutrition for 43 years, our priority is to provide safe, high-quality, beneficial products that meet all regulatory requirements as well as our consumers' needs and desires. Our commitment to quality is more than the implementation of cutting-edge technology, infrastructure, and processes; it is at the core of everything we do.

Alignment with UN Sustainable Development Goals:



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A Product Portfolio Built on Quality

We believe in ensuring access to quality products, backed by rigorous science and best-in-class manufacturing practices. We continuously innovate to meet the needs of our global consumers. Each product is made to serve the diverse health and nutrition needs of our global community, and we take steps to include quality standards at every step. We begin with a comprehensive evaluation of scientific evidence to ensure the safety and benefits of ingredients and products. It continues with raw material selection through our [Seed to Feed](#) process and is ongoing through product manufacturing and distribution.



Spotlight on Protein
 Herbalife’s Nutrition Philosophy recommends that up to 30% of daily calorie intake come from protein. This can include protein sourced from plants, such as soybeans, and animals, such as poultry, fish, and eggs. In 2022, 77% of the proteins used in Herbalife products were plant based, by weight of total protein-based ingredients.

2021–2022 Product Recognition

Euromonitor International¹²



World's #1 Health Shake in 2022



World's #1 brand in active and lifestyle nutrition in 2022



Top ranking in weight management and well-being in 2022



Top brand for weight management, meal replacements, and meal replacement and protein supplements combined in 2022—5th consecutive year



Product of the Year Awards

United Kingdom:

- » Health and Nutrition category for H24 Achieve Protein Bar in 2022
- » Women's Health and Well-being category for Immune Booster in 2022

Belgium:

- » Collagen Skin Booster in 2021

Ireland and United Kingdom:

- » Tri-Blend Select, Nutrition Supplement category in 2021

Netherlands:

- » Immune Booster in 2021

Russia:

- » High Protein Iced Coffee in 2021



Korea

Top Brand Awards:

- » Innovative Brand category in 2022
- » Customized Health and Management Solutions in 2021
- » Presented by the Association of Korean Journalists and the Service Marketing Journal

Customers' Most Trusted Brand Award:

- » Functional health food category in 2022
- » Sponsored by Korea's Ministries of Trade, Industry and Energy, and Agriculture, Food, and Rural Affairs



Bolivia

#1 Nutritional Supplements:

- » Presented by the Corporate Reputation Business Monitor in 2022



Vietnam

Gold Products for Public Health:

- » 17 products recognized for quality, safety, and effectiveness in 2022
- » 16 products recognized for quality, safety, and effectiveness in 2021
- » Presented by Vietnam Association of Functional Foods

Top 10 Food Companies:

- » Recognizing excellence in product quality, safety, and public reputation in 2022
- » Presented by VietnamNet and Vietnam Report



India

Power Brand 2021:

- » Overall Holistic Nutrition for Women
- » Presented by Femina magazine in 2021



China

Quality Golden Shield Case:

- » Quality Products category for 2021–2022 achievements, received in 2022
- » Presented by China Quality News Network

National Award for Enterprises

Demonstrating Quality and Integrity

in Products and Services:

- » Awarded by the China Quality Inspection Association in 2021 and 2022

China Healthcare Association Awards:

- » Health Industry Innovation category and Health Industry High Quality category for Formula 1 flavors "PPP" and "Black Sesame" in 2021
- » Presented by Consumption Daily



Peru

Formula 1 Endorsement:

- » Our flagship product, Formula 1 Nutritional Shake Mix was endorsed as an officially validated nutrition product by the Peruvian Society for Nutrition (SOPENUT) in 2021



United States

Selected as one of the Best Weight Loss Programs:

- » Ranked by Consumer Affairs as voted on by consumers in 2021

¹² Source: Euromonitor International Limited; per Consumer Health 2023 ed, Health Shake as per sports protein powder, sports protein RTDs, meal replacement, supplement nutrition drinks, and protein supplements, combined % RSP share GBO, 2022 data.

Source: Euromonitor International Limited; per Consumer Health 2023 ed, active and lifestyle nutrition defined as weight management and well-being, sports nutrition, and vitamins and dietary supplements definitions; combined % RSP share GBO, 2022 data.

Source: Euromonitor International Limited; per Consumer Health 2023 ed, weight management and well-being category definition; % RSP share GBO, 2022 data.

Source: Euromonitor International Limited; per Consumer Health 2023 ed, meal replacement and protein supplements definitions; combined % RSP share GBO, 2022 data.

Herbalife Product Strategy

Herbalife products are focused on helping consumers achieve their goals in the areas of Healthy weight, Daily nutrition & health, Fitness & performance, and Skin, body, and hair care. We offer approximately 131 product types across these four categories.

Our product development strategy focuses on innovation with the goal of offering consumers choices to meet their needs. To innovate, we are constantly exploring new ingredients that deliver benefits and results, convenient product delivery formats, and expansion into new categories like healthier food and snack options. Additionally, we consider opportunities to use more recyclable packaging and source ingredients from suppliers who conserve their resources.

Our development process emphasizes science-based ingredients and product personalization, incorporating feedback from Independent Distributors and customers to understand local preferences and needs. For instance, to accommodate growing customer demand for plant-based products, we are targeting the launch of a new vegan product line in 2023, which will be certified vegan, organic, and non-GMO.



“As consumers worldwide are thinking more holistically about their health, they should understand the power supplementation can have on filling nutrition imbalances and the behavior changes needed to improve their overall wellness. Our science-backed product portfolio can provide the nutrition needed to promote a range of nutrition concerns and help people live their best lives.”

—Dr. Kent Bradley, Chief Health and Nutrition Officer

New Products Launched in 2021–2022

Launching Local Flavors:

- » In 2021 and 2022, we introduced 20 new flavors of existing products, including eight new regional flavors for two of our top products, Formula 1 Nutritional Shake Mix and Afresh Energy Drink Mix.

Shown: Afresh Kashmiri Kahwa (available in India), Black Sesame Nourish (available in China), Formula 1 Pineapple Coconut (available in Europe & Africa), and Formula 1 Chocolate Orange



Expanding Leadership in Weight Management Products:

- » To strengthen our leadership in the Weight Management category, a new supplement designed to support consumers' weight loss journey was introduced in the United States and Puerto Rico. Fat Release is formulated with Litramine^{®13}, a patented ingredient with cactus fiber to promote the feeling of fullness and to reduce a portion of calories from being absorbed when taken with a meal containing fats.¹⁴



Shown: Fat Release (available in U.S. and Puerto Rico)

Expanding High-Protein Functional Foods and Snacks:

- » In 2021, we launched Protein Chips in Europe and Africa markets. Our Protein Chips product is a savory snack with 11–12g pea protein per serving. Additionally, in 2021 we launched Protein Baked Goods Mix, specially formulated to be combined with Formula 1 Healthy Meal Nutritional Shake Mix to make high-protein nutritious baked goods like muffins, waffles, donuts, and pancakes.



Shown: Protein Chips, Barbeque and Sour Cream & Onion flavors (available in Europe and Africa) and Protein Baked Goods Mix (available in the U.S., Puerto Rico, and Canada)

New Targeted Nutrition Supplementation to Support Health and Wellness:

- » In 2021 and 2022, we launched products designed to support targeted nutrition and support wellness, including products supporting digestive health, immunity, men's health, and other areas.



Shown: Vritilife (available in India), MemoryArmor[®] (available in Mexico and North America markets), Immunity Essentials (available in North America and South America), Immunoturmeric (available in Indonesia), and Phyto Complete (available in Europe and Africa)

Expanded Fitness and Performance Products:

- » In 2021, we expanded the reach of our Liftoff[®] product offering by launching three flavors of Herbalife 24[®]-branded Liftoff[®]. Adding this product allows us to reach new consumers interested in sports nutrition and the attributes of our Herbalife 24[®] products, including NSF Certified Sport^{®15}/Informed Sport certifications and no artificial ingredients.

Shown: Herbalife 24[®] Liftoff[®] flavors Blackberry Spark, Pineapple Push (available in North America markets) and Grapefruit Twist (available in Europe and Africa)



Approximately 700 total products launched including expanding existing products to new markets.

27 new products and 20 new flavors of existing products launched.

¹³ LITRAMINE is a registered mark of Inqpharm Europe Ltd. Patents pertaining to this ingredient licensed from Inqpharm Europe Ltd.

¹⁴ This statement has not been evaluated by the Food and Drug Administration. This product is not intended to diagnose, treat, cure, or prevent any disease.

¹⁵ NSF and Certified for Sport are registered marks of NSF. Used by permission.

Product Quality

Our products are grounded in science and backed by the work of dozens of scientists knowledgeable about ingredient function or quality, and who labor to sustain our commitment to compliance with applicable laws and regulations for product safety and consistency. Herbalife also has created a global network of more than 300 doctors and experts in nutrition, science, and health who offer directional guidance to the Company and to Independent Distributors about nutritional and health-related trends and science. Converting raw ingredients into finished products takes place at both third-party manufacturers and our own manufacturing facilities. Our U.S.-based Herbalife Innovation and Manufacturing (HIM) facilities produce three core products: powders (such as our Formula 1 protein shake), teas, and liquid aloe. Our China HIM facilities manufacture powders, tablets, and capsules. Combined, HIM facilities produce approximately half of our inner nutrition products sold worldwide.

Contract manufacturers make specialized Herbalife® products, such as Herbalifeline® and Liftoff®, to specifications set by Herbalife. Before qualifying to manufacture Herbalife products, all new contract manufacturers must go through a pre-qualification process by our quality compliance group, followed by a formal audit. In addition, all contract manufacturers go through an annual audit based on regional regulatory requirements.

Seed to Feed

Through our [Seed to Feed](#) process, we use only the finest ingredients from farmers and suppliers who are committed to meeting our high standards for quality. We conduct more than 300,000 internal tests on ingredients and products annually to verify our quality standards including purity, nutritional value, taste, and more.

In 2022 Herbalife opened a new Global Business Service Center, a facility housing technology, a contact center, creative services, an innovation center, a quality control laboratory, and a research and development (R&D) facility in Bangalore, India. The facility provides an environment for further developing and expanding existing product lines and developing new products. The quality control lab and R&D facility benefit from advanced technologies that support product development such as sensory booths that, through computer-aided sensory analysis, measure product attributes like flavor, smell, taste, texture, and appearance, among others. Additional technology includes stability chambers that maintain modified atmospheric conditions of temperature and relative humidity to ascertain the impact of these environmental conditions on products to help determine shelf life. The development of this facility demonstrates our commitment to developing and producing high-quality products.

In 2021, Herbalife received the Herbal Industry Leadership Award from the American Herbal Products Association, recognizing the Company for its outstanding work in advancing the herbal industry.



11 Years of Product Quality Recognition



External reviewers continually affirm our commitment to product quality. In 2022, Herbalife Taiwan received the Symbol of National Quality (SNQ) certification for the 11th consecutive year. The SNQ certification is an endorsement from the Institute for Biotechnology and Medicine Industry that signifies a product has met top safety and quality standards. The evaluation process is conducted by a panel of more than 120 life science scholars, doctors, professors, and scientists. We obtained accreditation for 19 different health and wellness supplements sold in Taiwan.

“To be granted a quality certification once has its merit, but requalifying for 11 consecutive years speaks to a sustained commitment to high standards.”

—Caesar Chen,
General Manager & Director, Taiwan

The Herbalife Herbarium Project



Our current product portfolio consists of hundreds of botanical ingredients from numerous unique species. Confirming the authenticity, origin, and quality of these ingredients can be challenging due to their diversity in origin, complex mixture of natural phytochemicals, and technological advances in processing. To ensure best-in-class botanical identification, Herbalife maintains three herbaria globally providing physical locations that provide the tools and records to be the source of truth for botanical identification.

Herbalife herbaria focus on the traceability of botanical voucher specimens from the places where the botanical ingredients are grown and sourced. To manage and create those voucher specimens, Herbalife scientists travel worldwide, visit farms and fields, and bring back plants. We partner with university, botanical garden, and

Herbarium-certified botanists who help us collect vouchers and identify specimens. All specimens are authenticated via cutting-edge molecular techniques, such as DNA barcoding or whole genome sequencing, before settling in a Herbalife herbarium to confirm their genus and species classification.

Herbalife's herbaria will continue to expand to support future product development and new botanical ingredient qualification. The goals for improvement of the collections will focus on diversifying the source of voucher specimens and reference materials, digitalizing our existing portfolio, and exchanging collections with reputable institutions and testing laboratories.

Product Safety and Benefits

Herbalife's R&D, Global Quality, and Global Consumer Safety teams share responsibility for product and consumer safety. With a dedicated team of scientists, we take a comprehensive 360-degree approach to evaluate the safety and benefits of our ingredients and products. Our assessment steps include:



- 1 **Identifying** and characterizing ingredients properly to set appropriate specifications for compounds and nutrients
- 2 **Understanding** the history of use of ingredients in target populations when consumed together and as part of the diet
- 3 **Evaluating** existing scientifically relevant data and research and conducting additional studies when necessary
- 4 **Monitoring** and collection of any complaints or adverse events
- 5 **Training** Members on how to read labels and properly use products

We take all reported complaints and adverse events seriously. Every product complaint is populated into our product lifecycle management system and investigated thoroughly. Once investigation is complete, we take necessary actions and communicate with customers before closing the case. There were no product recalls¹⁶ in 2021 and two product recalls in 2022—related to the labeling of protein bars at a contract manufacturer. Following our product recall procedure, we voluntarily informed regulatory authorities and took instructions from them to recall impacted products and immediately addressed the issue with the contract manufacturer to implement corrective actions to eliminate the risk in the future.

¹⁶ A food recall is the action taken to remove food from sale, distribution, and consumption in consultation between a government authority and the manufacturer or distributor.

Responsible Labeling and Marketing

Herbalife's priority is to provide safe, quality, and beneficial products that meet all regulatory requirements—including product labeling and claims—and our consumers' needs and desires. As we embrace consumers' right to know what is in their products, we are committed to providing fact-based and easy-to-understand information about key nutrients and ingredients on product labels, which enables our consumers to make good choices for a healthy diet and lifestyle. We also protect children by adhering to responsible marketing standards and do not advertise our products or services to children under the age of 12.



Animal Testing

For our topical skin and hair care products, Herbalife does not conduct any animal testing. For ingestible products, Herbalife also does not conduct any animal testing except when required by applicable laws and regulations and no other alternative is available. In instances in which animal testing is required, Herbalife tests only to the minimum extent required and in third-party laboratories that follow internationally accepted protocols for treatment of animal subjects. We are committed to exploring alternatives to animal testing methods and encourage our suppliers to use alternative methods whenever feasible. We are members of organizations that are working to develop alternative methods, including the American Society for Cellular and Computational Toxicology, Botanical Safety Consortium, International Life Sciences Institute task force, Alternatives to Animal Testing in Food Safety, Nutrition, and Efficacy Studies, and a sponsor of Johns Hopkins Center for Alternatives to Animal Testing.

People and Communities

Fostering the Health and Well-being of People and Communities

Our business thrives only when communities and the society to which we belong are healthy and empowered. We play a critical role in fostering the health and well-being of those around us. From our employees and Independent Distributors to our suppliers and consumers, we are committed to protecting people’s rights online and offline. We are creating diverse, fair, and equitable opportunities for our people and communities to reach their full potential. Beyond our value chain, we are also united by our passion to help others in the community and make a positive contribution to society. Through the combined action of our employees, Independent Distributors, and partners across multiple sectors, we improve health and well-being in the communities we call home.

Alignment with UN Sustainable Development Goals:



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Empowering People to Reach Their Full Potential

Our Contribution to Society

We believe that building a sustainable business requires strategies and practices that create value for our business as well as for our people, communities, and planet. Additionally, as a direct-selling company, we provide business opportunities to Independent Distributors who are small business owners. When these businesses thrive, they can help build stronger communities and society. This, in turn, will help our business to thrive.



Our Distribution Model

A direct selling model is a defining attribute of our business and a key driver of our success. Health and wellness are highly personal matters, and one-on-one service—inherent to direct selling—is ideal to bring to life the value of our business: a personal coach who understands customers' unique goals and circumstances can guide them through a comprehensive wellness plan, which involves both good nutrition and lifestyle changes.

Each person's health and fitness goals are unique, which is why many people benefit from the personalized approach that Independent Distributors provide. Our Independent Distributors can act as coaches, providing support, motivation and accountability that goes beyond just the products they sell. Independent Distributors also use our products and provide powerful firsthand testimonials about the effectiveness of Herbalife products.

Economic Opportunity

People become Herbalife Independent Distributors for several reasons. Many Independent Distributors begin their journey in the business as customers. The effectiveness of the products—paired with regular exercise and a balanced diet—and the results they achieve motivate them to take on the business opportunity. Most people start their Herbalife business by selling to people they know or people they meet as a way to make a little extra money. Some are successfully able to build their own sales organizations.



Independent Distributor Support

Herbalife Independent Distributors turn their passions into businesses in a variety of ways. Independent distributors work either full- or part-time. Some sell from their home and others serve their customers at Nutrition Clubs. The flexibility of the direct selling model allows individuals to determine what works best for them when building a business of their own.

Independent Distributors enjoy the back-end support that comes with running a business with Herbalife. For example, we can automatically process online payments for customer orders and ship purchases directly to distributors' customers. We also provide apps to help them keep accurate track of their business, manage their sales and in some markets, keep in touch with customers. Using our customizable e-commerce sites, in some markets, Independent Distributors can design reward programs, create custom product combinations based on their customers' preferences, generate tailored meal and workout plans provided by our team of experts, and track their customers' progress.

Independent Distributor Business Practices and Compliance

Our Independent Distributors are the face of the Herbalife brand through their interactions with millions of consumers every day. The integrity of their business conduct is a direct reflection of the integrity of our business. This is why we work closely with Independent Distributors to support responsible business practices. Our priority is to promote the sustainable business of our Independent Distributors while protecting their customers, our brand, and products.

Community Building

Nutrition Clubs can play an essential role in connecting our Independent Distributors and their customers on how to make nutritious decisions and lead healthier lifestyles. Independent Distributors operate Nutrition Clubs where their customers are invited to enjoy good nutrition, stay active and benefit from a network of support. The clubs can fill a void in neighborhoods with less access to healthy food, promote community well-being, and empower people to share their experiences to build trust and inspire each other toward healthier choices. Herbalife products play a central role in powering these clubs and giving our Independent Distributors important tools to educate customers and increase awareness of health and well-being.

Contributing to Global Economic Vitality

In 2022, we employed more than 10,000 part-time and full-time employees who live and work in hundreds of communities around the world.¹⁷ We also counted approximately 6.2 million Members

worldwide—including 2.9 million Preferred Members and 2.0 million Independent Distributors in markets where we have established these two categories (e.g., United States, Mexico, and India) and just under 300,000 sales representatives and independent service providers in China. We contribute to economic vitality not only through the local tax paid by our Company and Independent Distributors, but also through investment in the supply chain globally.

For new Independent Distributors, starting a direct-selling business with Herbalife does not require a large capital investment or incur overhead costs required of typical brick-and-mortar stores. With no special education or training required to enter the direct-sales business and no strict hours of operation to keep, these opportunities are available to anyone who wants to set their own schedule, working as often or as little as they choose. To protect our Independent Distributors and customers, Herbalife has practices in place that go beyond industry standards, including our [Global Gold Standard Guarantee](#). We also invest in training and educational programs designed to optimize Independent Distributors' business potential. Herbalife provides Independent Distributors access to training through various channels, such as online videos and guides, text alerts, local applications, events, organizational training, and personal coaching.



Contributing to Gender Equality Through Direct Selling

Women play a critical role in the global economy as entrepreneurs. They help create jobs, generate income, and boost revenue. In many emerging economies, women are starting businesses at a faster rate than men, significantly contributing to the economic growth in these regions.¹⁸

¹⁷ Data taken from 12/31/2022.

¹⁸ [International Finance Corporation](#)

However, women face greater obstacles, compared with men, across almost all areas of economic activity—including access to finance and assets, technology, skill development resources, and peer-to-peer networks. On average, women have only three-quarters the economic rights of men, and the finance gap for small to medium sized enterprises for female entrepreneurs in developing countries is \$1.48 trillion.^{19, 20}

Despite only one in three businesses globally being owned by women, studies show that female entrepreneurship is growing.²¹ In 2021, women started 49% of new businesses in the U.S., an increase from 28% in 2019.²² By contrast, 69.9% of direct-selling representatives in 2021 were women.²³ Our direct-selling business model can provide women entrepreneurs access to needed resources and opportunity to overcome the barriers currently present through other traditional methods of entrepreneurship.

These trends are consistent with our own data. In 2022, across our self-reported data platform, approximately 51% of Herbalife Independent Distributors identified as women, and 21% identified as men, representing approximately 72% coverage of global Independent Distributors.²⁴

Supporting Young Entrepreneurs Through Direct Selling

This direct-selling sales model can also support younger generations like Millennials and Generation Z (Gen Z). According to a [survey Herbalife conducted in 2021](#), Millennials and Gen Z respondents across 35 countries cited their main reasons for pursuing entrepreneurship, including becoming their own boss (48%), following their passion (44%), supporting their family (37%), wanting more flexibility in their job (32%), and wanting a career change (31%).

¹⁹ International Finance Corporation

²⁰ [2022 Women, Business and the Law Report](#)

²¹ World Bank

²² [World Economic Forum](#)

In addition, Millennials and Gen Zers are seeking more opportunities to support themselves. In the U.S., a generational wealth gap persists, with data from the [U.S. Census Bureau](#) showing that Baby Boomers are nearly nine times wealthier than Millennials. This trend is supported by two major assets, [home equity](#) and [retirement accounts](#), which accounted for 65.2% of household wealth in 2019. Both of these have been challenging for Millennials and Gen Zers to obtain compared to previous generations.

In fact, according to our [2023 global survey](#), Millennials are more likely to seek additional revenue streams outside of a traditional 9-to-5 job: 83% compared to 55% of Baby Boomers. Many respondents cited rising costs of living (40%), a desire to be less reliant on a single source of income (38%), and wanting more disposable income (36%) as the main reason behind having a side hustle or other forms of supplemental income. Respondents in the U.S. said that on average, they would need a monthly increase of about \$404 to live comfortably.

Independent Distributor and Consumer Protection

One of our core values is “we always do what’s right.” When we stay true to our principles, we inspire our team and increase our customers’ trust. We go above and beyond industry standards through our [Global Gold Standard Guarantee](#) and our other internal practices and policies because we are committed to good business practices and to protecting each consumer and direct seller.

²³ [World Federation of Direct Selling Associations](#)

²⁴ Data as of 12/31/2022, includes data from markets that have established separation of Independent Distributors and Preferred Members.

“I was incredibly grateful for the tools and trainings that Herbalife offered to start my business, but I knew I had to make them mine and create my own personal brand through dedication and hard work. So, I set my purpose: to be known as the Latina Herbalife leader in my community and be the go-to source when it comes to fitness and nutrition topics. I committed to make a change and be the change.”

—Delfina G.

Herbalife Independent Distributor



In addition, in almost all markets, we will purchase back unsold products from any Independent Distributor who decides to leave the business through our buyback program. Based on each market's terms and conditions, the program generally permits an Independent Distributor to return unopened products or sales materials, in marketable condition and purchased within the prior 12-month period, for a full refund. The refund includes the net price paid for the product and, in most markets, the cost of returning the products and materials to us. Due to protections laid out in our buy-back policy which is well-publicized in our Gold Standard Guarantees and our Member application, the rates of buy-backs is exceedingly low. Together product returns and buybacks made up approximately 0.1% of net sales for both 2021 and 2022.

Independent Distributor Business Practices and Compliance

Herbalife works closely with Independent Distributors to promote responsible business practices, protect customers, and maintain the integrity of the brand and products. A global team of more than 500 employees provides Independent Distributor training, proactive monitoring, and enforcement of the Herbalife Rules. The team actively trains Independent Distributors on its Herbalife Rules and educates them about compliant business practices through various channels—including online resources and in-person coaching. When necessary, we apply sanctions if there are serious violations of the rules, as this maintains the integrity of the rules and protects the brand and consumers.

Herbalife was awarded the Excellence Award for Consumer Rights Protection in 2021 by ChinaFoodNews.

Providing the Gold Standard in Consumer Protection

Through the Herbalife [Global Gold Standard Guarantee](#), we offer several benefits to protect Independent Distributors, including:

Low Start-up Costs

- » There are no minimum monthly product purchases required, and start-up costs are low.
- » There is no requirement to purchase any sales and business tools to start up or succeed.

Money-Back Guarantee

- » There is a fully refundable, 12-month money-back guarantee for the cost of the International Business Pack if Distributorship is canceled for any reason, including the shipping cost to return the Pack.
- » There is a 100% refund guarantee on unopened products, including taxes and any handling costs, that were purchased in the previous 12 months if Distributorship is canceled for any reason. The cost of shipping, both the initial delivery and return shipping, will also be refunded.

Up-Front Business Opportunity Information

- » We provide realistic expectations of the business opportunity and the effort required to succeed at all levels.

Strong Product and Business Opportunity

Claim Guidelines

- » We clearly define the benefit of each product and appropriate method of use directly on the product label; we want to make sure that the right products are taken the right way to achieve realistic results.
- » We provide clear, accurate, and timely disclosures to prospective Independent Distributors regarding potential income.

Acknowledgement

- » We require new Independent Distributors to acknowledge that they are aware of each of these Herbalife Gold Standard Guarantees before their application and agreement are accepted.



Independent Distributor Education and Training

Herbalife provides multiple channels of training and education. Our global team of experts and advisory boards share their expertise and train our Independent Distributors in the areas of nutrition, wellness, and fitness, based on the latest science and research.

In 2022, experts in the Herbalife Office of Health and Nutrition (OHN), conducted more than 860 trainings, generating approximately 5 million audience views total including live, in-person, virtual and recorded sessions worldwide.

In addition, our HN Grow mobile app is our award-winning learning platform for delivering education to Independent Distributors and hosts a variety of formats including e-learning, podcasts, videos, training presentations, and e-books, as well as badges, certificates,

and sharing features. Our trainings cover six broad categories: business, products, nutrition and lifestyle, coaching, personal development, and compliance. The app is available in 51 countries and 17 languages, and more than 2,000 courses have been localized worldwide. Approximately 2.3 million courses have been completed by more than 247,000 Independent Distributors since the app launched in late 2019. In 2021–2022, the app won 10 awards for best-in-class offerings, including:

Excellence in Business award from the Direct Selling Association in 2022

Best Video and Custom Content gold and silver awards from Brandon Hall Group in 2022

Best Advance in Learning Management Technology for External Training gold award from Brandon Hall Group in 2021

Best Use of Mobile Learning silver award from eLearning Network in 2021

We seek to improve education and training of our Independent Distributors in various ways that will support their continued success. We partner with third-party organizations in the public and academic sectors to provide continued training and education.



In Mexico, we have partnered with the Ministry of Health for the State of Puebla in 2022 to provide training for Independent Distributors on safe food preparation and management. This training gives them, especially those running Nutrition Clubs, valuable information on all aspects of food safety in accordance with local regulations. In 2022, 1,895 Independent Distributors participated in the training, and 632 obtained certification in safe food handling.

“Our Independent Distributors trust us to equip them with the tools and knowledge to help them build and grow their businesses, and with information literally at their fingertips, our Independent Distributors are able to provide knowledgeable and personalized support to their customers, enhancing their role as trusted wellness coaches.”

—Dr. Kent Bradley, Chief Health and Nutrition Officer



Providing Access to Nutrient-Dense Products

Herbalife’s business success depends on meeting the preferences and demands of our Independent Distributors and their customers. Their expectations include providing high-quality products that deliver results and make a positive impact on our people and communities.

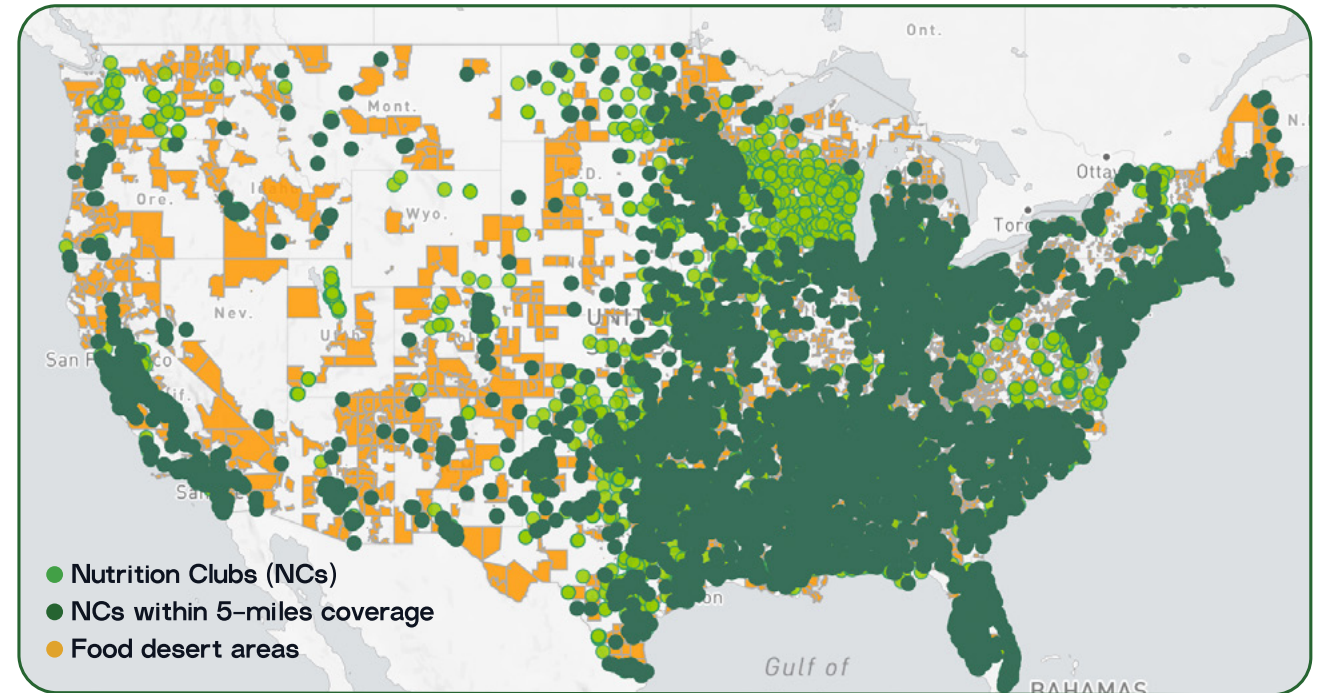
Health and nutrition goals can be different for every individual, and our one-on-one approach is the best way to address the unique nutritional needs of consumers. Our Independent Distributors, often acting as coaches to motivate their customers, have access to personalized wellness plans developed by dietitians, which include suggested nutrition and lifestyle changes, that help to guide them in achieving their personal health and wellness goals, as well as those of their customers.

Access to sufficient nutrition is linked closely with overall health. A study published in January 2023 [Health Affairs](#) found families that were food insecure had 20% higher total healthcare costs, amounting to a \$2,456 difference annually than families with adequate food.



Our nutrition products are high-quality, nutrient-dense, and meet customer preferences and needs through localization. These products are accessible through Herbalife Independent Distributors and their Nutrition Clubs—physical locations operated and maintained by Herbalife Independent Distributors that provide a supportive network of people who have similar wellness goals and bring a sense of community and a friendly, social environment to Members. There are approximately 67,000 Nutrition Clubs around the world.

U.S. Nutrition Clubs and Food Deserts



12,061
NCs

79%
NCs within 5-miles radius of a food desert

At the end of 2022, there were approximately 12,000 Nutrition Clubs in the U.S. Of these Nutrition Clubs, 79% were within a five-mile radius of a food desert, which the [United States Department of Agriculture](#) defines as a “substantial number or share of residents with low levels of access to retail outlets selling healthy and affordable foods.” At these Nutrition Clubs, club members can purchase a single serving of nutrient-dense Herbalife products instead of a whole canister, which makes it more affordable and accessible.

Building an Exemplary Workforce

Employees are the backbone of our Company—responsible for driving growth, productivity, and innovation. Devoting resources to attract and support a strong workforce is a mission-critical investment. We prioritize employee engagement and satisfaction by providing opportunities for growth, promoting inclusivity, and soliciting feedback from all levels of the organization.

Employee Talent Attraction and Retention

Happy employees tend to stay with their employers, and we make every effort to keep our people around for the long term. We value internal mobility and provide employees with an online tool to share their skills and background information with managers and Human Resources, allowing all qualified and eligible employees to be considered for internal job openings. We also focus on external talent attraction through job fairs, college recruitment, and an internship program. A tool that minimizes bias in job descriptions helps us ensure an inclusive hiring process.

Employee feedback is fundamental to our growth as a company. We listen to our employees through engagement surveys and town hall meetings, and we review data to understand how employee perceptions, needs, and satisfaction levels vary across diverse groups—using this feedback to create action plans to address any gaps. Our 2022 engagement survey provided an opportunity to measure the impact of 2021 action plans focused on work-life balance, career development, and challenging the status quo. Our focus and collective actions resulted in score increases in all three areas. With a 90% response rate from employees globally, 79% of respondents cited an overall positive perception of the Company and job satisfaction.



Forbes recognition

- » America's Best Employers for Diversity 2022
- » America's Best Midsize Employers 2022

'Elite 8' Employer

in Achievers 50 Most Engaged Workplaces® Awards 2021

Employee Innovation

In 2021, we launched IDEAx (Innovation, Development, Education, and Action), our in-house version of TED Talks. The goal of this program was to create a space where employees could come together to share knowledge and deepen our understanding and integration of best practices across our organization. Topics covered include the customer mindset, AI and machine learning, our global operations and supply chain, and innovation and collaboration with our technology team. These sessions are either held in person or virtually, broadcast live and recorded for access to our global audience through our shared intranet.

Our internal crowdsourcing program, The Greenhouse, also has proven to be an effective platform for employees to contribute their ideas on how to make our Company even better. Since the program's launch in 2017, we have conducted specific innovation challenges, engaging employees around ideas to improve efficiencies, cost-savings, Member and customer experience, product improvements, and additional global and region-specific challenges. In 2021 and 2022, more than 1,600 employee ideas were generated through targeted innovation challenges, and 179 ideas were implemented into our operations.

Employee appreciation is another important factor in retention. Our Simply the Best peer-to-peer recognition platform includes social and points-based recognition, allowing employees to send customized online postcards and access a rewards catalog with thousands of items and gift cards. In 2021 and 2022, the Simply the Best program was expanded to other regions, including China, Mexico, and Europe, Middle East, and Africa (EMEA). We also added a pilot that allows managers to purchase points for U.S., Cayman Islands, and India-based employees using their department budget dollars, with the intention to roll this out globally. The program also integrated with campaigns run by our Employee Resource Groups (ERGs) for Pride Month, Black History Month, and Women's History Month.

Employee Turnover	Voluntary	Total
2022	13.89%	18.57%
2021	12.27%	15.37%

Employee Talent Development

We invest in the professional growth and development of our employees through a variety of initiatives. New employees complete an onboarding curriculum, which we plan to make consistent on a global basis in 2023. All employees undergo annual performance reviews to discuss progress and areas for improvement, based on Herbalife's value-based competencies and Management by Objectives.

In 2021, we enhanced our talent management process by upgrading our reporting system. We also plan to add a new organization development director position in 2023, who will focus on performance, career development, and talent review.

To support employees with performance-related development, Herbalife Nutrition University (HNU), our internal educational platform for self-improvement, offers professional, technical, and compliance trainings to all employees globally. The platform has continued to evolve with a more engaging format including banners to highlight new training initiatives, AI-driven content recommendations, and single-sign-on format.

We offer a comprehensive library of LinkedIn Learning courses aligned to Herbalife's competencies, available to all global employees. The platform offers over 16,000 courses in seven languages. From these, we have developed over 100 playlists—similar content grouped together for easy access—that support Herbalife initiatives. We have also given employees in manufacturing and distribution centers access to LinkedIn Learning from their personal devices, considering many do not have access to workplace computers. In 2021, LinkedIn Learning usage was 65% and rose to 67% in 2022—well above LinkedIn Learning's industry average of 50% to 55% usage.



With Herbalife employees located in 60 countries, LinkedIn Learning has leveled the playing field by providing training to global employees 24/7. Playlists were developed to support Return to Office and Change Management and many ERGs leveraged content to engage their networks. Training classes were conducted to support employees to Return to Office along with Change Management training to support the organizational transformation. Servant Leadership training was offered to employees along with continued access to Onboarding Curriculum, department-specific training, and a performance management coaching tool. Assigned mandatory compliance training included the Code of Conduct, Privacy, Anti-Bribery & Corruption, Cybersecurity, and Harassment Prevention training.

To help create a culture of continuous communication and opportunities to provide feedback on performance, we use an online performance management coaching tool called Continuous Connections. Employees and managers can use the tool to provide updates on work progress to support coaching and development. Since its launch in 2020, the tool's adoption rate is between 25% and 30%. We hope to increase adoption with the launch of an enhanced version of the tool in 2023 and a year-long marketing campaign.

Our RISE! (Relationship, Ideas, Support, and Engagement) mentorship program pairs Herbalife senior leaders with junior-level managers, matched based on the leader's strengths and the manager's areas of development. This makes senior leaders more accessible to mid-level managers, expands internal networks, and develops cross-functional and regional learning opportunities.



Since its launch in 2020, more than 600 leaders have participated. In 2020–2021, 238 global leaders in pairs of mentee/mentor relationships participated in the six-month pilot and in 2022–2023, 372 participants joined the expanded 12-month program.

Based on insights from the 2022 engagement survey, RISE! mentorship program participants have greater confidence in their managers, are more aligned with the Company's values, and feel more empowered to speak up, present new ideas and challenge the status quo, compared to non-participants.

Other changes to our training offerings include the launch of a worldwide Leading with Empathy program, which provides guidance on creating and preserving trust. We also recently

Our full-time employees average **11.4 hours of training annually.**

“My greatest takeaway from participating in the RISE! program was to confirm that Herbalife culture and values are everywhere in the Company, especially in the high-level leaders.”

—Katherine Bautista, Senior Manager Financial Planning and Analysis

transitioned our Servant Leadership training program to a virtual format. In 2022, more than 200 employees completed the training. In 2021, we adapted our flagship leadership training program for high-potential leaders to a virtual setting. This was followed in 2022 by the launch of a program for high-potential director and senior director positions, in partnership with vendor ExecOnline. In 2023, we plan to launch two new trainings: Foundational Leadership and Inclusive Leader.



Employee Diversity, Equity, and Inclusion

We believe that our strength comes from the diversity of backgrounds, thoughts and perspectives. We value and respect the differences of our Independent Distributors, customers, employees, and suppliers, and we celebrate the uniqueness of every individual. Creating a supportive environment where all people have an equal opportunity to voice their opinions, feel valued, and be accepted as their whole self allows our employees to thrive. It's a cornerstone of our success and inspires us to serve our Independent Distributors, stakeholders, and communities better every day. Our diversity, equity, and inclusion (DEI) initiatives focus on three pillars:

Herbalife DEI Pillars

- 1 **Creating opportunities** for diverse talent at all levels, working to understand pervasive barriers to success, and executing a recruitment strategy that targets candidates who bring diverse backgrounds, perspectives, and experiences.
- 2 **Encouraging belonging** by ensuring diversity is represented in all communications, promoting allyship with employees who perceive inequitable treatment, and connecting leaders with employees on career progression opportunities.
- 3 **Embedding equity** by ensuring all our policies support DEI, compensating employees equally, providing unconscious bias training, and educating hiring managers on our diversity goals.

Current DEI initiatives include implementing a global applicant tracking system using the iCIMS platform to ensure hiring practices are fair and consistent globally, including wider reach and access to diverse candidates and updated applicant data for hiring managers, and our global employee base to promote internal mobility. Additional tools include a dashboard to track employee metrics and enhance communications, offering unconscious bias trainings for all employees, and developing a global DEI intranet site. We use our

dedicated page on our intranet to promote training “playlists” on specific DEI topics to create a more inclusive and equitable work environment. For instance, our Allyship playlist is a 12-part training series on identifying one’s own biases and privilege—and taking concrete steps to amplify the voices of marginalized groups. We also began offering a facilitator-led Conscious Inclusion training to global leaders, including the Executive Committee.

In addition, our “iBelong = weBelong” campaign—monthly meetings where employees discuss broader aspects of DEI—started as a grassroots initiative at our Herbalife Innovation and Manufacturing (HIM) Winston-Salem facility with plans to expand to other parts of the Company. This initiative brings together Belonging Advocates to help build a culture of belonging across the company—and to engage with leadership about how to remove any real or perceived barriers to a culture of belonging.

“Working to enhance diversity, equity and inclusion is not just ‘the right thing to do’ for Herbalife—it is a business imperative. Companies will not be growing, or even surviving, if they don’t understand the importance of inclusion.”

—Kim Congdon,

Global Vice President of Human Resources and Talent Management

Employee Diversity Performance

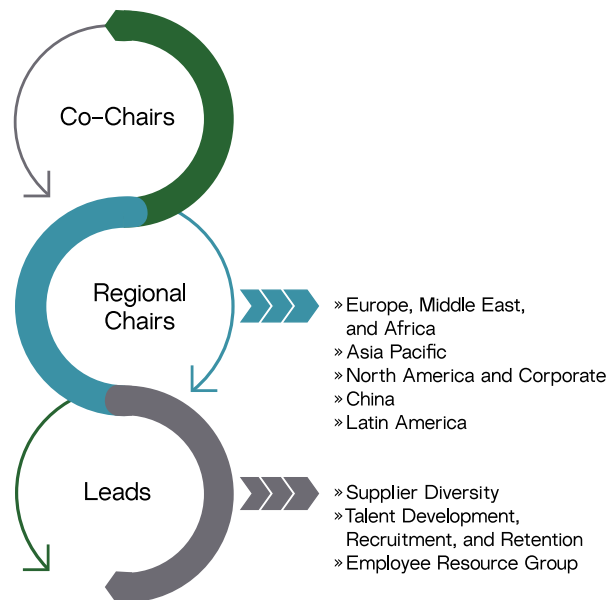
Diverse workplaces require diverse leadership. The Board’s ESG and Compensation Committees oversee our DEI goals. In 2022, approximately 60% of our Board members were women or individuals from ethnically underrepresented groups. At the operational level, we have further developed and engaged our Global and Regional DEI Councils to support our commitment to an inclusive workplace by developing local programs, education, and resources for employees in different countries.

In 2022, female representation in leadership roles exceeded global benchmarks for manager, senior manager, director, and senior director roles. As we continue to grow our female representation in these roles, we will focus on our top areas of opportunity by region and function.

We also engaged regional and country teams to meet our DEI goals and reviewed and approved goals from the Global DEI Council with input and agreement from our Board of Directors.

Global DEI Council

Governing body that establishes, monitors, and ensures meaningful action toward the achievement of DEI goals. It includes representatives from each region and focuses on supplier diversity, talent management, and employee networks.



Employee Resource Groups

Herbalife offers a variety of global employee networks, also known as ERGs where employees build community, share a common purpose, support each other, and strengthen belonging. These networks also provide support and contribute to personal and professional development in the workplace.

Launched in 2021, we currently have eight global employee networks—Black Life, Millennial Network, Multicultural Life, Proud Life, Vet Life, Women in Leadership, Women in Technology, and Working Parents Life—each with an executive sponsor and a steering committee composed of network members. These groups not only serve as a platform for employee concerns but also have an impact on Company policies. For example, we recently expanded parental leave policies in the U.S. based on input from the Working Parents Life group. In 2022, more than 900 employees globally were enrolled in one or more networks.

Supplier Diversity

Supplier diversity and inclusion supports local communities, which is where our Company thrives. We aim to build more resilient supply chains and leverage supply chain innovation through supplier diversity and identify diverse suppliers such as small or women-owned businesses.

In 2022, we defined our initial Supplier Diversity program approach by contacting and engaging a subset of diverse suppliers to better understand their needs and requirements. Then, we partnered with TealBook, a supplier data platform that automates and consolidates supplier data, to establish a baseline of diverse suppliers in North America. We are also using this platform to identify new diverse suppliers and expand our Supplier Diversity program moving forward.

Employee Diversity Metrics		Metric	2022	2021	2020	2019
Women in the Workforce (Global)	Percentage		51%	51%	51%	51%
	Total		5,316	2022 is the first year this number is reported		
Women in Executive Management (Global, Vice President and Up)	Percentage		29%	28%	30%	34%
	Total		46	2022 is the first year this number is reported		
Women in Management (Global, Manager and Up)	Percentage		45%	44%	45%	45%
	Total		1,116	2022 is the first year this number is reported		
Racial or Ethnic Minorities in the Workforce (U.S.)	Percentage		71%	72%	72%	72%
	Total		1,982	2022 is the first year this number is reported		
Racial or Ethnic Minorities in Management (U.S., Manager and Up)	Percentage		56%	56%	57%	56%
	Total		472	2022 is the first year this number is reported		

Fostering Inclusivity: 2022 Employee Resource Group Achievements

Black Life: Organized a day of understanding about Juneteenth, hosted a virtual tour of Black Broadway for Black History Month and held informative lectures on topics including health disparities in the Black community and navigating corporate America as a Black professional.



Multicultural Life: Celebrated International Women’s Day, hosted a virtual potluck and cultural recipe share, learned about international festivals and holidays, explored regional flavor variations to our Formula 1 product line and organized an interactive geographical exploration event where employees around the world could share photos and videos from where they live.



Women in Leadership: Celebrated World Creativity and Innovation Day, organized a breaking bias seminar in honor of International Women’s Day, hosted a program call to encourage female participation in the RISE! Mentorship program and participated in a local community event—the YMCA Stair Climb—hosted in downtown Los Angeles and focused on supporting health and fitness for the local community.



Proud Life: Hosted lectures by LGBTQ+ Independent Distributors to share their experiences as Herbalife Members, hosted a pride-themed trivia quiz and invited ERG members to take part in a 60-second video to celebrate our diversity and global reach.

Vet Life: Sponsored a holiday gift drive for Toys for Tots in Southern California offices, resulting in more than 200 donated toys.



Working Parents Life: Organized lectures on family financial planning, kid-friendly healthy eating, and physical fitness for the whole family.



Women in Technology: Hosted a workshop for Members on how to market themselves through a personal brand, celebrated World Creativity and Innovation Day, and hosted a breaking bias seminar in honor of International Women’s Day.



Millennial Life: Established working groups for work-life balance, networking, and mentoring.

Employee Health, Safety, and Well-being

The health, safety, and well-being of our employees is intrinsic to our business. We are committed to creating a work environment that's not only safe and secure, but also encourages healthy lifestyles.

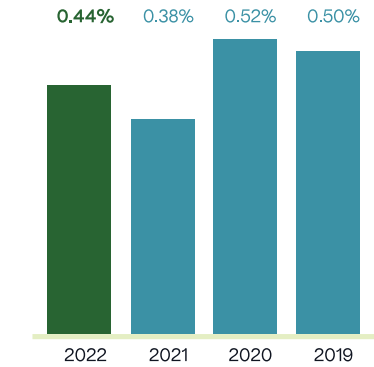
Our dedication to ensuring a safe and secure workplace is evident through a range of policies and programs designed to keep everyone on our premises safe from harm. For instance, in the U.S., our Code of Safe Work Practices outlines the responsibilities of each person on site, and our Injury and Illness Prevention Plan provides clear guidelines and training

for responding to workplace incidents. We also have policies to manage potential health risks, prevent workplace violence, and respond to incidents with efficiency and care.

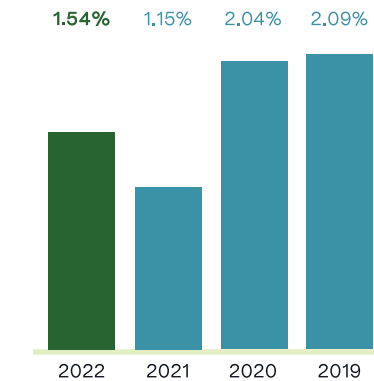
Herbalife has earned ISO 45001 certification for Occupational Health and Safety Standards from NSF-ISR for our HIM in Winston-Salem, North Carolina, and Lake Forest, California. Our HIM Winston-Salem facility has also been recognized for its consistent safety record by the North Carolina Department of Labor for six consecutive years.



Lost Time Incident Rate²⁵



Total Reportable Incident Rate²⁵



²⁵ HIM Sites and U.S.-based offices and distribution centers with >40,000 sq. ft. occupancy for each respective year.

Employee Return to Office

We have been mindful of how the pandemic has changed the way we view safety and security at work. While our manufacturing employees have continued working on-site for the past three years, many of our office employees have been hybrid workers. As more of them return to the workplace, we anticipate an increased risk of ergonomic injuries. We have certified ergonomic trainers who conduct on-site evaluations and mitigate these risks by providing training on posture and workplace setup as well as specialized office supplies to employees as needed.

Through mid-2022, most Herbalife employees worked remotely due to the pandemic. As we prepared to have employees come back to the office, we conducted surveys to engage employees and generate employee feedback and facilitated trainings about return-to-office procedures and change management—focusing on how leaders can support employees during the transition. In preparation for an early 2023 return to the office, we assembled a cross-functional working group with representation from our legal, medical, human resources, safety, security, and corporate communication divisions. This group helped organize town hall meetings and internal communications to update employees on Company protocols. In 2021 and 2022, we also introduced new programs and procedures, including:

- » Implementing virtual ergonomic and micro-break programs for remote employees
- » Conducting a Workplace Violence Awareness and Prevention (WPV) training for human resources, legal, enterprise risk management, global security, and safety teams
- » Certifying all global security directors, senior managers, and managers to train their teams on WPV
- » Conducting a simulation with members of the Incident Management team on the Company's preparedness and response in the event of a significant earthquake



Employee Well-being

We offer a range of resources to promote wellness and fitness—including a voluntary wellness improvement program, in-house gyms, online fitness classes, and our Get Recognized at Work (GROW) program, which allows employees to recognize each other for their progress toward fitness goals.

Our senior wellness educator hosts three live calls each month featuring a well-being presentation on topics with global appeal. Many of these calls are translated into three additional languages that span the highest percentage of our employee base. These are made available globally to engage the broader Herbalife community.

We have also developed wellness programs relevant to our manufacturing and distribution site workers. For example, our Industrial Athlete Program provides suggested workouts with instructions and videos of simple, three-exercise routines to improve strength, stability, and flexibility—especially for those who stand or walk the majority of their workday. We also developed custom wellness content specific to the job roles and production parameters of these workers.

Our wellness programs focus on more than just physical fitness—they also include mental well-being. Herbalife has celebrated World Mental Health Day for the past three years with a month-long series of events and activities supporting workplace mental health through workshops, tools, and educational resources.

Protecting the Rights of People Online and Offline

We are committed to protecting the rights of people in our value chain online and offline, which is the right, honest, and ethical thing to do. To protect people and our business, we also set expectations to conduct business with high standards of integrity and business ethics.

Ethics and Compliance

We hold ourselves to the highest standards of integrity, honesty, humility, and trust. Our [Code of Conduct](#) serves as the primary means by which our organization communicates its commitment to the ethical and legal conduct of our employees and stakeholders. Our Code of Conduct guides us in our daily work. It forms an ethical framework that brings us together—no matter our jobs or where we work—and motivates us to work with a shared sense of integrity and pride. The Code includes guidance on our principles and responsibility for shared accountability to always do what's right—to respect each other, to contribute to a safe and healthy workplace, safeguarding Company assets like information and data, to act with integrity, transparency, and accountability in all that we do. All required Herbalife employees are trained on the Code annually.

The Code applies to not only all employees but extends to non-employees who have a business relationship with the Company, who must comply with our Code's paramount principles

of honesty, integrity, and ethical decision-making. Members of the Board of Directors are also required to comply with our Code and act in accordance with all applicable laws. In 2021, we released a more user-friendly version of the Code with internal links to resources, hotline information, and cross-referenced policies.

Our Ethics and Compliance program, which includes policies, awareness campaigns, and training programs, reinforces the Code. In addition, our Global Distributor Compliance team promotes responsible business practices among our Members through education, monitoring, and enforcement. All required employees must complete the Code of Conduct training annually and harassment prevention training every other year. Completion of the Code of Conduct training in a timely manner is a prerequisite to qualify for an annual bonus.

Stakeholder Grievance Mechanisms

Herbalife provides several ways for all stakeholders—employees, contractors, Independent Distributors, customers, vendors, or members of the public—to report any misconduct, suspected violations of law or possible breaches of our Herbalife Code of Conduct, as well as other related Company policies and procedures, without fear of retaliation. These include toll-free phone, online, email reporting, and SMS/text messaging (U.S. only), all available 24/7. Employees are trained to report any concerns and can make reports anonymously, where permitted by law. We do not tolerate retaliation against employees who report ethics or legal violations.

Anti-Bribery and Anti-Corruption Policy

We are committed to following anti-bribery and anti-corruption laws in every jurisdiction where we do business, including the United States Foreign Corrupt Practices Act and the UK Bribery Act of 2010. Our Code of Conduct prohibits bribery and corruption, and employees receive training and guidance on preventing improper payments and interactions with government officials. In 2021, we launched a mandatory annual Anti-Bribery and Anti-Corruption Policy training as well as a biannual conflicts of interest training for employees who are most likely to encounter



these situations. In 2023, we will further enhance our anti-bribery and anti-corruption training and add three additional languages to support employees. We also expect our suppliers, service providers, and third parties to comply with anti-bribery laws.

Human Rights

Our values are rooted in respect for the human rights of everyone with whom we work. We respect and acknowledge internationally recognized human rights principles. Within the Company, we are committed to treating people with dignity and respect, as well as providing and supporting all human rights, including labor rights. [Herbalife's Human Rights Policy](#) prohibits forced labor, human trafficking, child labor, harassment, violence, or intimidation and supports fair pay, a safe and healthy workplace, and the right to collective bargaining. Our policy conforms to:

- » [The United Nations Guiding Principles on Business and Human Rights](#)
- » [The United Nations Universal Declaration of Human Rights](#)
- » [The International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work](#)
- » [OECD Guidelines for Multinational Enterprises](#)

As a signatory of the [United Nations Global Compact](#), we also embrace the [United Nations Women's Empowerment Principles](#).

The [Herbalife Code of Conduct](#) guides all employees in our daily work and requires that we respond to the concerns of the communities in which we operate—exercising the highest degree of honesty and integrity in our dealings with others.

Herbalife requires all suppliers to adhere to the [Supplier Code of Conduct](#). This Code aligns with Herbalife’s commitment to ethical conduct and requires suppliers to comply with all standards, laws, and regulations that reflect human rights. For those suppliers that are members of [EcoVadis and Sedex assessment tools](#), we are able to assess our sustainability practices, including human rights.

Political Activity and Contributions

Herbalife participates in public policymaking by sharing our expertise and informing government officials about our positions on issues that are important to the Company, our Independent Distributors, and customers. In the U.S., Herbalife has established a Political Action Committee (PAC) that is registered with the [U.S. Federal Election Commission](#). The Herbalife PAC supports certain U.S. federal and state political parties, committees, and candidates who support our corporate mission without political bias.

From time to time, Herbalife directly engages with different levels and agencies of government on public policy issues that impact our business. When appropriate, we provide information and perspectives that support our point of view through our lobbyists. We file quarterly activities with the U.S. Congress that are publicly available on the [Lobbying Disclosure Act Online Query](#). In the E.U., Herbalife is registered with the [E.U. Transparency Register](#), where we disclose fields of interest, membership of associations, (con)federations, networks, or other bodies, and costs associated with activities covered by the Register, which include lobbying activities.

Privacy and Cybersecurity

Privacy

Herbalife is committed to protecting personal information and ensuring it is collected, used, and disclosed in accordance with applicable law. The Company’s goal is to ensure a single cohesive worldwide strategy for personal data handling, anchored by core privacy principles and bolstered by policies, processes, forms, and notices.

Our global privacy department, led by the Vice President, Legal, Worldwide Privacy Counsel, oversees the implementation of the privacy program. A robust network of legal and technical professionals in both the U.S. and abroad

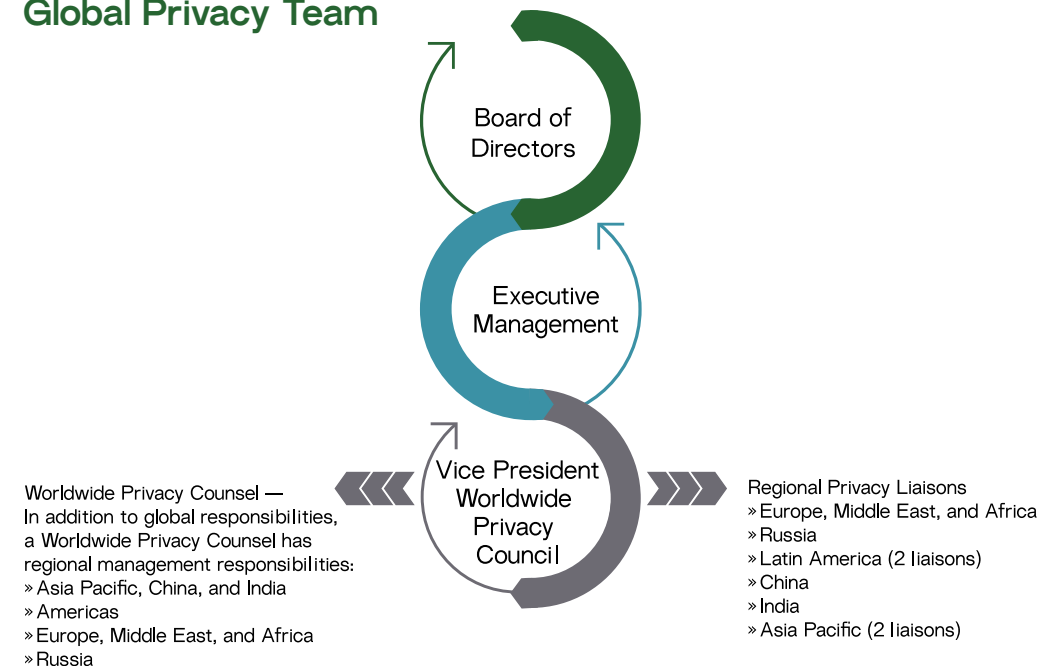
supports the effort. This includes our corporate legal privacy team, regional legal privacy liaisons, other in-house lawyers, outside legal counsel, technical data privacy compliance team, our cybersecurity team, external technical/security consultants, and privacy management vendors.

We have a comprehensive suite of global privacy policies and associated procedure documents. In general, General Data Protection Regulation standards are used as the baseline

for compliance. Local variations may apply as required by local law or as otherwise appropriate.

Communication with employees and Independent Distributors is an essential way to support the goal of protecting personal information. We provide mandatory privacy training to employees, and make available various privacy-related training videos, guidebooks, and other materials to both employees and Independent Distributors.

Global Privacy Team



Cybersecurity

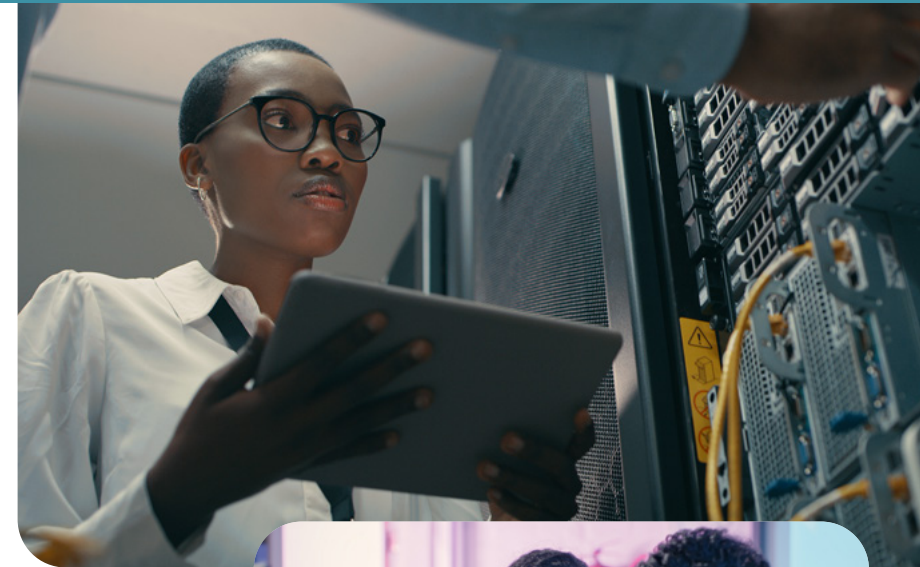
The cybersecurity team is led by our Chief Information Security Officer and a team of dedicated staff, along with strategic partners worldwide.

Our cybersecurity approach is based on the leading frameworks of COBIT 5, NIST, ISO 27001, and PCI DSS 3.2, which support IT governance and management, improve cybersecurity risk management, manage information security, and help prevent security breaches. We continually measure inherent risk and control effectiveness using incident response planning, tabletop exercises, penetration tests, and real-life testing, as well as adopting industry best practice frameworks to measure our maturity. The cybersecurity team undergoes regular independent reviews and audits to ensure our plan is sound and our execution is on track.

Herbalife’s defense-in-depth cybersecurity strategy incorporates multiple layers of controls, including a cloud access security broker, firewall, intrusion detection, and data-loss prevention. These controls are supported by various policies, procedures, and audits, with annual risk assessments shared with the Board’s Audit Committee. The cybersecurity team monitors data flows and has a third-party security partner for analysis and intelligence. There were no material data breaches detected in 2021–2022.

We understand the importance of building a strong human firewall—by training employees to filter good security practices and reject any others. For Cybersecurity Awareness Week in 2022, we hosted a wide variety of information security trainings in partnership with KnowBe4. We offered trainings on fundamental topics in security awareness for employees globally, which were available in 11 languages, as well as specialized trainings for data handlers, supervisors, and executives.

Cybersecurity Team



Fostering the Health and Well-being of Our Communities

Herbalife’s corporate social responsibility program focuses on supporting the health and well-being of global communities. By working alongside strategic partners and using the power of our global footprint in communities, we are forging pathways to support the well-being of the communities in which we live and work and to help us build a healthier society.



Global Community Impact

We support and engage communities to improve health and well-being and facilitate economic empowerment. To maximize impact, our approach involves partnerships with global and local nonprofit, nongovernmental organizations, and multilateral organizations that share our goals.

We are united by our passion to help others and are connected by our global footprint. Our global programs focus on a few key areas, including:

- » Improving the health and wellness of communities
- » Supporting livelihoods and promoting entrepreneurship
- » Using the footprint and scale of our global network of employees, Independent Distributors, and partners to create lasting impact in local communities

These areas of focus also specifically consider the needs of underserved or vulnerable populations and improve gender equity. They are also broad by design, allowing our markets to develop local programs that most benefit them.

Volunteerism

Giving back to communities by volunteering is central to our culture and part of how we fulfill our purpose of helping people live their best lives. We encourage employees to volunteer their time and skills for causes and communities that are important to them. In select regions, we offer paid time off for employees to volunteer, with the structure of the programs varying by region. We also harness the collective power of our diverse global community of employees and millions of Independent Distributors worldwide to join Herbalife-sponsored volunteer and community events to support those in need around the globe. Although volunteering has been challenged in the past few years since the global COVID-19 pandemic restricted the opportunities for in-person events, we have seen growth in our global volunteering as these opportunities become more available.

“The volunteering community feels like a family. If one has a problem, we give support immediately. Volunteering is a lovely solidarity action because our reward is not tangible; it is the other’s gratitude.”
—Angela Soria, Senior Analyst, Peru

Herbalife Charitable Contributions	2022	2021	2020	2019
Cash Contributions (USD)	\$4,740,522	\$4,371,526	\$7,476,366	\$4,044,709
In-Kind Donations (USD)	\$659,264	\$2,691,770	\$2,046,204	\$779,650
Employee Volunteer Hours	5,448	5,400	1,610 (U.S.)	16,760 (U.S.)



Herbalife Nutrition Foundation²⁶

Herbalife is proud to support the Herbalife Nutrition Foundation (HNF). HNF is an independent charity that supports communities around the world and often partners with Herbalife. Established in 1994, HNF is a public, global nonprofit dedicated to improving the lives of children and families. It does this by donating to charities that provide healthy meals, nutrition education, and other support to children and families in need. HNF donations come from Independent Distributors (84%), Herbalife International of America, Inc. (11%), and others (5%). Sometimes HNF chooses to partner with Herbalife in some charitable initiatives. From 2016–2021 HNF

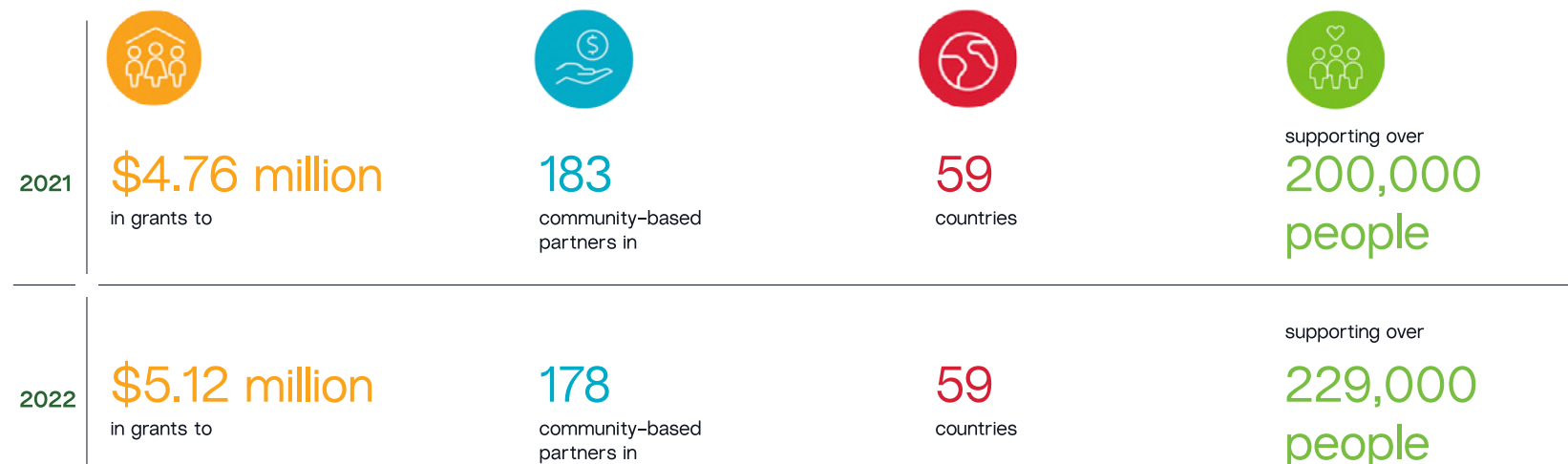
has increased the number of children supported by 145%, annual donations by 60%, and the number of Casa Herbalife Nutrition programs by 28%.

The Casa Herbalife program is HNF’s flagship program. By providing grants to community-based organizations around the world, HNF is helping ensure that children and families receive proper nutrition, education, and healthcare. These organizations may include orphanages, after-school programs, and other community-based nonprofit organizations.

“We’re extremely proud to be able to change the lives of people in need by expanding our community of partners which aims to instill good eating habits for children, so they may have a healthier future.”

—Jenny Perez,
Executive Director, Herbalife Nutrition Foundation

Herbalife Nutrition Foundation Impact



²⁶ HNF is a public charity, not a subsidiary or affiliate of Herbalife. HNF chooses to join Herbalife in some charitable initiatives.



2021 and 2022 Humanitarian Award Winners

Since 2007, HNF has recognized members of the Herbalife Independent Distributor community through their annual Humanitarian Awards. The Humanitarian Award winners embody HNF’s mission by dedicating their time and efforts to changing lives through philanthropy, community leadership, volunteerism, and advocacy.



2021 HNF Global Humanitarian Award Winner: Mary Holloway

Mary has devoted her time and energy to helping those in need, especially at her local Casa, the Wilkinson Center in Dallas, Texas. During the global COVID-19 pandemic, Mary purchased, assembled, and helped deliver 700 gift bags to children of the Wilkinson Center to ensure their holiday experience was joyful, despite the many challenges of 2020. “When we support another person by gesture, we can help them get through another day, believe that they matter and have a vision for a better future,” Mary said. [See more from Mary.](#)



2022 HNF Global Humanitarian Award Winner: Peter Dahl

Peter has devoted his life to improving his community, establishing the Swedish Association of City Missions, a Casa Herbalife partner that supports vulnerable groups in Sweden. “I hope that this [recognition] will help us even more to give back, especially in times like these when the need is great,” Peter said. [See more from Peter.](#)



Nourishing Children in Need in Japan

Kobe Jitsugyo Gakuin (KJG) is a Casa Herbalife partner in Japan dedicated to providing shelter to children who come from dysfunctional families. Since 2005, HNF has partnered with KJG to nourish abandoned and neglected children. With HNF’s grants, KJG renovated their kitchen with new dining furniture and cooking equipment. KJG has received over \$156,000 in grants from HNF donors to help over 390 children, who were once malnourished and without proper parental care.

Our Global Footprint: Health and Wellness Partnerships and Programs

Global challenges of hunger and food insecurity have been exacerbated by the effects of the COVID-19 pandemic and rising costs of food. According to the [World Food Programme](#), the number of people facing acute food insecurity worldwide increased from 282 million to 345 million over the course of 2022. A recent [food insecurity survey](#) conducted by Herbalife and Feed the Children found that three in five Americans have encountered food insecurity at some stage in their lives, with 73% of them experiencing it for the first time during the pandemic.

In 2022, the footprint of our programs supporting community health, nutrition, and wellness expanded to include more than 20 dedicated programs and partnerships worldwide. Together with HNF, we support premier nonprofit partners which include World Food Program USA, The Global FoodBanking Network, American Red Cross, Feed the Children, The Power of Nutrition, The Hunger Project, and other leading regional and local partners.

By leveraging collaborative partnerships to improve health and well-being—through increased access to food, nutrition education, community development, and food system innovation—our business purpose, people, and product are aligned to address hunger and promote healthy nutrition on a global scale.



Our Global Reach

World Food Program USA:²⁷ We and HNF have been proud to work with World Food Program USA since 2018. In 2019, we set up an emergency relief fund designated to support disaster response and resilience efforts globally. We have helped provide over 2 million meals and supported relief efforts globally in the wake of the COVID-19 pandemic and following natural disasters in Guatemala and the Philippines. In 2023, we aim to launch a new partnership with WFP USA to support women smallholder farmers in Colombia.

Nutrient-dense product donations: We are proud to support local communities to improve health, wellness, and access to good nutrition through donation of our products to nonprofit partners, food banks, food pantries, and community organizations around the world. In 2021 and 2022 combined, our in-kind donations valued approximately \$3.3 million.²⁸

United States

Feed the Children:²⁷ To support families in need in the U.S., we and HNF have partnered with Feed the Children since 2019 to deliver food, products like Formula 1 Healthy Meal Nutritional Shake Mix, and hygiene and living essentials to communities across the U.S. In 2021, Herbalife provided 48,000 sets of recipe cards with healthy ingredients in FEED food boxes. In 2021 and 2022, we helped provide 600,000 meals to families.

American Red Cross: For more than 24 years, we have supported various Red Cross organizations around the globe. In the last eight years, we donated approximately 1.9 million Protein Bars Deluxe, valued at approximately \$3.5 million, to 120 American Red Cross blood donation centers in the U.S. Through donations of our nutrition products, we are improving nutrition options for those who are participating in blood donation, a critical underpinning of a public health system. We leverage the power of our community of employees and of Herbalife Independent Distributors and their customers by educating them about the importance of blood donation.

²⁷ Includes grants from HNF. HNF is a public charity, not a subsidiary or affiliate of Herbalife. HNF chooses to join Herbalife in some charitable initiatives.

²⁸ 2021 in-kind donations were valued at USD \$2.6 million and 2022 in-kind donations were valued at \$659,264.

Our Partners



National Hispanic Council on Aging:²⁹ In the U.S., we and HNF are proud to partner with the National Hispanic Council on Aging, an organization dedicated to promoting a healthy, active lifestyle and offering resources including nutrition and fitness programs for residents of Casa Iris, a senior community. In addition, we make donations of nutrient-dense products like Herbalife Formula 1 Nutritional Shake Mix, healthy snacks, and nutrition education materials. In 2021 and 2022, we donated approximately 37,400 servings of products.



Mexico

Red de Bancos del Alimentos de Mexico:²⁹ In Mexico, we and HNF are proud to partner with the country's leading food bank network, Red de Bancos del Alimentos de Mexico since 2020. In 2021, our partnership helped provide 47.1 metric tons of nutritious food like rice and beans to approximately 47,000 people in need across 27 states in Mexico. In 2023, we are continuing our partnership to provide food, nutrition, and nutrition education resources to communities in Mexico.

Nutrient-dense product donations: Herbalife donates nutrition products like Formula 1 Nutritional Shake mix to approximately 30 community-based nonprofits and organizations across Mexico. In 2021 and 2022, we donated more than 8,200 units of Formula 1 Nutritional Shake Mix, providing an equivalent of more than 246,000 healthy meals.

South and Central America

Feed the Children:²⁹ We and HNF have partnered with Feed the Children since 2019. Our partnership in Guatemala and El Salvador supports international food and nutrition activities to improve the health and nutrition of women and children, especially during the first two years of life, in which development is critical to prevent stunting.

Association of Food Banks of Colombia (ABACO): In Colombia, we have provided Herbalife product donations to ABACO since 2018. In 2022, we launched an official partnership that will further support local communities with food and good nutrition.

Nutrient-dense product donations: In markets in South America, including Chile, Colombia, and Ecuador, we work with local food banks and community nonprofit organizations to donate nutrient-dense products like Formula 1 Nutritional Shake Mix, Nutrisoup, and Protein Bar Deluxe as well as hydration products like CR7 Drive. In 2021 and 2022, we donated 41,800 units of product, resulting in approximately 855,000 servings.

Regional food drives: To celebrate World Food Day each year, employees across Central and South America and Brazil come together for a month-long food drive to collect food for people in need and donate it through local food bank and nonprofit organizations. Across 16 markets, Herbalife collected and donated



more than 23 metric tons of food in 2021 and 2022 through these food drives.

Europe, Middle East, and Africa (EMEA)

The Power of Nutrition:²⁹ We and HNF have partnered with The Power of Nutrition foundation since 2022 to support the reduction of childhood stunting by providing essential nutrition and health services to children and mothers in Rwanda.

The Hunger Project (THP):²⁹ We and HNF have supported The Hunger Project's work in communities in Africa and South Asia since 2019. This partnership supports sustainable community-based food and nutrition programs, a dynamic center of community mobilization, and a facility built by local community members. In 2021 and 2022, the THP programs supported by funding from HNF reached approximately 60,000 community members through local development programs.

Providing Healthy Recipes to Communities: In the U.K. we partnered with two community nonprofit organizations, Tottenham Hotspur Foundation and the Tottenham Food Hub to develop and deliver healthy recipes to members of the community to empower healthy eating for families. In 2022, we donated 2,000 recipe cards to the Food Hub.

²⁹ Includes grants from HNF. HNF is a public charity, not a subsidiary or affiliate of Herbalife. HNF chooses to join Herbalife in some charitable initiatives.

India

Sambhav Foundation: In 2020 and 2021, we partnered with Sambhav Foundation’s “Build It Better for Women and Children” program to support the health, nutrition, and hygiene of women and girls in India. This program successfully reached approximately 10,700 women and girls with resources and education on general health, nutrition, and menstrual health and hygiene.

In 2022, we supported Sambhav Foundation’s “Seed to Mouth” program to help farmers boost agricultural productivity, increase food security, and improve rural livelihoods. This ongoing program targets development of the farming communities in Ajmer, Rajasthan, Vijaypura, Karnataka, and Madhya Pradesh. The project impacted 9,316 farmers and an additional 25,695 beneficiaries across farmers’ families and communities across 84 villages in three states in India from 2022–2023.



United Way Bangalore: In 2022, we partnered with United Way Bangalore to support their “Rural Rising” program, an integrated rural development program. Development projects included upgrading and refurbishing childcare centers, developing nutrition gardens, distributing Nutrition Kits, providing solar-powered digital classrooms, and renovating toilets and staff rooms at schools. The program will also provide clean drinking water and upscale water facilities. In addition, the project invested in capacity building by training childcare workers on early childhood care and education guidelines. Across three states, 22,800 beneficiaries were reached through this program in 2022–2023.

Special Olympics Bharat Developmental Sports: Since 2020, we have partnered with Special Olympics Bharat to promote developmental sports for children ages 6–12 with intellectual disabilities. The training encouraged children from a young age to participate in sports and physical activities that inherently provide many health and social benefits and foster a greater sense of empowerment that expands into everyday life. In the two years of the program, our partnership with Special Olympics Bharat has reached just under 7,600 children in 22 states across India.

Asia Pacific

The Global FoodBanking Network (GFN):³⁰ In 2022, we and HNF partnered with The Global FoodBanking Network to support their Food Bank Incubator program in Southeast Asia, supporting the development and sustainability of food bank systems across five countries in Asia Pacific—Vietnam, the Philippines, Malaysia, Indonesia, and Thailand. GFN’s Food Bank Incubator program will support distribution of food to local communities, reducing food waste and increasing vitality of the local food systems.



Feed the Children:³⁰ Our and HNF’s partnership with Feed the Children in the Philippines helps improve the health and nutritional status of women and children, especially during the first two years of life, in which development is critical to prevent stunting.

Herbalife STAR Program: The STAR Program aims to help children build healthy eating habits and an active lifestyle through a 12-week interactive program. The program was introduced in three participating nonprofit organizations in Malaysia in 2019 and expanded to 26 local nonprofit organizations and schools in eight markets with 2,421 children participating across the Asia Pacific region. In 2022, 16 local nonprofit organizations and schools across four countries participated in the STAR program, reaching 1,575 children with the nutrition and healthy lifestyle program.

Healthy, Active Lifestyle in Cambodia: In 2021, Herbalife installed free-use outdoor fitness stations, including fitness equipment and benches, in three popular parks in Phnom Penh and Siem Reap to support healthy, active lifestyles and wellness in the local community.

³⁰Includes grants from HNF. HNF is a public charity, not a subsidiary or affiliate of Herbalife. HNF chooses to join Herbalife in some charitable initiatives.

China

Chinese Red Cross Foundation (CRCF): Since 2020, we have partnered with CRCF to launch the Rural Doctors program, which provides support to rural doctors, including nutrition education, professional skills training, healthcare equipment, and other essentials to benefit local communities and improve nutrition



knowledge and care. In 2021 and 2022, the program reached more than 646,600 people, including doctors who received training and members of rural communities who benefited from health stations or mobile hospital equipment. In addition, we donated 1,200 units of Formula 1 Nutritional Shake Mix and Personalized Protein Powder combined shake product available in China to support those impacted by earthquakes in the region in 2022. This nutrient-dense product helps provide easy and convenient healthy meals, equivalent to 8,400 servings.

China Foundation for Rural Development (CFRD): In 2021, we partnered with the CFRD to improve health and nutrition by providing nutritious foods and nutrition education to vulnerable children in remote, rural areas. The program provides healthy meals to children and nutrition education resources for mothers and teachers. In 2022 through 2023, with implementation support from World Food Program China. In 2021 and 2022, our partnership helped provide healthy breakfasts to more than 1,600 children per year.

Beijing Sport University Education Foundation: To empower children through sports, we have partnered with the Beijing Sport University Education Foundation in China to provide ice rinks, ice hockey equipment, and training curricula to schools and students. In 2021 and 2022, we reached approximately 34,298 students with sports resources and education.

China Soon Qing Ling Foundation: We are proud to partner with the China Soon Qing Ling Foundation to provide hearing-impaired children in need with cochlear implants and language rehabilitation. In 2021 and 2022, our contributions supported approximately 3,200 children through this program.



Health and Wellness in Our Backyard

We also participate in local initiatives and partnerships to uplift the communities around our corporate office locations in Southern California. We are proud to support local partners that provide essential health and wellness programs for families, including the American Red Cross Los Angeles Region, YMCA of Metropolitan Los Angeles—Ketchum Downtown³¹, Boys & Girls Clubs of Metro Los Angeles, and the California Science Center.

Together with HNF, we support these and other local organizations to provide food and meals to families in need. Our partners include:

- » Our Own's³¹ Seed and Soil program, which provides fresh food, produce and education to families in South Los Angeles
- » Union Rescue Mission, a nonprofit that provides comprehensive emergency and long-term services to people experiencing homelessness
- » Los Angeles Regional Food Bank³¹, which has served the Los Angeles community with more than 1.6 billion meals since 1973

In collaboration with our partners, we provided 118,700 meals to this community in 2021 and 2022.³¹

Since 2018, Herbalife and HNF have supported Chrysalis³¹, an organization dedicated to helping individuals out of poverty by supporting programs for job placement and career development, with financial grants and product donations. The Company provides nutrient-dense protein bars and hydration products, helping Chrysalis to provide healthy nutrition in snacks and lunches distributed to the Chrysalis Enterprise transition workers. In 2022, we donated more than 2,800 servings of hydration and nutrient-dense snack products.

³¹ Includes contributions from HNF.



Since 2012, the LA Galaxy and HNF have distributed \$2.5 million in charitable donations to benefit vulnerable and underserved communities worldwide. LA Galaxy players and coaches also join volunteer events, including beach cleanups, community gardens, field renovations, holiday food drives, and more. In Los Angeles, the LA Galaxy and Herbalife support LA-based nonprofit and HNF Casa program, A Place Called Home, to provide a safe, nurturing environment with programs in arts, education, and wellness for the young people in South Central Los Angeles to help them improve their economic conditions and develop healthy, fulfilling, and purposeful lives. In 2022, LA Galaxy striker Chicharito Hernandez joined Herbalife in a volunteer event at A Place Called Home to distribute 1,500 backpacks with school supplies and Herbalife products to kids for the upcoming school year.

We also partnered with the LA Galaxy and the U.S. Soccer Foundation to provide a new mini-pitch field in Long Beach in 2022—offering children in underserved communities a safe place to play soccer and instill healthy habits. Together, Herbalife and the LA Galaxy plan to donate an additional \$1.25 million to promote soccer, healthy lifestyles, and nutrition education to communities in need.

Supporting Livelihoods Through Empowering Entrepreneurship

We partner with cross-sector organizations worldwide that provide pathways for inclusive economies—including access to finance, education, mentorship, and other resources. These programs support traditionally underrepresented and vulnerable communities and promote entrepreneurship. Such partnerships can change lives by transforming communities and empowering individuals with the tools they need to create lasting impact for themselves and their families.

Because hunger and food insecurity are especially pressing issues in Africa, we support local entrepreneurs who are working to address these health and wellness challenges. We've partnered with the [US African Development Foundation](#) (USADF), an agency that provides capital and resources, builds capacity, promotes skill development, and improves resilience on a grassroots level. Through our partnership with USADF, we have supported five African social entrepreneurs who are working to eliminate hunger and improve livelihoods in their communities through our [Food and Nutrition Stars \(African FANS\) Program](#). These entrepreneurs include:

- » **Eric Muthomi, Stawi Foods and Fruits, Kenya:** Benefits smallholder farmers, especially women, enabling them to increase their incomes and improve production and quality control
- » **Nobukhosi Ndlovu, Nutrie Foods, Zimbabwe:** Supports rural women farmers through contract farming, efficient farming, and agribusiness training
- » **Innocentia Maine, MIS Poultry Farm, South Africa:** Focuses on broiler chicken production as well as nurturing and caring for chicks until they are fully grown and ready for distribution
- » **Priscilla Akoto-Bamfo, Shepherd's Mills, Ghana:** Engages rural women in parboiled rice production and packaging
- » **Adepeju Jaiyeoba, Colourful Giggles Nutrition, Nigeria:** Offers families affordable, nutritious cereals made from local products to combat malnutrition and stunting



Empowering Female Farmers in Zimbabwe

I started Nutrie Foods as a company that offers healthy food while giving back to the community by providing a fair-trade market for female farmers' produce. Nutrie Foods manufactures peanut butter, mixed fruit jam, salted corn, roasted corn, chili corn, and marmalade. It also packages honey, sugar beans, soy chunks, and rice imported from Kilombero, Malawi.

Producing high-quality food is as important to me as promoting female economic empowerment. Not only because it is central to realizing women's rights and gender equality, but because women's dignified labor is good for any economy, especially one like Zimbabwe's.

By partnering with Herbalife and USADF, I was awarded a grant which enabled Nutrie Foods to buy a van to transport employees to work safely. It helped us limit exposure to COVID-19 for our employees, cut our transport costs, and increase our productivity. The safety and happiness of our employees is paramount, as motivated employees produce better results.

—Nobukhosi Ndlovu,
Founder and Managing Director, Nutrie Foods

Supporting the Education of Young Entrepreneurs and Students

Herbalife supports the education of young people, so that from an early age they have the necessary tools to develop their professional skills and competencies. In 2021 and 2022, we partnered with several organizations to support youth education.

In Spain, Herbalife is a sponsor and organizer of [Young Business Talents](#), a free educational program that provides hands-on business experience. Through use of a virtual business simulator, thousands of young people from educational centers across Spain can practice working and leading a business through collaboration, leadership, and decision making. By getting real-world experience, students are better prepared to successfully start and develop their own entrepreneurial ventures. In 2021 and 2022, approximately 10,600 students from 389 schools across the country participated in the program.

We and HNF partnered with [It Takes a Village](#), supporting schools in rural communities in Mexico and Ghana with one-on-one



mentoring, access to books and computers, and a full-time librarian. Across 2021 and 2022, approximately 60 Herbalife employees volunteered as [mentors](#), totaling more than 290 hours of service, aiding approximately 60 students.

In India, we are committed to empowering students from underserved communities. From 2020 through 2021, we partnered with [Agastya Foundation](#) to provide science learning resources, including mobile science laboratories and science centers across 12 schools in India, enabling children to learn in areas where schools have limited or no scientific laboratory facilities. Across all locations, our partnerships with Agastya Foundation provided access to science resources for approximately 21,000 students.

In addition, in 2021, we partnered with the [American India Foundation's Learning and Migration Program](#) (LAMP) to support the education of children affected by distress seasonal migration in the wake of the COVID-19 pandemic. With Herbalife's support, LAMP reached approximately 6,700 migrant children in 2021.

In 2022, we partnered with the Katha Foundation to support the [Katha Lab School](#) project, which provides high-quality educational support for approximately 3,000 underserved children from the most marginalized communities. The school supports the holistic development of at-risk children, helping them to complete their education and giving them tools to support their lifelong resilience.

Supporting the Next Generation of Health, Nutrition, and Science Leaders

As a leader in global health and wellness, we value work done by scientists and subject matter experts in academia and industry. We believe that supporting the next generation of leaders in nutrition



STEP interns join experts from Herbalife, LA Galaxy, and the California Academy of Nutrition and Dietetics for an event to discuss the importance of sports nutrition.

science and dietetic practice will advance scientific research and learning. We partner with organizations around the world to provide academic scholarships to students aspiring for academic achievement in the nutrition and health sciences:

- » **American Society for Nutrition:** In the U.S., we have partnered with the American Society for Nutrition since 2019 to provide a scholarship to Registered Dietitians (RD) or those intending to become an RD.
- » **STEP in Sports Nutrition:** In Los Angeles, the Herbalife Student Training and Experience Program (STEP) in Sports Nutrition is program offering an internship rotation for students interested in sports nutrition and performance. Dietetic interns spend time learning about various roles of RDs contributing to the industry and have hands-on experience in nutrition assessment and training to professional athletes with RDs at sports nutrition partners, including LA Galaxy or ProActive Sports Performance. In 2022, six interns participated in the program.
- » **Universidad de la Sabana and the Universidad de los Andes:** In Colombia, we partner with premier academic institutions in the country to provide scholarships for both undergraduate and postgraduate students in the fields of health, nutrition, food, and sports medicine.

- » **Pontificia Universidad Católica de Chile of Chile and the Institute of Nutrition and Food Technology of Universidad de Chile-INTA:** In Chile, we partner with two of the country's leading academic institutions to award two scholarships in 2022 to Nutrition and Food Engineering students to take the postgraduate course, "Food Innovation: Challenges and Opportunities for the Industry".
- » **AOAC International:** Since 2021, Herbalife has partnered with AOAC International to provide scholarships to students who are engaged in research for advancing analytical or molecular DNA testing.
- » **Korean Nutrition Society:** Since 2020, Herbalife has sponsored the Herbalife Young Scientist Award at the Korean Nutrition Society's annual international conference to support nutrition and food science research by young professors.

Partnerships for Public Health

Demonstrating our leadership in health and wellness, we support public health initiatives of various sizes around the world based on the needs of federal or local governments. These initiatives include supporting campaigns on obesity and non-communicable disease prevention through healthy lifestyle, nutrition education, breastfeeding, mosquito-borne illness prevention, safe food handling, and hygiene.

In Brazil, we have partnered with the Ministry of Health since 2013, supporting national public health campaigns, using Herbalife's channels and network to educate and increase awareness around key campaigns such as anti-smoking, breastfeeding, and disease prevention. In 2021 and 2022, we reached more than 248,000 people with related public health messages, based on views of our product catalog, social media, and internal communication to employees.

In Indonesia, we have partnered with the Ministry of Health since 2017 to support the community's Healthy Lifestyle Movement (GERMAS) program. This partnership supports public health education on obesity, hypertension, healthy lifestyle, and nutrition. GERMAS information is available in both digital and print formats and has been integrated into Herbalife channels—including at Independent Distributors' Nutrition Clubs, in product orders, at sponsored events, and through digital downloads for all Members. In addition, Herbalife partnered with the National Team for the Acceleration of Poverty Alleviation (TNP2K) in Indonesia, a think-tank under the Vice President's Office, to implement a program on health promotion and prevention of non-communicable diseases (NCD), specifically diabetes and hypertension. The IM-CRT program was launched in 2017, followed by a pilot project in October 2018 where researchers conducted a health screening on 1,845 people aged 15 years or above. Based on the pilot project, researchers engaged in NCD early detection activities at workplaces, especially in the academic community of the University of Indonesia. In executing the project, Herbalife Indonesia and TNP2K also partnered with PT Reconstra Utama Integra to develop an application called Kampus Sehat (Healthy Campus) as a NCD early detection tool.

In 2021, Herbalife partnered with India food regulator Food Safety Standards Authority of India in its Eat Right India campaign, which aims to encourage safe and healthy eating by upgrading food service infrastructure and educating food handlers' and customers' understanding of nutrition.

Our initial pilot project involved conducting an Eat Right awareness-raising campaign in two Indian cities. In 2022, we expanded the project across eight cities. Our advocacy efforts included walkathons, promotional videos, and social media marketing, as well as a 10-day radio campaign on healthy eating habits that promote environmental



sustainability. The radio broadcast ran in eight regional languages and reached over 10 million listeners.

To increase access to balanced nutrition, we also helped to upgrade and convert large-scale cafeterias into certified Eat Right Campuses at 40 prominent centers—including hospitals, state administration offices, police training centers, colleges and universities, and railway stations—giving thousands of people access to safe, healthy, and balanced meals and nutrition education.

In April 2022, we convened government, political, and private-sector stakeholders at the Eat Right Food Summit in Delhi to strategize for a healthier future for India. To date, the Eat Right India project has reached more than 200 million people.

In 2023, the project will expand to include 40 additional campus certifications, four regional food summits, five community events, a radio campaign across eight cities, and more activities to increase awareness, furthering public health education across the country.

Planet

Supporting a Thriving Planet

We believe a bright legacy for future generations is, in part, interconnected with the environmental sustainability practices of our business.

Our commitment to strengthening environmental stewardship is visible across our value chain through our efforts to source responsibly, reduce carbon emissions starting in our own facilities to deliver on our aspirational goal of net-zero by 2050, and continuously improve the circularity of our packaging. In turn, these efforts help protect the ecosystem in which our ingredients grow, ensure our products are manufactured in an environmentally responsible manner, and encourage our consumers to use and dispose of products responsibly.

Alignment with UN Sustainable Development Goals:



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Climate and Carbon Footprint

Our commitment to strengthening environmental stewardship is visible across our value chain through our efforts to source responsibly, explore ways to reduce carbon emissions starting in our own facilities, and continuously improve the circularity of our packaging.

In 2022, we began efforts to develop our global baseline greenhouse gas (GHG) inventory and are currently in the process of collecting data across all our facilities for Scope 1, 2, and 3 emissions in our value chain. This will enable us to expand reporting of annual emissions beyond our manufacturing locations to include our global footprint. Once completed, this will position us to set targets—aligned with the Science Based Targets initiative (SBTi)—to reduce

GHG emissions across our value chain, from agricultural inputs to product distribution. Our intent is to set near-term (five- to 10-year) Scope 1, 2, and 3 targets.

In 2022, we performed site assessments at our five major Herbalife Innovation and Manufacturing (HIM) facilities in Lake Forest, California; Winston-Salem, North Carolina; Suzhou, China; Nanjing, China; and Changsha, China. This assessment identified current initiatives, as well as potential efficiencies and opportunities for reduction solutions that could be quickly implemented and scaled across HIM sites. These assessments will help us to develop a sustainability roadmap that outlines achievable Scope 1 and 2 targets for each HIM site.

Several initiatives at our HIM facilities in China demonstrate tactics we can explore for other facilities to increase energy efficiency and reduce associated emissions. For example, we installed LED lights in all China facilities and a solar streetlight at our HIM Nanjing site which will help reduce electricity usage and overall carbon emissions. Our HIM Changsha and Nanjing sites also installed heat exchangers to recycle the heat of condensed water from steam, and our HIM Nanjing facility installed a heat recovery device to recycle heat from an air compressor. These improvements will help reduce natural gas usage and overall carbon emissions. We plan to explore these opportunities to implement best practices to reduce our emissions and energy consumption in other facilities.



Beyond our manufacturing facilities, we are moving toward more energy-efficient office buildings. For example, in downtown Los Angeles, we modernized our offices with new higher-efficiency lighting and water systems in 2021. Additionally, we completed extensive retrofitting to increase lighting efficiency, HVAC, and water systems at our offices in Torrance, California in 2021 and 2022. Here, one of the buildings achieved ENERGY STAR[®] certification in 2022 with an ENERGY STAR[®] score of 75. This signifies that the building is more energy efficient than 75% of similar buildings in the U.S. On average, ENERGY STAR[®] certified buildings generate 35% fewer GHG emissions than typical buildings.





Costa Rica office solar array

In 2021, we updated two of our offices in Mexico with more efficient systems, including an updated HVAC system and installation of LED lamps that improved overall electricity usage and reduced CO₂e.

Another milestone in 2022 was the installation of a new rooftop solar array at our Costa Rica office, a renewable energy project. This project included installation of 87 solar panels which are expected to produce more than 53,000 kWh per year, replacing an estimated 87% of energy consumption at this site with solar power, eliminating an estimated four tons of CO₂e per year.

To further reduce carbon emissions from our value chain, we are exploring opportunities to improve areas including shipping and logistics. In India, we introduced 14 electric vehicles that replaced diesel ones to support local product deliveries in Bangalore, Delhi, Kolkata, and Jaipur. In 2022, the electric vehicles delivered more than 29,000 product orders, resulting in emissions savings of approximately 54 metric tons CO₂e. We are planning to expand this program to three additional cities in 2023.

Energy Use and GHG Emissions ³²		2022	2021	2020	2019
Greenhouse Gas Emissions	Total Scope 1 and 2 GHG Emission (metric tons CO ₂ e)	23,572	24,815	25,699	25,434
	Scope 1 GHG Emission (metric tons CO ₂ e)	6,305	7,877	7,535	7,090
	Scope 2 GHG Emission (metric tons CO ₂ e)	17,267	16,939	18,164	18,344
Energy Use	Total Energy (Electricity and Natural Gas) Use (GJ)	282,251	313,207	317,232	310,370
	Total Electricity Use (MWh)	43,206	43,542	46,544	47,095
	Total Natural Gas Use (MWh)	35,197	43,460	41,576	39,119

³² HIM sites and U.S.-based offices and distribution centers with >40,000 sq. ft. occupancy for each respective year

Greening Our Labs



Scientific laboratories are one of the most resource-intensive spaces in our industry—generating vast quantities of plastic waste, consuming extensive amounts of water, posing risks from hazardous chemicals, and consuming considerably more energy than buildings of equivalent size. By concentrating our efforts on creating environmentally sustainable labs, we can achieve impactful results.

In 2021, we partnered with [My Green Lab](#) (MGL) to help us develop more eco-efficient lab operations and obtain green lab certification status for our eight laboratories worldwide. Our initiatives center around four key areas: water, energy, recycling, and green chemistry.

MGL uses a scoring system to determine certification level—with green certification representing the highest status. When we began the program at the end of 2021, our average baseline score was 51%—placing us at silver-level status. In just one year since joining the program, scores for all labs have improved by an average of 42%, and three have achieved green certification. We have set a target to achieve green certification for all Herbalife labs by the end of 2030.

Beyond lab certification, the program has helped us place a greater emphasis on raising awareness of environmental sustainability practices in our laboratories—and embedding environmental consciousness into our daily operations. This has included developing educational prompts and posters for labs, recruiting new volunteers for green lab training, and initiating monthly meetings to share best practices. We will continue to expand these efforts in 2023.



Water and Waste

Our strategy to reduce carbon emissions will require us to explore opportunities across other material targets—including water stewardship, waste management, and food loss and waste reduction.

Water Stewardship

Safe and accessible water is essential for our business to grow the agricultural commodities that are inputs to our products. Since water is a limited natural resource, we are committed to effective water stewardship throughout our value chain. We are continually exploring ideas and initiatives to reduce water consumption at our HIM and office facilities.

In 2021, we made improvements to water efficiency in our corporate offices in downtown Los Angeles and to our office in Torrance, California in 2022—including water-saving sinks, toilets, and other equipment, as well as improvements to outdoor landscaping.

Across our HIM facilities, a baseline assessment included current projects and opportunities to increase water efficiencies, which have resulted in savings in both consumption and cost. In 2022, we:

- » Installed a water tank at our HIM site in Lake Forest, adding rinse water reclamation to the Liquid Manufacturing System to save on the amount of water required per cleaning cycle. This results in approximately 86,400 gallons of water saved per year.
- » Implemented a water-saving initiative in our Winston-Salem HIM facility's laboratory. All sink faucets with 3.0 gallons per minute (gpm) aerators were replaced with 1.5 gpm aerators to improve water efficiency and use.
- » Installed a water recycling system at our HIM Nanjing facility, designed to reuse wastewater for heating and cooling, reducing water and electricity usage as well as cost savings.

ESG
Scorecard

July 2023



See data on Water Usage in our [ESG Scorecard](#)



Waste Management

With circular economy principles in mind, we are committed to reducing waste sent to landfills by reusing, recycling, and renewing materials wherever possible. We track waste diversion across our largest waste-producing facilities and provide internal recycling guidelines to our global employees. Thanks to our global initiatives and programs involving Independent Distributors and communities, we have several initiatives around the world that aim to increase awareness, education, and opportunities for recycling and upcycling—giving used materials a second life by turning them into new items. We also work with regional nongovernmental organizations (NGOs), businesses, and the waste sector to support local recycling programs.

Additionally, we have implemented an incineration diversion project in Colombia to help reduce our carbon footprint. In 2022, we partnered with a vendor to employ circular models that promote waste reduction through methods like composting instead of incineration, which had previously been the standard method of disposal in the country. By composting materials such as paper and select obsolete products, we diverted 16.5 metric tons resulting in a carbon savings of approximately 13.7 metric tons CO₂e in 2022.

ESG Scorecard

July 2023



See data on Operational Waste in our [ESG Scorecard](#)

Across our operations, we have also implemented various projects to reduce waste-prone materials. For example, we started elimination of our printed Distributor Rules of Conduct books in 2018, and, as of the end of 2022, we have eliminated these print materials in 83 of our 95 markets where we operate, an 87% total elimination, resulting in a cumulative savings of approximately 472 metric tons of paper—the equivalent of 12,475 trees. In markets where regulations permit digital-only distribution of Distributor Rules of Conduct materials and where online access is commonly available, we aim to eliminate print versions of the books entirely by 2025.

We have also completed efforts to reduce paper across other projects. In 2022, we reduced the size of our monthly magazine Xtra Xtra—a print publication for our Members in Mexico, optimizing the size and number of pages, resulting in a reduction of 80% paper usage, the equivalent of 66.4 metric tons of paper per year.

Food Loss and Waste

Food loss and waste represent a significant opportunity to reduce carbon emissions through the diversion of food waste materials. According to the [Food and Agriculture Organization](#), the global volume of edible food waste is estimated at 1.3 billion tons per year. This food waste carries a heavy burden, adding 3.3 billion tons of CO₂e of GHG released into the atmosphere per year. Outside of our partnerships to [donate nutrient-dense products](#) to communities in need, we are also exploring other ways to responsibly repurpose food waste.

In 2020, our operations team in Venray, Netherlands, identified several opportunities to reduce food waste, costs, and our carbon footprint. The team implemented a pilot project focused on recycling excess or obsolete inventory of our flagship product, Formula 1 Nutritional Shake Mix, for use as animal feed. We partnered with Nijssen-Granico, a local animal feed manufacturer specializing in waste streams from food-producing companies. After a successful pilot in 2020, this project has been successfully integrated into our waste disposal process in our Venray contracted manufacturing facility. In 2021 and 2022, we diverted approximately 153 gross metric tons of food product waste into animal feed through this project.

Meanwhile, we have made significant strides to responsibly process botanical waste in our HIM Changsha facility. After the Chinese government passed a solid waste prevention and control law in 2020, with strict requirements for solid waste prevention, the Changsha team partnered with waste managers who were capable of recycling botanical waste into fertilizer. In 2021, the facility began converting botanical waste into organic fertilizer—recycling approximately 75% of its botanical waste, or approximately 2,100 tons, in 2022. The HIM Changsha facility aims to increase this number to 100% in the coming years.



153 gross metric tons of food product waste was converted into animal feed in 2021–2022. Learn more about the [Food to Feed program](#).

Product Packaging and Plastic

Moving toward a circular packaging business model is a growing priority—for both our business and the customers we serve. In a recent poll of 5,500 consumers in Asia Pacific aged 18 to 75, 67% opted for products that use minimal or environmentally sustainable packaging, and 66% aimed to reduce the amount of waste generated from their personal nutrition choices.

While packaging plays a critical role in keeping products fresh and safe, our goal is to develop packaging that also minimizes material use, especially in countries where waste-management infrastructure is underdeveloped. By reducing packaging and plastic waste from the start, we can circumvent many of these challenges as well as create cost efficiencies for our business.

Our strategy includes reducing virgin plastic, using more recycled and renewable content, exploring biodegradable and non-plastic options, and eliminating non-recyclable material from packaging. Ultimately, we aspire to achieve a waste-free future.

Recycled Content

We have incorporated recycled materials, where permitted by regulation, into the packaging of our flagship product, Formula 1 Nutritional Shake Mix, in North America, South America, Central America, and Asia Pacific markets. Between 2021 and 2022, we implemented 25% post-consumer resin (PCR) into Formula 1 canisters in the markets where we had made this commitment—representing 23% of Formula 1 product SKUs globally.³³ The inclusion of PCR reduced our virgin plastic usage by 332 metric tons in 2022. Including PCR is an important step on our journey to reduce our virgin plastic usage, but we acknowledge that we have significant work ahead of us, as this accomplishment represents 2.5% of recycled content within our total rigid plastic materials in our product packaging.

In markets that currently do not accept PCR as food contact material, our Global Public Affairs team is working to help educate regulators about the efficacy of doing so. We have also integrated PCR feasibility into our product launch process, supporting our planned expansion of recycled material usage in the coming years.



Plastic Use and Product Packaging	2022	2021	2020	2019
Total Rigid Plastic in Packaging (metric tons)	13,428	15,765	*	*
Percent of Recycled Content within Total Rigid Plastic Packaging (metric tons)	2.5%	1.6%	*	*
Total Virgin Rigid Plastic in Packaging (metric tons)	13,096	15,510	*	*
Percent of Virgin Content within Total Rigid Plastic Packaging	97.5%	2021 is the first year these metrics are reported		

³³ Represents the percentage of global Formula 1 SKUs based on December 2022 production volume.
* Not available.

In addition to plastic reduction, we reduced materials and introduced recycled fiber content in select product packaging. In China, we implemented lighter-weight, Forest Stewardship Council (FSC)-certified paperboard across product cartons in 2022. This change eliminates approximately 3.45 metric tons of paper, 32,931 m² of laminated plastic film, and about 1.18 tons of glue per year.

Reduced and Renewable Packaging

In 2023, we plan to remove virgin plastic scoops from 15 powder-based product lines and discontinue the sale of multi-scoops in Europe and Africa—which cumulatively constitutes approximately 8 million scoops annually. This will eliminate an estimated 45.6 metric tons of virgin plastic from these markets, reduce our carbon footprint, and lead to a cleaner product experience.³⁴



We will continue to innovate a sustainable product experience by removing virgin plastic scoops from inside our products and launching a new range of scoops made from sugarcane byproduct, a natural and sustainable material in our markets in Europe and Africa. We plan to introduce this initiative in 2023 and aim for completion by the end of 2024.



Secondary Packaging, Product Shipping, and Logistics

Across several regions, we have taken steps to implement sustainable solutions in our operations, including secondary packaging, shipping, fulfillment, and logistics. In 2022, across markets in Europe, Africa, and India, we implemented use of shipper boxes made from responsible managed sources.

Also in 2022, our Brazil facilities implemented the use of sustainable shipping boxes by using fibers made from recycled paper and sugarcane waste and byproducts. Not only did this reduce virgin

paper, but it also resulted in significant benefits to the business, including cost savings and service improvements, such as reduced lead delivery time.

In our markets in Northern Europe, we removed cardboard dividers in shipping boxes, resulting in reduction of 15.4 metric tons of cardboard materials in 2022. We are also switching to 100% recycled plastic air pillows in our EU markets.

In our markets in South America, we removed excess plastic from our shaker cups in 2022, resulting in an estimated savings of 88 kg per month—or just over one metric ton per year.



³⁴ Estimates based on total 2021 production volume of SKUs that included scoops that will be eliminated through this project.

Plastic Recycling

Plastic waste is a global concern, but the availability of recycling facilities varies greatly among global communities. Our teams around the world have launched new initiatives to help ensure recyclable plastics get recycled. To support opportunities to scale our impact, we are also committed to working with our global communities, local governments, NGOs, businesses, and the waste sector to help develop infrastructure and increase consumer awareness around recycling.

In more than 30 markets around the world, we have implemented ongoing, local recycling initiatives at our facilities, as well as sales and distribution centers to incentivize recycling of Company product packaging and educate customers about recycling and waste reduction. In 2021 and 2022, these local programs resulted in 5,475 metric tons of materials recycled.

Local Initiatives

In 2022, we partnered with several local organizations to help improve recycling infrastructure:

- » In Turkey, Herbalife participates in KAPSAM—a public policy research center. In 2022, we partnered with The United Nations Development Programme (UNDP) to support a local sustainability effort to reduce single-use plastic use by providing a water station and 500 reusable, steel water bottles to students and community members at the Bursa Municipality library.

- » In Brazil, we partner with the Brazilian Association of the Personal Hygiene, Perfumery and Cosmetics Industry as part of their “Give your hand to the future” program, supporting packaging recovery across 91 municipalities.
- » In Vietnam, we collaborated with the Ho Chi Minh City Association for Conservation of Nature and Environment to convert used product canisters into plastic grains for reuse in manufacturing.
- » In the Philippines, we partnered with Green Antz to help transform discarded product packaging into green building materials. In 2022, we provided 488.3 kg of plastic to Green Antz, which they converted 10,851 eco-bricks.
- » Malaysia, we engaged Recycle for Life to collect used product canisters and bottles from our sales and distribution center in Kuala Lumpur on a regular basis. All container deposit refunds from this program are donated to the Herbalife Nutrition Foundation to improve the lives of children and communities in the country.
- » In Thailand, we donated used product canisters to Chak Daeng Temple in the Samut Prakan Province for reprocessing into useful materials.



Caring for Marine Ecosystems

In 2022, we announced a two-year global responsibility partnership with Plastic Bank, a social enterprise that works to stop ocean plastic. Through this partnership, Herbalife is funding the collection and recycling of plastic waste, with the aim of preventing over 180,000 kg of plastic from entering oceans by the end of 2023.

Scaling Our Recycling Impact with Independent Distributors in Asia



In 2022, we conducted an Asia Pacific Nutrition Sustainability Survey—polling 5,500 consumers across 11 Asia Pacific markets. Our findings indicated that four in five consumers consider environmental sustainability an important factor in nutrition-related decisions. In particular, consumers prioritized the amount of waste generated, the amount/type of packaging material, and the recyclability of packaging materials.

These findings inspired us to launch our first ever canister recycling program specifically for Independent Distributors—the Asia Pacific Simply Recycle Challenge—which launched in celebration of World Environment Day 2022. This five-month-long program targeted Independent Distributors, and specifically those who run Nutrition Clubs, to recycle Herbalife product packaging at designated drop-off centers. Participants were incentivized with green, bronze, silver, and gold tiers of recognition based on the number of canisters collected—with financial prizes for the top collectors. In addition, Herbalife partnered with One Tree Planted to plant a tree for each participant who achieved gold status. The challenge resulted in over 712,000 canisters, equivalent to 36 metric tons of plastic packaging, submitted for recycling from 3,300 participants across the Asia Pacific region. We are continuing this program for continued impact in 2023.

36
tons of plastic recycled

1,421
trees planted

3,300
participants

“I’m really grateful to Herbalife for organizing this recycling campaign to create environmental awareness, and for providing an event platform for all Independent Distributors and users. 😊 Simple action, great impact. Contributing my small action for a better environment – CHECK! ✅”
—See Lui F., Herbalife Independent Distributor, Malaysia



Responsible Sourcing

We prioritize responsible sourcing of naturally grown ingredients, such as soy, with a strong focus on human rights and environmental stewardship. Our commitment helps to ensure fair labor practices, transparency, and sustainability throughout the supply chain, protecting both people and the planet.

Deforestation contributes to between 12% and 20% of global GHG emissions. Clearing forests in conservation areas for the purpose of expanding agricultural land is illegal in most countries. We recognize the need to protect forests and are committed to helping mitigate deforestation in our supply chain. We have built a responsible sourcing program that engages suppliers on critical environmental and social issues, identifies potential risks, and then manages those risks accordingly.

In 2022, we identified critical suppliers, which represent 61% of our direct spend, across four pillars of responsible sourcing: environment, labor and human rights, ethics, and sustainable procurement. These suppliers included those who are high-spend direct suppliers as well as category-specific suppliers identified as high risk, such as suppliers of soy, cocoa, and transportation. We then requested they either become an EcoVadis or Sedex Members Ethical Trade Audit (SMETA) member, both of which provide programs to audit or monitor supplier environmental and social performance.

Based on the EcoVadis and SMETA assessments, we have classified high-risk suppliers and identified areas of improvement to define the best way forward—collaborating with the supplier to develop solutions when necessary. We track and monitor these suppliers' performance with regular follow-ups and reassessment requests.



Engagement Targets for Our Responsible Procurement and Sustainable Sourcing Program

2023 target:
include 70%
total direct spend
suppliers

2025 target:
include 80%
total direct spend
suppliers

2025 target:
include 100%
of soy and cocoa
suppliers

In 2023, we plan to include 70% of suppliers representing our direct spend in our Responsible Procurement and Sustainable Sourcing program. This involves monitoring our existing soy suppliers and onboarding additional transportation suppliers. We will be onboarding new suppliers with EcoVadis and working with suppliers that require support and guidance. By the end of 2025, we aim to include 80% of suppliers representing our direct spend in the Responsible Sourcing program.

Additionally, we aim to include 100% of soy and cocoa suppliers, as we recognize that there are various sustainability-related risks associated with these materials.

Most of Herbalife’s soy is grown in the United States and China, which are regions generally considered as deforestation free. For the soy sourced from South America, Herbalife is working with our primary soy supplier to purchase soybeans from third-party certified sources, verifying deforestation free. We have already mapped out the country origin of 100% of soy supply. In the countries that pose high risk to deforestation, we aim to embed full traceability to the farm level in the coming years.

For cocoa, we are developing a strategy for how to work with suppliers to ensure cocoa is sustainably sourced. We will continue to examine all ingredients and their impact on the environment and people across our supply chain as we build out targets under our Responsible Procurement and Sustainable Sourcing program.



Tree Planting in Our Local Communities

In 2022, Herbalife participated in the Siembratón (plant-a-thon) event, supporting restoration projects of the local ecosystem through tree planting of native species. As a result, the Company planted 1,000 trees and endemic species near Quito.

The Johannes Kepler school, Leader of the SDG15 of the UN Global Compact and coordinator of the Network of United Schools for the SDGs, granted the certificate of environmental and social responsibility to Herbalife for its contribution and participation in the restoration project.

In 2022, Herbalife employees joined Real Betis Balompié football club for the “Forever Green” project to support a reforestation activity in Madrid, Spain. Twenty-five volunteers planted 365 native trees, adding to a forest that was impacted due to drought.

Appendix

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2022 Materiality Assessment Topics and Definitions



Governance

- » **Animal Welfare and Testing:** This topic refers to promoting animal care and well-being through responsible on-farm treatment and animal testing practices across Herbalife's operations and supply chain.
- » **Consumer Protection:** This topic refers to engaging, attracting, and protecting consumers in a responsible manner to help them achieve positive financial growth over the long-term.
- » **Corporate Governance:** This topic refers to implementing strong policies, practices, and processes for how the Company is governed from the top.
- » **Cybersecurity, Data Security, and Privacy:** This topic includes improving the ways in which Herbalife protects information technology systems, networks, programs, and sensitive data.
- » **Ethics and Compliance:** This topic refers to promoting the highest standards of ethics to maintain our brand reputation and implement organizational policies and programs to promote legal compliance and ethical conduct in the workplace.
- » **Product Quality and Safety:** This topic refers to ensuring safe, high-quality products by adhering to global food safety standards and meeting or exceeding good manufacturing practices.
- » **Public Policy Engagement:** This topic refers to engaging and collaborating with public policymakers to build a more sustainable economy and create shared value for society.
- » **Responsible Labeling and Marketing:** This topic refers to ensuring fair, accurate, and appropriate marketing of products, and providing transparent labeling for consumers.
- » **Tax Contributions:** This topic refers to contributing to local economies through responsible and transparent tax payments.



Social

- » **Accessible Nutrition:** This topic refers to reducing hunger and malnutrition in our communities, improving food access and food security, and providing nutrition education to consumers and communities.
- » **Community Impact:** This topic refers to Herbalife efforts to support and engage communities, improve community well-being, advance community development, and contribute to public health.
- » **Diversity, Equity, and Inclusion (DEI):** This topic refers to creating an inclusive and diverse workforce that reflects the communities and markets we represent, including improving our DEI practices in employee recruitment, hiring, and development.
- » **Economic Empowerment:** This topic refers to providing inclusive, economic opportunities to stakeholders, especially women and vulnerable communities.
- » **Employee Compensation and Benefits:** This topic refers to providing competitive compensation and benefits to engage, incentivize, and empower employees.
- » **Employee Health, Safety and Well-being:** This topic refers to creating a safe work environment by proactively identifying and mitigating risks to people, and taking action to maintain and promote the health and well-being of employees.
- » **Human Rights and Labor:** This topic refers to respecting human rights and promoting fair labor practices throughout Herbalife's operations and supply chain.
- » **Talent Attraction, Development, and Retention:** This topic refers to attracting and retaining employees, and providing training and other talent development opportunities to help employees achieve their full potential.



Environment

- » **Climate and Carbon Footprint:** This topic refers to measures taken to calculate and reduce Herbalife's carbon footprint across its operations and supply chain.
- » **Food Loss and Waste:** This topic refers to reducing food waste generated in Herbalife facilities, and donating or reusing excess food materials.
- » **Product Packaging and Plastic:** This topic refers to our efforts to reduce the environmental impact of Herbalife packaging, covering topics such as deforestation, recyclability, reuse, compostability, and post-consumer recycled (PCR) content.
- » **Renewables and Energy Conservation:** This topic refers to initiatives to reduce energy use at Herbalife sites and increase solar power and other renewable energy usage.
- » **Responsible Sourcing:** This topic refers to embedding environmental and social responsibility into Herbalife sourcing practices and product design, including farmer sustainability, biodiversity, carbon reduction, supplier diversity, etc.
- » **Waste Management:** This topic refers to minimizing the waste generated at Herbalife sites and moving waste away from landfills and incineration through reuse and recycling efforts.
- » **Water Stewardship:** This topic refers to reducing water use at Herbalife sites, managing water supply, accessibility and quality, and restoring water in areas with water scarcity or quality issues.

Global Reporting Initiative (GRI) Index

GRI Standard/Other Source	Disclosure	Location/Response
GRI 2: General Disclosures 2021		
The Organization and Its Reporting		
2-1	Organizational details	Herbalife Nutrition Ltd. Grand Cayman, Cayman Islands
2-2	Entities included in the organization's sustainability reporting	2022 Herbalife Nutrition Form 10-K, p. 4
2-3	Reporting period, frequency and contact point	Biannual Reporting Period: January 1, 2021–December 31, 2022 GlobalResponsibility@herbalife.com
2-4	Restatements of information	Inconsistencies in reporting metrics were found in our water consumption and operational waste data. This was corrected and will be appropriately reflected in our ESG Scorecard.
2-5	External assurance	Certain data from the Global Sustainability report is verified by Apex, an independent professional services company that specializes in Health, Safety, Social, and Environmental management services, including assurance.
Activities and Workers		
2-6	Activities, value chain and other business relationships	2022 Herbalife Nutrition Form 10-K, pp. 5–18
2-7	Employees	10,350 employees

GRI Standard/Other Source	Disclosure	Location/Response
Governance		
2-9	Governance structure and composition	2023 Herbalife Nutrition Proxy, p. 7
2-10	Nomination and selection of the highest governance body	2023 Herbalife Nutrition Proxy, pp. 16-17 Principles of Corporate Governance
2-11	Chair of the highest governance body	2023 Herbalife Nutrition Proxy, p. 6
2-12	Role of the highest governance body in overseeing the management of impacts	2023 Herbalife Nutrition Proxy, p. 7
2-13	Delegation of responsibility for managing impacts	2023 Herbalife Nutrition Proxy, pp. 8-9
2-14	Role of the highest governance body in sustainability reporting	2023 Herbalife Nutrition Proxy, pp. 8-9
2-15	Conflicts of interest	Herbalife Code of Conduct
2-16	Communication of critical concerns	2023 Herbalife Nutrition Proxy, p. 13
2-17	Collective knowledge of the highest governance body	2023 Herbalife Nutrition Proxy, p. 13
2-18	Evaluation of the performance of the highest governance body	2023 Herbalife Nutrition Proxy, p. 7
2-19	Remuneration policies	2023 Herbalife Nutrition Proxy, pp. 10-12
2-20	Process to determine remuneration	2023 Herbalife Nutrition Proxy, pp. 10-12
2-21	Annual total compensation ratio	2023 Herbalife Nutrition Proxy, p. 68

GRI Standard/Other Source	Disclosure	Location/Response
Strategy, Policies, and Practices		
2-22	Statement on sustainable development strategy	Chairman and CEO Letter Introduction–Our Global Sustainability Journey
2-23	Policy commitments	Charitable Contributions Policy Conflicts of Interest Policy Gifts and Hospitality Policy Improper Payments and Related Actions Policy Engagement of Third Parties Policy Notification and Escalation of Government or Law Enforcement Initiated Matters Policy Code of Conduct Code of Safe Work Practices Human Rights Policy Injury and Illness Prevention Plan Privacy Policy Refund Policy Supplier Terms Facebook Workplace Enterprise Solution Terms and Conditions of Use Marketing to Children Policy
2-24	Embedding policy commitments	People and Communities–Protecting the Rights of People Online and Offline People and Communities–Empowering People to Reach Their Full Potential People and Communities–Fostering the Health and Well-being of Our Communities
2-25	Processes to remediate negative impacts	People and Communities–Protecting the Rights of People Online and Offline
2-26	Mechanisms for seeking advice and raising concerns	Ethics and Compliance Hotline
2-27	Compliance with laws and regulations	2022 Herbalife Nutrition Form 10-K, pp. 103–107
2-28	Membership associations	Herbalife joins and actively maintains memberships and leadership roles with trade and industry associations that add value to and promote the interest of the Company. This includes various organizations spanning nutrition, scientific, and product categories as well as business model, commerce, and other related organizations.

GRI Standard/Other Source	Disclosure	Location/Response
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Introduction–Corporate Governance; Stakeholder Engagement
2-30	Collective bargaining agreements	Herbalife recognizes employees’ rights to freedom of association and collective bargaining. For more on Freedom of Association and Collective Bargaining, please see our Human Rights Policy .
Material Topics		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Introduction–Materiality Assessment
3-2	List of material topics	Introduction–Herbalife Materiality Assessment Matrix
GRI 200: Economic		
GRI 205: Anti-corruption		
3-3	Management of material topic	People and Communities–Protecting the Rights of People Online and Offline
205-1	Operations assessed for risks related to corruption	People and Communities–Protecting the Rights of People Online and Offline Introduction–Corporate Governance Anti-Bribery and Anti-Corruption Policy
205-2	Communication and training about anti-corruption policies and procedures	100% of required employees must complete the Code of Conduct training every year.
205-3	Confirmed incidents of corruption and actions taken	People and Communities–Protecting the Rights of People Online and Offline
GRI 300: Environmental		
GRI 301: Materials		
3-3	Management of material topic	Planet–Product Packaging and Plastic
301-1	Materials used by weight or volume	Planet–Product Packaging and Plastic
301-2	Recycled input materials used	Planet–Product Packaging and Plastic
301-3	Reclaimed products and their packaging materials	Planet–Product Packaging and Plastic

GRI Standard/Other Source	Disclosure	Location/Response
GRI 302: Energy		
3-3	Management of material topic	Planet-Climate and Carbon Footprint
302-1	Energy consumption within the organization	Planet-Climate and Carbon Footprint
302-2	Energy consumption outside of the organization	In 2022, we launched the process of collecting data across our facilities for Scope 3 emissions in our value chain. Once this process is completed, we will measure and set goals for our energy consumption outside the organization.
302-4	Reduction of energy consumption	Planet-Climate and Carbon Footprint
302-5	Reductions in energy requirements of products and services	Omission: This disclosure is not applicable to Herbalife's business model and products.
GRI 305: Emissions		
3-3	Management of material topic	Planet-Climate and Carbon Footprint
305-1	Direct (Scope 1) GHG emissions	Planet-Climate and Carbon Footprint
305-2	Energy indirect (Scope 2) GHG emissions	Planet-Climate and Carbon Footprint
305-3	Other indirect (Scope 3) GHG emissions	In 2022, we began efforts to develop our global baseline GHG inventory and are currently in the process of collecting data across all our facilities for Scope 1, 2, and 3 emissions in our value chain. This will enable us to expand reporting of annual emissions beyond our manufacturing locations to include our global footprint.
305-4	GHG emissions intensity	Planet-Climate and Carbon Footprint
305-5	Reduction of GHG emissions	Planet-Climate and Carbon Footprint
GRI 306: Waste		
3-3	Management of material topic	Planet-Climate and Carbon Footprint; Water and Waste; Product Packaging and Plastic
306-1	Waste generation and significant waste-related impacts	Planet-Water and Waste; Product Packaging and Plastic
306-2	Management of significant waste-related impacts	Planet-Climate and Carbon Footprint; Water and Waste; Product Packaging and Plastic
306-3	Waste generated	Planet-Water and Waste ESG Scorecard
306-4	Waste diverted from disposal	Planet-Water and Waste ESG Scorecard
306-5	Waste directed to disposal	Planet-Water and Waste ESG Scorecard

GRI Standard/Other Source	Disclosure	Location/Response
GRI 308: Supplier Environmental Assessment		
3-3	Management of material topic	Planet-Responsible Sourcing
308-1	New suppliers that were screened using environmental criteria	Planet-Responsible Sourcing
308-2	Negative environmental impacts in the supply chain and actions taken	Planet-Responsible Sourcing
GRI 400: Social		
GRI 401: Employment		
3-3	Management of material topic	People and Communities-Empowering People to Reach Their Full Potential-Building an Exemplary Workforce
401-1	New employee hires and employee turnover	People and Communities-Empowering People to Reach Their Full Potential-Building an Exemplary Workforce
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Herbalife Careers Website
401-3	Parental leave	People and Communities-Empowering People to Reach Their Full Potential-Building an Exemplary Workforce
GRI 403: Occupational Health and Safety		
3-3	Management of material topic	People and Communities-Empowering People to Reach Their Full Potential-Employee Health, Safety, and Well-being Code of Safe Work Practices Injury and Illness Prevention Plan
403-1	Occupational health and safety management system	People and Communities-Empowering People to Reach Their Full Potential-Employee Health, Safety, and Well-being Code of Safe Work Practices Injury and Illness Prevention Plan

GRI Standard/Other Source	Disclosure	Location/Response
GRI 403: Occupational Health and Safety (continued)		
403-2	Hazard identification, risk assessment, and incident investigation	People and Communities–Empowering People to Reach Their Full Potential– Employee Health, Safety, and Well-being Code of Safe Work Practices Injury and Illness Prevention Plan
403-3	Occupational health services	People and Communities–Empowering People to Reach Their Full Potential– Employee Health, Safety, and Well-being Code of Safe Work Practices Injury and Illness Prevention Plan
403-4	Worker participation, consultation, and communication on occupational health and safety	People and Communities–Empowering People to Reach Their Full Potential– Employee Health, Safety, and Well-being Code of Safe Work Practices Injury and Illness Prevention Plan
403-5	Worker training on occupational health and safety	People and Communities–Empowering People to Reach Their Full Potential– Employee Health, Safety, and Well-being Injury and Illness Prevention Plan
403-6	Promotion of worker health:	People and Communities–Empowering People to Reach Their Full Potential– Employee Health, Safety, and Well-being Code of Safe Work Practices Injury and Illness Prevention Plan
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People and Communities–Empowering People to Reach Their Full Potential– Employee Health, Safety, and Well-being Code of Safe Work Practices Injury and Illness Prevention Plan
403-9	Work-related injuries	People and Communities–Empowering People to Reach Their Full Potential– Employee Health, Safety, and Well-being

GRI Standard/Other Source	Disclosure	Location/Response
GRI 404: Training and Education		
3-3	Management of material topic	People and Communities–Empowering People to Reach Their Full Potential–Building an Exemplary Workforce
404-1	Average hours of training per year per employee	People and Communities–Empowering People to Reach Their Full Potential–Building an Exemplary Workforce
404-2	Programs for upgrading employee skills and transition assistance programs	People and Communities–Empowering People to Reach Their Full Potential–Building an Exemplary Workforce
404-3	Percentage of employees receiving regular performance and career development reviews	People and Communities–Empowering People to Reach Their Full Potential–Building an Exemplary Workforce–Employee Talent Development
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topic	People and Communities–Empowering People to Reach Their Full Potential–Building an Exemplary Workforce–Employee Diversity, Equity, and Inclusion
405-1	Diversity of governance bodies and employees	People and Communities–Empowering People to Reach Their Full Potential–Building an Exemplary Workforce–Employee Diversity, Equity, and Inclusion
GRI 413: Local Communities		
3-3	Management of material topic	People and Communities–Fostering the Health and Well-being of Our Communities–Global Community Impact
413-1	Operations with local community engagement, impact assessments, and development programs	People and Communities–Fostering the Health and Well-being of Our Communities–Global Community Impact
413-2	Operations with significant actual and potential negative impacts on local communities	People and Communities–Fostering the Health and Well-being of Our Communities–Global Community Impact

GRI Standard/Other Source	Disclosure	Location/Response
GRI 414: Supplier Social Assessment		
3-3	Management of material topic	Planet-Responsible Sourcing
414-1	New suppliers that were screened using social criteria	Planet-Responsible Sourcing
414-2	Negative social impacts in the supply chain and actions taken	Planet-Responsible Sourcing
GRI 416: Customer Health and Safety		
3-3	Management of material topic	Products-Product Quality; Product Safety and Benefits
416-1	Assessment of the health and safety impacts of product and service categories	Products-Product Quality; Product Safety and Benefits
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Products-Product Quality; Product Safety and Benefits
GRI 417: Marketing and Labeling		
3-3	Management of material topic	Products-Responsible Labeling and Marketing
417-1	Requirements for product and service information and labeling	Products-Responsible Labeling and Marketing
417-2	Incidents of non-compliance concerning product and service information and labeling	Products-Responsible Labeling and Marketing
417-3	Incidents of non-compliance concerning marketing communications	Products-Responsible Labeling and Marketing
GRI 418: Customer Privacy		
3-3	Management of material topic	People and Communities-Protecting the Rights of People Online and Offline-Privacy and Cybersecurity
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	People and Communities-Protecting the Rights of People Online and Offline-Privacy and Cybersecurity

Sustainability Accounting Standards Board (SASB) Index

Topic	Accounting Metric	Category	Unit of Measure	Code	2022 Response
	Weight of products sold	Quantitative	Metric tons (t)	FB-PF-000.A	Herbalife does not currently collect data in a way that enables this disclosure.
	Number of production facilities	Quantitative	Number	FB-PF-000.B	Five manufacturing facilities
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-PF-130a.1	Planet-Climate and Carbon Footprint 2022 ESG Scorecard
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m ³), Percentage (%)	FB-PF-140a.1	Planet-Water and Waste 2022 ESG Scorecard
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Quantitative	Number	FB-PF-140a.2	Herbalife does not currently collect data in a way that enables this disclosure.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	FB-PF-140a.3	Planet-Water and Waste Environmental Sustainability Statement
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-PF-250a.1	100% of Herbalife Innovation Manufacturing (HIM) facilities are certified by third party for Good Manufacturing Practice (GMP).
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	Quantitative	Percentage (%) by cost	FB-PF-250a.2	Herbalife does not currently collect data in a way that enables this disclosure.
	(1) Total number of notices of food safety violation received, (2) percentage corrected	Quantitative	Number, Percentage (%)	FB-PF-250a.3	Herbalife has not received notices of food safety violation.
	(1) Number of recalls issued and (2) total amount of food product recalled	Quantitative	Number, Metric tons (t)	FB-PF-250a.4	Products-Product Safety and Benefits

Topic	Accounting Metric	Category	Unit of Measure	Code	2022 Response
Health & Nutrition	Revenue from products labeled and/or marketed to promote health and nutrition attributes	Quantitative	Reporting currency	FB-PF-260a.1	Herbalife does not currently collect data in a way that enables this disclosure.
	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Discussion and Analysis	n/a	FB-PF-260a.2	Products-Product Safety and Benefits
Product Labeling & Marketing	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	Quantitative	Percentage (%)	FB-PF-270a.1	Marketing to Children Policy
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Quantitative	Reporting currency	FB-PF-270a.2	Herbalife does not currently collect data in a way that enables this disclosure.
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	Quantitative	Metric tons (t) Percentage (%)	FB-PF-410a.1	Planet-Product Packaging and Plastic
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	n/a	FB-PF-410a.2	Planet-Product Packaging and Plastic
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard	Quantitative	Percentage (%) by cost	FB-PF-430a.1	Herbalife does not currently collect data in a way that enables this disclosure.
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-PF-430a.2	Herbalife does not currently collect data in a way that enables this disclosure.
Ingredient Sourcing	Percentage of food ingredients sourced from regions with High or Extremely High Baseline Water Stress	Quantitative	Percentage (%) by cost	FB-PF-440a.2	Herbalife does not currently collect data in a way that enables this disclosure.
	List of priority food ingredients and discussion of sourcing risks due to environmental and social considerations	Discussion and Analysis	n/a	FB-PF-440a.2	Planet-Responsible Sourcing



About this Report

Note on Usage of Materiality and Forward-Looking Statements

This report contains information about our Global Sustainability initiatives, commitments, and activities. Unless otherwise noted, this report covers initiatives and performance metrics associated with our operations for our 2021 and 2022 fiscal years, spanning January 1, 2021 through December 31, 2022. These efforts involve certain risks and uncertainties, such as changes in our business (e.g., acquisitions, divestitures, or new manufacturing or distribution locations), the standards by which achievement is measured, the assumptions underlying a particular goal, and our ability to accurately report particular information. Actual results could differ materially from our stated goals or the results we expect. Changing circumstances, including evolving expectations for sustainability, or to specific focus areas or changes in standards or the way progress or achievement is measured, may lead to adjustments in, or the discontinuation of, our pursuit of certain targets, commitments, or initiatives. This report may use certain terms that certain third-party entities refer to as “material” in connection with environmental, social, and governance topics. Used in this context, this term is distinct from, and should not be confused with, the terms “material” and “materiality” as defined by, or construed in accordance with, securities or other laws and regulations. Matters considered material for purposes of this report may not be considered material in the context of our financial statements, reports with the SEC, or our other public statements, and the inclusion of information in this report is not an indication that such information is necessarily material to us in those contexts. This report includes forward-looking statements. Actual results may vary significantly from expectations expressed or implied in this report. Undue reliance should not be placed on forward-looking statements, which speak only as of the date they are made. We do not undertake to update or revise any forward-looking statements, except as required by law.

Report Standards and Frameworks

The preparation of the report involved a comprehensive approach that adhered to our established standards and frameworks, namely the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and United Nations Global Compact (UNGC). Our Global Responsibility Steering Committee played a crucial role in overseeing and guiding the process, ensuring alignment with our sustainability goals and objectives. Collaboratively, our global teams actively contributed their expertise, providing valuable insights and data to inform the report’s content. The engagement and support of our executive leadership and the ESG Committee of our Board of Directors team further strengthened the report’s credibility and strategic relevance, including the integration of environmental, social, and governance considerations throughout the report. The collective efforts of these key stakeholders enabled us to produce a comprehensive and robust report that reflects our commitment to transparency and responsible business practices.





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