



NOURISHING PEOPLE AND PLANET

2020 GLOBAL RESPONSIBILITY REPORT

IN THIS REPORT

2	CEO Message
6	Introduction
15	Product Stewardship
26	Environmental Impact
37	Social Impact
56	Governance
63	Appendix

Forward-Looking Statements

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.

At Herbalife Nutrition, our success has been premised on improving communities.

From helping people improve their nutrition with our science-backed products to providing economic opportunities through our direct selling business model, we've helped millions around the world lead a healthier lifestyle, have a positive impact in their communities and become entrepreneurs.

As we enter our fifth decade, we are more focused than ever on nourishing people and nourishing our planet. Because everyone — nearly 8 billion of us — deserves a world that offers access to nutritious food, economic opportunity and clean water and air. We are committed to making that a reality.





Nourishing People and Planet – CEO Message

For the past four decades, as Herbalife Nutrition has grown to reach millions of people in 95 countries and territories worldwide, our commitment to improving lives and our communities has remained at the core of everything we do. Given the scale and scope of our global network, our capacity to make a lasting difference for people seeking a healthier lifestyle, a sense of community and an entrepreneurial business opportunity is unlike any other company's.

We make no distinction between our Global Responsibility and operating our business; both are reflected in our long-term growth strategies and our day-to-day activities. Our efforts to drive positive impacts for our employees, independent distributors, communities and the planet, while driving sustainable business growth, encompass every aspect of our business.

More specifically, our Global Responsibility strategy is a growing component to our long-term sustainable growth. Our initiatives are developed and designed to ensure we are protecting the business and reducing risk. Whether it is our programs focused on promoting the importance of nutrition, or our programs focused on empowering entrepreneurs, our efforts are designed to both improve our world and make our business and our business model more secure.

Additionally, we have developed a dedicated process to uphold governance of our Global Responsibility strategy, including establishing a dedicated ESG Committee of our Board of Directors, as well as an internal Global Responsibility Committee to evaluate, set and execute against our short- and long-term goals.

Healthy Communities, Economic Empowerment and a Thriving Planet

Our Company is built around improving people's lives. We combine high-quality, science-backed nutrition products, social support and the opportunity to build a business. These are the core tenets of who we are, and they inspire us to act. The strength of our management team and distributor leadership, reinforced by our global infrastructure and our distributor's reach within communities, ensures that our commitment to nourishing people and the planet is embedded in both our day-to-day activities and our long-term growth strategy. Together, these forces change lives. They change communities. They change the world.

The United Nations has deemed certain issues to be of critical importance to the planet and has developed goals to meet these challenges. To demonstrate our belief in and commitment to the United Nations Sustainable Development Goals (UNSDGs), we have joined the UN Global Compact as a signatory member.

In order to have the greatest impact, we have prioritized our initial efforts within global responsibility. Our areas of focus were based upon several factors including global societal needs, thorough conversations with stakeholders, areas of expertise and external Company risks. We are proud of our initial Global Responsibility program, yet understand significant work remains in a number of areas and will continue to evaluate how we can best assist in doing our part to solve some of the world's most challenging problems.



The strength of our management team and distributor leadership, reinforced by our global infrastructure and our distributor's reach within communities, ensures that our commitment to nourishing people and the planet is embedded in both our day-to-day activities and our long-term growth strategy. Together, these forces change lives. They change communities. They change the world.”

John Agwunobi

CEO and Chairman of the Board



We are initially focusing our efforts on improving communities by aligning with the targets defined by the UNSDGs, specifically Goal 1 (No Poverty), Goal 2 (Zero Hunger) and Goal 3 (Good Health and Well-Being), because we believe we have much to offer given our more than 40 years of experience providing people with quality nutrition products and an entrepreneurial business opportunity.

To bring an even greater focus to our impact on people and our planet, we are pledging to achieve 50 million positive impacts by 2030, our 50th anniversary. These positive impacts include actions and results that are tangible, measurable and provide beneficial contribution to a specific goal. In 2020, we were able to achieve more than 3.8 million positive impacts that supported people, communities and our planet.

Given our expertise, scale, network and global reach, our global responsibility strategy leverages these strengths to improve our communities in three meaningful areas:



Enabling greater access to nutrition



Increasing access to economic opportunities



Strengthening environmental stewardship

Whether we achieve a positive impact through a meal donated or a pound of plastic removed from the waste stream, we are committed to accomplishing this goal through the following initiatives and approaches:

1. Nourishing Healthy Communities

Herbalife Nutrition Foundation*

The Herbalife Nutrition Foundation (HNF) is devoted to improving the lives of children and communities around the world. Focusing on making nutrition and nutrition education more accessible, as well as support for communities, HNF is working with local and global organizations to help provide nourishment to communities. In 2020 alone, the Casa Herbalife Nutrition program, HNF's flagship initiative, supported community-based organizations in more than 57 countries, reaching more than 220,000 people in need.

HNF's efforts have the potential to make a lasting impact and provide opportunities for a child or adult who benefits from one of HNF's supported programs.

Nutrition for Zero Hunger

Our global initiative to eradicate hunger includes partnerships with leading international, regional and local non-profit organizations, including World Food Program USA, Feed the Children, The Hunger Project and more. Our Nutrition for Zero Hunger partners support more than 164 million people in more than 80 countries. From 2019 to 2020, Herbalife Nutrition and the Herbalife Nutrition Foundation* have donated more than \$3.5 million in financial aid and in-kind gifts to partnerships and programs to help reduce hunger, food insecurity and malnutrition, including 1 million meals donated and supplemented and more than 800,000 servings of



Herbalife Nutrition products donated to communities in need. We believe we can help take hunger to zero with our global community and partners' compassion and dedication. We're inspired to help because of the power each person holds to bring positive change to their community that can transcend generations.

There is no greater moment than right now — when so many are in need — to take action so that tomorrow and in the years to come, not one person has to worry about when their next meal will be or go to bed hungry.

* HNF is a public charity, not a subsidiary or affiliate of Herbalife Nutrition. HNF chooses to join Herbalife Nutrition in some charitable initiatives. HNF has donated approximately \$1.4M in financial aid, and Herbalife Nutrition has donated approximately \$2.1M in financial aid and in-kind gifts, to non-profit partners as a part of Nutrition for Zero Hunger. See detail on HNF donation information in the [Appendix](#).



2. Nourishing Economic Empowerment

Economic Empowerment

As a company focused on economic empowerment, we proudly support organizations that empower opportunities for underserved, vulnerable and minority communities. We understand and appreciate the challenges and opportunities for entrepreneurs and strongly believe that small businesses are an essential part of any thriving community.

In addition, the top leaders of our global network of independent distributors have developed significant skills and are uniquely suited to teach others pursuing economic opportunities about their learnings. We plan on working with leading non-profit organizations to inspire the next generation of entrepreneurs through leadership and mentorship programs that connect Herbalife Nutrition independent distributors with students to

support education, potential business growth and career development in the critical field of entrepreneurship, a discipline that our top independent distributors excel in. These alliances can transform entire communities and change lives by empowering people with new skills and resources that potentially could unlock economic opportunities in the fields they plan on pursuing.

We also appreciate the unique challenges confronting many underrepresented communities when it comes to starting a business, and we support organizations that provide opportunities for underserved, vulnerable and minority communities. In 2020, the Company and HNF supported more than a dozen of these organizations around the globe and is committed to continuing to work with these organizations and others so more people can be empowered to reach their full potential.

3. Nourishing a Thriving Planet

Environmental Impact

To support our efforts in promoting a sustainable future, we are reducing our use of plastic, using more recycled materials, and decreasing the amount of packaging for our products. We've adopted a multi-level approach that includes removing plastic bag use from all our distribution and sales centers worldwide and incorporating 25% Post-Consumer Resin in our Formula 1 canisters globally over the next two years in countries and territories where possible. Since 2008, we have already removed more than 1,800 metric tons of plastic — equivalent to more than 91 million 16-ounce plastic bottles that were recycled instead of ending up in landfills.

We are committed to doing our part to mitigate climate change by committing to zero net emissions by 2050 in our factories, warehouses and offices and improving efficiency in our manufacturing operations. We intend to expand these efforts globally by looking at opportunities to reduce our overall footprint, operational waste and increase recycling efforts.

Product Stewardship

More than 5 million protein shakes made with our flagship product — Formula 1 Healthy Meal Nutritional Shake Mix — are consumed daily. With a global supply chain that supports delivery of 120 product types across 95 countries and territories worldwide, our products provide an incredible opportunity to support our planet.

By working with our suppliers, we are working to incorporate environmental standards that ensure our ingredients are sourced ethically and responsibly. We have added sustainability requirements in our Supplier Code of Conduct, which requires suppliers to consider natural resource use, logistics and transportation among other considerations.



We are also working to increase transparency of our vertically owned supply chain, providing easy-to-access information to consumers including where and how ingredients are sourced and how products are manufactured.

Our Greatest Strength: Our People

Our global network of Herbalife Nutrition independent distributors plays a crucial role in our Global Responsibility initiatives: many strongly support HNF's Casa Herbalife Nutrition program and act as mentors sharing their knowledge with the next generation of entrepreneurs. Furthermore, with approximately 72,000 nutrition clubs globally, more than double the number of Starbucks worldwide, nutrition club owners have the potential to reduce waste in the communities in which they operate in a variety of ways. For example, by replacing plastic cups with recycled cups and upcycling Herbalife Nutrition product canisters, our global community can significantly make a difference to reduce waste. We fully support their efforts to implement sustainable practices in their businesses and plan to provide tools to empower greater environmental stewardship, including dedicated education and training. Moreover, we are utilizing new larger format packaging developed specifically for nutrition clubs that reduce waste, use of plastic and emissions from transportation.

Our more than 10,000 global employees also play a crucial role in our Global Responsibility journey. Our employees are united by a passion and energy for helping others. To keep nurturing our highly collaborative and caring culture, we are strengthening our long-standing commitment to make our workforce more inclusive and diverse by building upon existing diversity, equity and inclusion initiatives that aim to create opportunities for diverse talent at all levels, encourage belonging and ensuring all our policies support an environment where people of all genders, ethnicities, abilities, cultures, races, religions and sexual orientations can thrive.

Underpinning all of our efforts is our core commitment to working honestly, ethically and in full compliance with all government rules and regulations. We understand the important role we play in the lives of millions of people around the globe and know that, every day, we need to maintain their trust. We hold ourselves to the highest standards for ethics and compliance and pride ourselves on the quality of our full line of nutrition products.

Inspiring Through Meaningful Actions

We have always been an incredibly dynamic company. Distributors, employees, non-profit partners and other stakeholders each come to be a part of the Herbalife Nutrition community from diverse backgrounds and walks of life. We work together to advance our shared goals, and we're raising the bar for ourselves.

It is evident to us all: sustainability is imperative to ensure success, enabling us to serve our communities better. While we will continue to work on the projects outlined in this report, we are already looking into what more we can do. We have the right motivations at the forefront of every decision. When we come together to rethink, react and respond, we have the power to inspire positive change and implement, manage and boost its impact. Our steady growth and global presence increase our responsibility to do more to provide life-changing opportunities. We are more than ready.

As we enter our fifth decade, we are focused more than ever on nourishing people and our planet. Because both lead to a healthier world — one in which everyone has access to nutritious food, equality, economic opportunity, and clean water and air.

Immense potential lies ahead, and we believe nourishing our people and planet today can unlock opportunities that unleash greater possibilities for tomorrow.

Dr. John Agwunobi
CEO and Chairman of the Board



The Scale & Scope of Our Global Operations**



95

countries and territories



72k

nutrition clubs



10k+

employees



51%

women in global workforce



9

quality control labs

5.3



MILLION

protein shakes consumed every day

#1



brand in the world for weight management and well-being*



300+

scientists on staff
50 of whom are PhDs

Herbalife Nutrition has been on a journey to improve the nutritional habits around the world with great-tasting, science-backed products that help people achieve their personal wellness and nutrition goals.

84



MILLION

protein shake canisters sold worldwide



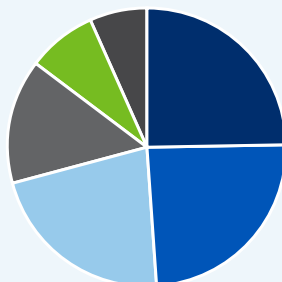
120

product types



5

manufacturing facilities



2020 NET SALES BY REGION

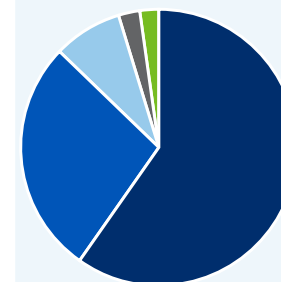
(in millions)

North America	\$1,372.9
Asia Pacific	\$1,347.7
EMEA	\$1,208.3
China	\$809.6
Mexico	\$436.9
South & Central America	\$366.4

\$5.5



BILLION
in net sales



2020 NET SALES BY CATEGORY

Weight management	59.8%
Targeted nutrition	27.6%
Energy, sports & fitness	7.9%
Literature & educational materials	2.7%
Outer nutrition	2.0%

*Source Euromonitor International Limited; per Consumer Health 2021 ed, weight management and well-being definition; combined %RSP share GBO, 2020 data. **Data as of December 31, 2020. Nutrition Club data as of September 14, 2021.



Global Responsibility at Herbalife Nutrition

Nourishing people and our planet leads to a better, healthier world — one in which everyone has access to nutritious food, economic opportunity, and clean water and air.

Herbalife Nutrition has the opportunity to help build such a world, given our expertise, scale, network and global reach. Our Global Responsibility strategy, which is an integral part of our business strategy, uses these strengths to improve our world in three meaningful ways: nutrition, economic opportunity and environmental stewardship.

Given the enormity of the issues we are tackling, no single entity will be successful in solving them. Governments, nongovernmental organizations and businesses must work together in a truly collaborative partnership in order to make a meaningful impact. True, measurable results require hard work, perseverance and a resolute commitment. With the release of this report, we recommit ourselves to the principles and work of the past 40 years, but more importantly, forge a path through some uncharted but important waters. Everyone at Herbalife Nutrition is excited about this new journey and embraces the responsibility we are undertaking.

To drive progress, we have set a goal to make 50 million positive impacts across these three areas by 2030, the 50th anniversary of Herbalife Nutrition. We are working to institutionalize governance of ESG risks and opportunities, as well as to ensure responsible business practices are in place to manage them. Our strategy has been informed by multiple inputs including a benchmarking exercise, a detailed and rigorous materiality assessment, multiple rounds of internal stakeholder engagement and is subject to Board oversight.

Herbalife Nutrition Global Responsibility Strategy



GOAL: 50 million positive impacts that nourish people and planet by our 50th anniversary in 2030



50x50: Achieving 50 Million Positive Impacts

Our goal is to achieve 50 million positive impacts that nourish people and planet by 2030, our 50th anniversary. Starting with 2020, our commitment is a pledge to foster tangible acts of good in the communities where we live and work.

A positive impact means to affect or influence in a beneficial way. In the scope of our Global Responsibility, a positive impact is a tangible and measurable action or result which contributes to specific goals identified within our core pillars and foundational areas of focus.

Whether we achieve a positive impact through a meal donated, a pound of plastic removed from the waste stream or a program that reaches beneficiaries, we will achieve these positive impacts through our combined Global Responsibility programs, partnerships and additional donations made by the Herbalife Nutrition Foundation.

Our goal of 50 million positive impacts serves as one set of benchmarks to measure the progress of our key programs and pillars to nourish people, communities and our planet.

Together with HNF, here is what we achieved in 2020.

3.8M+ total positive impacts achieved*



874,000+

servings of nutrition products donated to communities

975,000+

meals and food subsidy boxes donated to families and communities*

766,000+

total kilograms of packaging and other materials recycled

367,000+

total program beneficiaries reached through non-profit partnerships*

403,000+

units of personal protection equipment and safety equipment donated to front-line workers to respond to the COVID-19 pandemic*

227,000+

total kilograms of packaging materials, plastics, paper and other waste-prone materials removed from our product packaging and operations

222,000+

other in-kind materials donated to communities — including hygiene items like soap, shampoo and conditioner, kitchen equipment like blenders, apparel and other items

Other 2020 Achievements

0 committed to achieve net zero emissions by 2050

72% racial or ethnic minorities in U.S. workforce

14 CSR awards received

51% women in global workforce

Became signatory to **UN GLOBAL COMPACT**

\$9.5 MILLION in charitable contributions

220,000+ Herbalife Nutrition Foundation beneficiaries

91% participation in global employee engagement survey

* Reflects positive impacts achieved from financial donations from HNF in 2020 of approximately \$5.2M. Specific contributions of HNF to positive impacts achieved in 2020 listed in the [Appendix](#).



Three Primary Areas of Focus



Nourishing Healthy Communities

We've been focused on helping people improve their nutritional habits for more than 40 years, so working to end hunger is a natural opportunity for our business. Ending hunger is also one of the world's most pressing needs. In 2020, nearly one in nine people around the world were affected by hunger, and more than 2 billion people were impacted by some form of food insecurity, according to the United Nations. Fortunately, we have a strong foundation to help address this challenge: Nutrition for Zero Hunger, our global initiative that combines a range of partnerships and programs to tackle hunger, food insecurity and malnutrition (learn more on page 40). Similarly, the Herbalife Nutrition Foundation (HNF) supports community-based Casa Herbalife Nutrition partners around the globe that help bring good nutrition to children and support socially vulnerable populations (learn more on page 43). We are building on our legacy efforts through new initiatives that aspire to achieve zero empty plates.



Nourishing Economic Empowerment

According to a 2020 International Labour Organization report, almost half a billion people work fewer paid hours than they would like or lack adequate access to paid work. We aim to target this global challenge in two ways. First, our direct sales business model can provide meaningful economic opportunity to individuals who want to further enhance their incomes by adding a chance to supplement the existing job income with earnings from the Herbalife Nutrition business opportunity. Second, with our distributors, we aspire to help others by leveraging coaching, training, mentorship and empowerment for entrepreneurs and small businesses to best set them up for success. Our skills in this area have been gained from supporting independent distributors worldwide and can be applied to support programs around the world that advance economic empowerment for underrepresented communities and promote entrepreneurship in the areas they are pursuing.



Nourishing a Thriving Planet

Climate change is the most universally pressing challenge in our world today. From this perspective, our focus on improving individual health extends to improving the health of our planet. We are committed to working across our operations and supply chain to reduce and, ultimately, eliminate negative environmental impacts. Given the urgency of climate change, we also are committed to contributing positive environmental impacts in areas such as plant-based proteins and ingredients, forest restoration and circular economy. The latter is centered around sustainable product packaging, one of our top priorities. In this area, we are focused on reducing the single-use plastics throughout our global distribution network and incorporating more sustainable content, such as post-consumer resin, into our packaging.



United Nations
Global Compact

We are dedicated to improving communities by aligning with the targets outlined and categorized by the United Nations Sustainable Development Goals (UNSDGs). To ensure our alignment with the UNSDGs and commitment to achieving positive impact across these target goals, Herbalife Nutrition has joined the UN Global Compact as a signatory member.



ESG Governance

Our Global Responsibility strategy is shaped by ESG drivers and is embedded in our overall long-term sustainable business strategy, which is ultimately subject to Board oversight.

In recognition of the growth in importance and scope of Herbalife Nutrition's Global Responsibility strategy driven by rising ESG topics and reciprocal impact between us and our stakeholders, in 2020 our Board of Directors formed an ESG Committee.

The ESG Committee's purpose is to assist the Board in overseeing Herbalife Nutrition's Global Responsibility strategy and stakeholder engagement in climate change programs, energy and natural resource use and conservation, environment and supply chain sustainability, human rights, employee health, safety and well-being, diversity, equity and inclusion, public policy engagement, political contributions, corporate charitable and philanthropic activities and other ESG issues that are relevant and material to the Company.

While the Global Responsibility strategy is executed by a cross functional global team led by our CEO and his executive team, our ESG committee plays a pivotal role in guiding our efforts and focus of our strategy. Learn more in our [ESG Committee Charter](#).

Shareholder Engagement

Having a positive impact on society and planet is more than just making the world a better place; it also makes good business sense. Investors are closely watching as consumers demand that companies take a stand and act on critical societal issues. From climate change to diversity, equity and inclusion, investors are increasingly considering how companies support communities, society and the planet, as part of their investment thesis. In fact, between 2018 and 2020, total U.S.-domiciled sustainably invested assets under management, both institutional and retail, grew 42%, to \$17.1 trillion, up from \$12 trillion according to the Forum for Sustainable and Responsible Investment's 2020 trends report. This growth is driven by multiple factors, including the global spotlight on climate change and corporate responsibility to lead the change.

With this, direct institutional investor engagement on ESG has become increasingly prevalent in financial markets worldwide. The Company directly engages with its institutional shareholders. Engaging with shareholders on ESG initiatives increases transparency and helps share knowledge and best practices that can lead to meaningful outcomes to generate long-term sustainable value provided by a future path for ESG programs. Our commitment to transparency is illustrated by participating in third-party analysis of critical industries as well as publishing our ESG scorecard.

As leaders, we have the opportunity to build long-term sustainable shareholder value that embraces both a return on investment and to society.



*The ESG Committee of the Board of Directors assists the Board in overseeing Global Responsibility strategy. It also works with other Committees, depending on relevance, scope and other factors.



Materiality

In our journey to further integrate environmental, social and governance (ESG) principles and best practices in our long-term business strategy, we have conducted a materiality assessment. Using a robust methodology combining both quantitative and qualitative data, this process has helped us prioritize ESG issues that impact both our business and stakeholders. We employed a rigorous research and knowledge-gathering process that consisted of benchmarking, stakeholder surveys and discussions with Company leaders around the world.

These research efforts led to the identification of 15 topics ranked in importance through a three-tiered scale. The final list of issues then formed the foundation for developing a comprehensive ESG strategy framework.

ESG Material Topics*



ENVIRONMENT

Energy & Climate
Product Packaging & Footprint
Responsible Sourcing
Water Use



SOCIAL

Compensation & Benefits
Economic Empowerment
Employees Health & Well-Being
Malnutrition
Occupational Health & Safety
Workforce, Diversity, Equity & Inclusion



GOVERNANCE

Ethics & Integrity
Ethical Network Marketing
Marketing & Labeling
Privacy & Data Protection
Product Safety & Quality

* Material topics not listed by order of priority.





Stakeholder Engagement

Our business is built on relationships. Our strategic approach to Global Responsibility includes input based on meaningful, two-way dialogue with internal and external stakeholders. We identify stakeholders based on their strategic relevance to our business and the reciprocal level of impact between us and each group of stakeholders.

We have identified 10 groups of stakeholders including current customers who use our products and consumers who use similar products; global employees; independent distributors who sell our products; investors and financial partners, advocacy and NGO groups and partners; scientific and nutrition communities including academic, research, nutritionists, registered dietitians and public health; governments, regulators and policymakers; suppliers; industry and trade associations; as well as our communities where we live and work, represented by non-profits and community development and outreach organizations.

Dialogue with stakeholders enables us to better understand different perspectives about our business, leverage their unique expertise and prioritize ESG topics and drivers that shape our overall Global Responsibility strategy.

Stakeholder Group	Focus Areas	How We Engage
Consumers/Customers	• Ingredient traceability • Product accessibility • Product quality, safety • Product efficacy • Product affordability • Responsible business practices • Product packaging and footprint	• Brand website • Brand marketing • Direct engagement • Social media • Surveys
Employees	• Benefits • Compensation • Development opportunities • Diversity, equity and inclusion • Employee experience • Environmental stewardship • Health and safety • Well-being	• Engagement surveys • Employee networks • Intranet • Mentoring and feedback • Newsletters • Performance reviews • Town hall meetings and events • Training and development • Wellness programs
Independent Distributors	• Environmental stewardship • Financial performance • Product efficacy and quality • Regulatory risks • Product packaging and footprint	• Conferences and sales events • Direct engagement • Monthly and annual meetings • Training and education • Newsletters • Dedicated web portals
Investors	• Financial performance • Climate risks • Regulatory risks • Diversity, equity and inclusion • Corporate governance • Responsible business practices	• Shareholder outreach • Quarterly earnings calls • One-on-one management meetings • Investment conferences



As this table sets forth, areas of interest vary by stakeholder group, and we work hard to ensure our focus areas are aligned with theirs. We also engage with different groups in a variety of ways in the course of conducting daily business, as well as more targeted outreach and engagement efforts.

Regardless of the interaction, our goal is to always engage in a respectful manner, listen with an open mind and share information that builds trust, understanding and mutual value.

As interest levels continue to increase around Global Responsibility topics among our stakeholders, we will continue to engage on these issues specifically to deepen our understanding and be able to adapt or reinforce our core focuses while keeping stakeholders at the center.

Stakeholder Group	Focus Areas	How We Engage
Advocacy and NGOs	- Responsible business practices - Biodiversity and deforestation - Product claims	- Direct engagement - Partnerships - Organizational memberships - Professional conferences
Scientific and Nutrition Communities	- Product safety and quality - Product science and efficacy - Product and service innovation to combat obesity and NCDs	- Conferences - Direct engagement - Organizational memberships - Research collaboration
Government/Polymakers	- Access to products - Business model - Compliance - Policy positions - Responsible business practices - Transparency	- Advocacy - Conferences - Direct engagement - Meetings - Public/private partnerships
Suppliers	- Clear requirements of suppliers - Ethical supplier relationships - Supplier diversity	- Audits - Direct engagement - Supplier Code of Conduct
Industry and Trade Associations	TBD — added for 2022 Materiality Assessment	TBD — added for 2022 Materiality Assessment
Communities	TBD — added for 2022 Materiality Assessment	TBD — added for 2022 Materiality Assessment

* We value and welcome feedback from interested stakeholders. See more about our Global Responsibility at IamHerbalifeNutrition.com and contact us directly at GlobalResponsibility@herbalife.com.



Herbalife Nutrition Value Chain at a Glance

The lifecycle of our products touches multiple stakeholders — from our global science and product development team to distributors to consumers — and spans a manufacturing and logistics network that covers 95 countries and territories.

DEVELOPMENT

Product innovation aligned with consumer trends and leading nutritional research

MANUFACTURING

Five innovation and manufacturing facilities in the U.S. and China

DISTRIBUTION

Distribution hubs in the U.S. and the Netherlands feed a global network that reaches 95 countries and territories

DISTRIBUTORS

Distributors, some of whom operate approximately 72,000 Nutrition Clubs around the world, offer personalized nutrition solutions to millions of consumers

RAW MATERIAL SOURCING

Purchasing the highest-quality ingredients begins a 14-step quality control system

PACKAGING

Product quality and safety are priorities along with increasing recycled content and reducing material use where possible

LOGISTICS

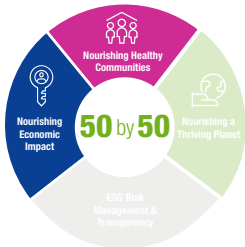
Lower-carbon transportation modes, such as shipping and rail, are preferred

END-USE

Herbalife Nutrition products cater to a variety of daily nutritional needs, including weight management, health and wellness, fitness performance and outer nutrition



Product Stewardship



Herbalife Nutrition products drive opportunity for us to help nourish healthy communities and economic opportunity.

IN THIS SECTION

- 16** A Family Committed to Quality
- 17** How Our Products Contribute to a Healthy Society
- 18** Product Portfolio & Innovation
- 19** Commitment to Product Quality
- 23** Global Consumer Safety
- 24** Regulatory Compliance
- 25** Marketing & Labeling





“

It's comforting knowing that Herbalife Nutrition is just as passionate about producing a quality product as we are.”

Rob Sladek

Soy Supplier

Nourishing People & Planet

A Family Committed to Quality

In order to get quality soybeans, you have to pay attention to detail. You need to notice the little things.

From the time that you put the soybean in the ground, the spacing needs to be accurate. The nutrients in the soil have to be right. When you get that right, you get a high yield, which is how we make a living. We don't cut corners; we try to do the best that we can because in the end, that is really what matters to us.

In most jobs, you measure time in hours and days and weeks. But our work is based on the seasons. It's an art and a science. In the spring, because of the weather, we have a very narrow window for planting, and the days are long. We have to make decisions based on temperature and moisture — we go out into the field, put our hands on the ground and feel the soil. There's not a Farmers' Almanac that can tell us exactly what the ideal planting dates will be. It changes every year.

In the summer, we're evaluating how the crop is finishing out. We might not be able to make changes on the current crop, but we use it as our classroom, for what we'll do differently next year. We're always learning. And then, in the fall, we roll back into the long hours, working until it's all done.

I think it's pretty neat that we're able to grow something locally here in Iowa, and it gets distributed through Herbalife Nutrition to a global market. Those products are really changing people's lives, and it's comforting knowing that Herbalife Nutrition is just as passionate about producing a quality product as we are.



How Our Products Contribute to a Healthy Society

More more than 5 million Herbalife Nutrition meal replacement shakes and other science-backed nutrition products are consumed every day around the world. As a company with a mission to improve nutritional habits, we formulate every product to actively help individuals achieve a healthier lifestyle, which, in turn, helps build a healthier society. As a company built on the power of community, we know everyone has more to give when they feel good.

Our products are available exclusively through trained Herbalife Nutrition independent distributors who provide comprehensive and customized solutions to their customers' nutrition and wellness goals. These solutions offer consumers a means to achieve personalized results in the areas of weight management, health and wellness, and sports nutrition.

Beyond these product solutions, our direct selling business model provides an attractive entrepreneurial opportunity for millions of individuals. By owning and operating their own business, those Herbalife Nutrition independent distributors who have attained a particular level of success possess the ability to increase personal economic empowerment, which can help to build stronger, more stable and vibrant communities.





Product Portfolio & Innovation

Our Herbalife Global Nutrition Philosophy is based on the concept of balanced nutrition: a combination of a healthy diet and nutritional supplements that help meet daily needs coupled with a healthy active lifestyle. This philosophy has helped change the nutrition habits of millions around the world by focusing on this idea of shared well-being with a variety of products to help people meet their goals. Whether that's weight loss, weight management, support for fitness performance or cardiovascular and digestive health, our product lines offer the right nutrients to help people get the nutrients they need to achieve their goals.

We meet consumers' needs through a portfolio of approximately 120 product types across four categories: weight management, which includes meal replacement, protein shakes, weight loss enhancers and healthy snacks; targeted nutrition through functional beverages and dietary and nutritional supplements containing quality herbs, vitamins and minerals; energy, sports and fitness products; and outer nutrition that includes skin, body and hair care products. We also provide literature and educational materials that support our distributors' efforts to help customers.

Innovation Around the World

Personalization is a key driver of our innovation process — we believe that people should be offered a variety of healthy options and choose products that best fit their flavor preferences, convenience needs and nutritional requirements. To that end, our global product strategy takes into consideration:

- Expanding product offerings for use any time of day
- Diversifying our flavors



Product Stewardship

- Broadening our scope of nutritional products
- Launching into new categories

We collaborate with our global team members and rely on the scientific contributions from members of our global advisory boards, which include more than 50 members with diverse areas of expertise and specialties. Members of Herbalife Nutrition advisory boards include physicians, nutrition researchers, nutritionists, dietitians, fitness experts and other experts. Our in-house global team of more than 300 scientists understand and manage priorities for new products. We especially emphasize listening to our distributors and their customers to better understand each market's unique preferences and needs. By having someone who understands local flavors, we

can better ensure that taste, texture and quality align with our standards. For this reason, we have invested in establishing global R&D capabilities, with sensory labs in each of our major regions: North America, South America, Europe, China, Asia Pacific and India.

In addition, we conduct annual surveys among customers in our top markets to understand their satisfaction with their experience. We also conduct, at multiple key touch points, a pulse survey to measure satisfaction of our customers and distributors, using a net promoter scoring system regarding our member-facing websites, member services programs, and refund and repurchase call centers in the U.S.



Commitment to Product Quality

Our commitment to making high-quality products that are safe and nutritious is at the heart of everything we do at Herbalife Nutrition. This commitment also feeds our innovation and informs the long-lasting trust we enjoy with our distributors and their customers. We manage quality standards through our global science team, which includes more than 300 scientists — 50 of whom are PhDs — as well as a Global Corporate Quality Group. We have six research and development facilities around the world and nine labs that test for quality, one of which is responsible for developing and validating analytical methods for other labs to make sure proper protocols and procedures are in place.

Our Seed to Feed program encompasses everything from sourcing quality ingredients to meeting or exceeding good manufacturing practices. Our 14-step Seed to Feed process continuously tests our products, putting them through an arduous protocol to ensure they comply with our quality standards. From tea fields in China to aloe fields in Mexico to soybean fields in the U.S., Herbalife Nutrition uses carefully selected ingredients from around the world to develop our products.

Our Seed to Feed work is guided by three principles:

- Investing in new discoveries, sourcing responsible farming and advanced production methods to craft the best products possible.
- Going to great lengths to ensure Herbalife Nutrition products meet or exceed a variety of industry and regulatory standards in quality.
- Using advanced technologies, we carefully monitor the environment where our products are stored — ensuring they are just as fresh and as pure as possible when our customers receive them as when they were first developed.



Sourcing

Our commitment to quality begins with the ingredients. We source ingredients through a global network of suppliers. We aspire for some ingredients to be fully traceable throughout the process of planting, cultivating and harvesting.

Manufacturing

For over a decade, we have routinely invested in quality control laboratories, allowing us to directly control quality and safety. Through state-of-the-art blending, compression, packaging and manufacturing, we ensure consistency in product quality, taste and texture around the world. Currently, we have five manufacturing facilities, along with several trusted contract manufacturers. Combined, these manufacturing centers span four continents and empower us to meet worldwide demand. Our contract manufacturers go through strict quality assurance practices to ensure that all products meet our rigorous standards.

Quality Testing

We conduct five rounds of in-process tests with 98% of our quality assessments done in-house at our nine world-class laboratories. Our labs have achieved the highest industry standard of ISO 17025 certification, which confirms that we adhere to strict standards for the technical competency of laboratory scientific personnel, the accuracy of microbiology and chemistry testing methods and the validation of equipment. This accreditation also provides extra assurance to consumers that our laboratory tests are accurate and reliable.

300+

tests are run on every batch of
our flagship Herbalife Nutrition
Formula 1 Nutritional
Shake Mix

Quality Certifications

Along with ISO 17025 certification, we use several other industry-leading certifications to ensure the quality and consistency of our products. These include National Sanitation Foundation (NSF) Good Manufacturing Practices (GMP) certification, which guarantees the consistency of our products and aligns with applicable regulations. The NSF Certified for Sports Product Certification also attests that certain Herbalife Nutrition products, like our Herbalife24 sports nutrition product line, are free of substances banned by leading international athletic organizations and leagues. We pride ourselves on the use of botanicals and plant-based ingredients and accordingly, partner with the Natural Health Products Alliance, based at the University of Guelph in Ontario, Canada, to develop new, mutually agreed upon standards for botanical species ingredient authentication. Specifically, Herbalife Nutrition uses DNA-based tools to ensure our products consist of exact species of plants and botanicals.





Quality at Every Step

Our Seed to Feed process is designed to control quality through a 14-step process* that incorporates five rounds of testing — beginning with raw materials and extending through arrival at distribution centers. Following are highlights of that process.

STORAGE

We store products at environmentally monitored distribution centers before they are picked up by independent distributors.



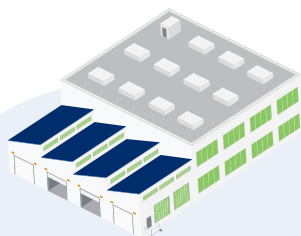
DISTRIBUTION

We store our products at environmentally monitored distribution centers before they are picked up by independent Herbalife Nutrition distributors or shipped to members and customers.



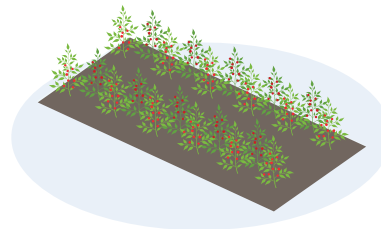
TRANSPORTATION

Data loggers tag products to ensure there is no exposure to excessive heat or humidity during shipping.



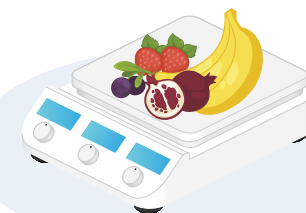
INGREDIENTS

From cultivation and harvesting to drying, milling and extraction, all raw materials are carefully monitored and controlled.



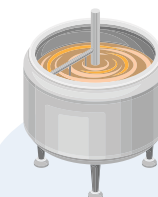
WEIGHING

Raw materials are weighed based on established product formula and prepared for bulk processing.



PRE-PACKAGED BLENDING

Advanced technologies ensure product consistency and accuracy.



PACKAGING

Numerous electronic and manual in-process inspections ensure products are packaged, labeled and loaded correctly.



* Seed to Feed 14-step process is listed in the [Appendix](#).



Genetically Modified (GM) Ingredients

We recognize that some consumers have preferences for foods made from non-bioengineered or non-genetically modified ingredients. When possible, we strive to give consumers a choice about the use of non-GM ingredients and offer products that do not contain GM ingredients. These decisions are made at the local level through collaborations between the Company and local distributor leadership committees and are purposefully tailored to the needs and desires of each market.

Animal Testing

Herbalife Nutrition does not test products on animals, unless required to do so by law or by regulatory bodies. We are committed to exploring alternatives to animal testing methods and encourage our suppliers to use alternative methods whenever feasible. We also are working with leading organizations to develop and validate alternative testing models with the goal of eliminating the need for animal testing in food and cosmetic products in the future.



[Read our Animal Testing Policy](#)

[Read our Bioengineered Ingredients Statement](#)





Global Consumer Safety

Our Global Consumer Safety (GCS) team is a group of dedicated doctors and health, science and consumer advocacy professionals whose mission is to ensure that we uphold our safety standards globally to protect consumers.

Our GCS team is also responsible for providing regular product safety training, supporting our distributors with expert-validated information about our products' benefits, the science behind them and indications on how to properly use them. The team also creates resources based on market needs and consumer demands, and partners with Herbalife Nutrition independent distributors on customer retention strategies.

To help ensure global comprehension and compliance with all consumer safety vigilance policies and procedures, the GCS team also provides periodic training to Herbalife Nutrition Member Services personnel, who regularly interface with independent distributors, and others who may receive incoming Adverse Event (AE) Reports, product quality complaints, and general health or product and ingredient-related questions.

Post-Market Safety Vigilance

Herbalife Nutrition has in place a robust global post-market safety surveillance system, which has identified responsible individuals as pharmacovigilance representatives who collect any AE Reports allegedly associated with any of our products for each of the markets where we conduct business. We also comply with all applicable regulations globally involving mandatory reporting and management of AEs. Additionally, all post-market safety surveillance data is routinely monitored by qualified health and science professionals within GCS, so that we may stay apprised of statistically significant trends as determined by

standardized methods of safety signal detection recognized by global regulatory and pharmacovigilance organizations of the food and drug industry.

At Herbalife Nutrition, we are advocates for creating an open dialogue between patients and their healthcare providers as a key component in ensuring consumer safety. GCS helps facilitate these conversations by making our health and safety staff available for consult with any healthcare provider who may have questions about our products and whether they may be suitable for use by patients with certain dietary restrictions or other unique medical considerations.

Product safety is our primary responsibility, and we treat all recalls with the same level of urgency. In 2020, there were no product recalls.

Our team of experts includes a diverse group of professionals who hold degrees and specialized credentials across medical and clinical disciplines, food and nutrition sciences, public health, pharmacology, regulatory safety and compliance, safety vigilance and other relevant areas. This team routinely analyzes product data to identify any potential safety issues as part of Herbalife Nutrition's proactive approach to product and consumer safety.



Our commitment to quality is present throughout the Company; it's a shared pledge, a conviction and a culture. Transparency on a global scale and ensuring we are communicating best practices for positive consumer experiences are some of our main drivers."

Kristy Appelhans

Vice President Global Consumer Safety





Regulatory Compliance

Our Global Regulatory Affairs (GRA) team works in a cross-functional environment to ensure that all of our products — new and existing — are formulated, labeled, registered and sold in full compliance with the markets in which they are sold. They also collaborate with various departments throughout the project life cycle to develop any necessary printed components and ensure their compliance for the corresponding markets.

Global Product Science & Safety

Within R&D, we have a team of scientists and experts dedicated to ensuring the benefit and safety for every product globally in the Global Product Science & Safety (GPSS) team. A focal area of our mission is to build credibility through substantiation of ingredient and product safety, health benefits and claims. We follow a rigorous approach to determine the safety of the ingredients we use and ensure that our innovations are fully guided by science. This includes a multi-step process used to substantiate the benefits of our ingredients.

Our efforts to ensure products are safe for intended consumer use are driven by the Global Product Science & Safety's Guiding Principles for Evaluating Safety of Herbalife Nutrition products and ingredients. This comprehensive document outlines the process by which we assess the safety of Herbalife Nutrition ingredients as individual components and together with other ingredients in each finished product. It is revised and updated as science and regulations related to the safety evaluation of food and dietary supplements evolve, and adapted in part from a variety of leading standards and recommendations, including those promulgated by the U.S. Federal Drug Administration and the European Food Safety Authority.

Product Stewardship



Building trusting relationships with consumers is also the responsibility of nutrition and supplement companies like Herbalife Nutrition — where producing the highest-quality products is a commitment and an essential part of their DNA.”

David Trosin

Managing Director
Health Sciences Certification at NSF International



Marketing & Labeling

As a global nutrition company, we place the utmost priority on providing high-quality products in line with regulatory requirements and what our consumers need and expect. Equally important is our commitment to transparent labeling and scientifically backed claims. Our Corporate Claims Policy requires all product claims to be substantiated and truthful, as well as compliant with relevant advertising laws. In addition, due to varying regulations around the world, all product claim approvals are required to be evaluated for each region or country.

Product Labeling

We uphold consumers' right to know what is in their products and are committed to providing fact-based and easy-to-understand information about the key nutrients and ingredients we use through product labels. We also include common food allergens on all product labels as required by law. In the United States, Herbalife Nutrition submits labels as required by law for all inner nutrition products to the Council for Responsible Nutrition's Online Wellness Library database to make them easily accessible to all.



**Read our Statement on
Product Labeling and Claims**

As we continue to improve our product labeling on an ongoing basis, we recognize that consumers today want and appreciate traceability information, from ingredients to finished products, along with information on the product attributes important to them. We are taking actions to increase access and visibility to key traceability information, for example we began our Transparency Project in 2020 addressing our flagship products.

Product Recipes and Mixtures

Our nutrition products are formulated to provide good nutrition for consumers to enjoy and include as part of a healthy diet. We encourage responsible nutrition, moderation and variety in food habits. Consumers often create inspirational recipe ideas with our products. While we encourage consumers to be creative, it is important to note that for our products to be effective for achieving purposes like weight management, instructions in our product labels on how to prepare and use the products need to be followed.

Marketing Practices

Per our [Marketing to Children Policy](#), Herbalife Nutrition does not advertise any products or services to children under the age of 12, as children have wide access to marketing communications and some lack the ability to critically reflect and process marketing information directed at them.



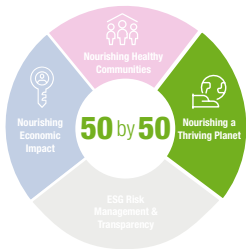
**A library of recipes can be
found on our website**

A Higher Level of Transparency

In 2020, we began the Transparency Project, an initiative to tell the story of our vertically owned supply chain, beginning with our flagship products. This project will investigate the number of ways that we can communicate to customers where ingredients originated, where and how our products are manufactured and what we test for to ensure product quality, among other things. This effort will evaluate best practices for increasing product transparency including exploration of inclusions of QR codes on product labels, easily accessible and interactive content, third-party certifications and other methods.



Environmental Impact



Our commitment to good health extends to the planet, which is why environmental stewardship is a pillar of our Global Responsibility strategy to deliver long-term sustainable growth.

IN THIS SECTION

- 27 Living Sustainably Every Day
- 28 Environmental Impact
- 29 Plant-Based Proteins
- 30 Responsible Sourcing & Consumption
- 31 Operations
- 34 Packaging





“

My journey is no longer just about reducing waste, but doing my part in preserving biodiversity. There's still so much I can do and want to change, but I'll take it one step at time ... We can all make an impact.”

Maria Ballan

Herbalife Nutrition Employee, Singapore

Nourishing People & Planet

Living Sustainably Every Day

Perfect zero-waste living does not happen overnight. My journey began over 15 years ago when I started making my own body scrub using ingredients from my kitchen.

But what truly drove me to make lifestyle changes was when I volunteered to do an ocean clean-up on one of the islands back home. Our oceans are in an alarming condition, and it hit me...hard.

Fast forward to now, I make my own tooth powder and solid body moisturizer, and I stopped using disposables. I shop in bulk and bring my own containers and cloth pouches. I also grow microgreens, and some leafy vegetables and herbs. I re-use and re-purpose what I already have instead of buying.

But the biggest change is that through this journey, I've become a conscious and informed consumer — buying only what I really need as opposed to buying excessively; and patronizing businesses and brands that align with my values. My journey is no longer just about reducing waste, but doing my part in preserving biodiversity. There's still so much I can do and want to change, but I'll take it one step at time. Reducing waste is easy — we just need an open mind, a willing heart and a little getting used to. Start simple, then challenge yourself to take a step further. And yes, remember to celebrate your small wins. We can all make an impact.



Environmental Impact

Since 1980, Herbalife Nutrition has been on a mission to improve nutritional habits around the world with great-tasting, science-backed nutrition products that help people get the right balance of healthy nutrition. Our goal is to do so in a way that also results in a healthy environment. This commitment to protect and safeguard our planet sits at the heart of our sourcing and manufacturing efforts, guided by our core values to always do what's right. This includes making sure we do what's needed to protect the environment by minimizing our impact, nurturing biodiversity and collaborating with other organizations on scalable climate action.



We are proud of our initiatives that have focused, where possible, on reducing plastic bags, reducing excess packaging materials and increasing the use of post-consumer resin (PCR) in packaging. Employees and our independent distributors are focused on other ways we can make a difference in this area and have contributed meaningful ideas that are not just good for the environment, but also help the business. For example, an employee suggested we stop printing and mailing company guidelines and instead make them available online. This suggestion sparked a process that eventually led us to save 342 tons of paper, the equivalent of 9,500 trees, and \$1.4 million from 2018-2020.

Continued progress will require long-term partnerships and a commitment to constant innovation, and we have the necessary support throughout the Company — ranging from our Board of Directors' ESG Committee to a distributor Global Responsibility Committee to our cross-functional internal Global Responsibility Steering Committee. These supporters are champions and key catalysts to help innovate solutions that will help us manage and reduce our environmental impact.

Also key to these efforts is our Global Green Council, an employee network that includes volunteers from each of our operating regions. This group reviews



current projects and identifies opportunities for related innovative environmental initiatives throughout our operations. Their work is focused on responsible environmental stewardship, meeting the needs of both Herbalife Nutrition independent distributors and their customers, while complying with environmental regulations around the world. The Council works with regional groups around the world to implement our guidelines, expand our sustainability initiatives and provide regular updates on progress, challenges and key opportunities.

In addition, some regions have also developed their own councils to lead local projects and initiatives.

For example, our Asia Pacific region established an APAC Go Green Task Force which consists of representatives from each country in the region. The Task Force provides information and updates that are shared with our Global Responsibility Steering Committee. Not only is the Task Force responsible for implementing initiatives and driving tangible results, they provide best practices based on successes and achievements at the local level that can be extrapolated and scaled to other regions.



Joining the Conversation in Europe

In 2020, we developed a position paper on driving sustainable diets in Europe, outlining the benefits of a plant-based diet for consumer health and the environment. The position paper includes a call to action addressed to European and national policymakers to promote healthier, more active lifestyles, to develop more sustainable food systems and allow for greater investment in research and development to boost the market of plant proteins in the European Union. This is part of our continuous effort to positively reduce the environmental impact of food systems, improve health and meet consumers' dietary and cultural preferences.

Subsequently, we have now become members of the Advisory Board of two EU-funded projects, Smart Protein and Project INCREASE, through which we can share our knowledge and research-based insights into plant-based proteins and human health. We also are partnering with stakeholders, including scientific bodies and universities and EU authorities to promote dialogue, to raise awareness and foster discussions on this subject.

As Julian Cacchioli, Vice President of Corporate Affairs for EMEA and India, explained, "Herbalife Nutrition has championed everyone's right to access good, balanced nutrition as part of a healthy lifestyle for more than 40 years. As European consumers make more sustainability-conscious and health-driven food decisions, we are committed to supporting the EU Farm to Fork strategy, which has the potential to be pivotal in the long-term sustainability of the EU food supply and the health and well-being of future generations of EU citizens."

Plant-Based Proteins

With the global population expected to reach almost 10 billion by 2050 according to the UN, demand for protein is expected to increase significantly. At the same time, people are looking for alternatives to animal-based proteins, which are a major contributor to greenhouse gas emissions, deforestation and pollution.

These are among the many reasons that Herbalife Nutrition has been harnessing the power of plants for over 40 years, while diversifying the sustainable sources of protein we use in our products. Today, based on our raw material consumption, 84% of the protein in Herbalife Nutrition's products is plant-based, with primary ingredients being soy, pea, rice and quinoa. The number-one ingredient in many of our products is soy — approximately 30 tons annually. This includes most varieties of Formula 1, our flagship product, and our Protein Drink Mix.

Soy is one of the only complete plant-based proteins since it contains all nine essential amino acids that our bodies cannot produce on their own. Soy is also significantly more efficient to grow, using less water and emitting less carbon, and producing more protein per acre than beef, eggs or milk. Therefore, replacing even a small portion of animal proteins with sustainable plant-based proteins can have a long-term positive impact on our environment.

Product Spotlight

Our Formula 1 Select Meal Replacement shake and Protein Drink Mix Select provide consumers looking for alternative proteins with plant-based options. The two mixes are formulated with a high-quality blend of pea, quinoa and rice proteins and provide 10 and 15 grams of plant-based protein respectively.





Responsible Sourcing & Consumption

Herbalife Nutrition is committed to sourcing the best possible ingredients for all of our products, which includes ingredients that have been grown sustainably. We also require our suppliers to conduct business in an ethical and lawful manner.

To guide the hundreds of suppliers we source from for the many formulations we offer, we updated our Supplier Code of Conduct (the Code) in 2020 in line with international conventions such as the United Nations Guiding Principles on Business and Human Rights, the United Nations Global Compact's Ten Principles, the International Labour Organization's standards and the OECD Guidelines for Multinational Enterprises.

In addition to the expectation for suppliers to comply with all applicable laws, rules and regulations across a range of impacts, the Code outlines our expectations for suppliers on anti-bribery, conflict of interest, health and safety, human rights, labor rights, food safety and quality, environmental management, protection and sustainability.

In order to protect the future of our planet, all parts of value chain have to commit to environmental sustainability, share responsibility and take impactful action. To this effect, the Code encourages suppliers to enhance packaging lifecycle, reduce waste, measure and disclose GHG emissions and create programs to reduce emissions.



For key category of materials used in our products, we are further aligning and refining sourcing strategy with sustainability goals.

Below are our current practice and plans:

- Currently, we screen approximately 20,000 vendors daily across all regions using a due diligence solution application, which flags concerns including connections with government officials, economic sanctions and human trafficking.
- For those business-critical direct suppliers that agree to participate we aim to:
 - Provide Supplier Code of Conduct training by the end of 2021.
 - Incorporating the Supplier Code of Conduct into supplier contracts.
 - Track and monitor sustainability opportunities and build development plans where needed.



Operations

We operate five Herbalife Nutrition Innovation and Manufacturing facilities (HIMs), two in the U.S. and three in China. The move in recent years to vertically integrate our operations not only has ensured better product quality and cost control, but also provides us with increased opportunities to reduce the environmental impact of our manufacturing facilities.

Carbon Reduction

Herbalife Nutrition is committed to doing our part to help mitigate climate change risks. The Company supports the long-term goal of sustainable development, and we are implementing actions to reduce greenhouse gas (GHG) emissions across our value chain to contribute to the goal of limiting global warming to 1.5°C. Most notably, we have committed to achieving zero net emissions by 2050 in our global factories, warehouses and offices.

We are actively setting up an infrastructure to collect and report annual GHG emissions. This will enable us to set science-based targets to reduce GHG emissions by reviewing our value chain, including our global operations, packaging, agriculture, third-party transportation and distribution. Following evaluation of our value chain, we will set short- and mid-term targets for our operations (Scope 1 and Scope 2) and across our entire value chain (Scope 3).

Energy Reduction

Herbalife Nutrition invests in measures that provide both an environmental and cost savings benefit by reducing energy consumption. These include systems for steam condensation heat recovery, efficient use of air-conditioned cooling water, more efficient mobile air

compressors, LED lighting installs and solar-powered streetlamps. Over the next five years, we aim to use automation to produce more output without increasing our environmental footprint. In 2020, we collected and published Scope 1 and 2 emissions in 10 facilities to better understand where we can further improve our energy use and invest in renewable energy sources as needed. We expect this work to be completed in 2021. We distribute our products to 95 countries and territories around the world, primarily through a global distribution and logistics network. This network includes both Company-operated and outsourced distribution points ranging from “hub” distribution centers in the Netherlands and U.S. to mid-size distribution centers in major countries to small pickup locations around the world. In aggregate, we have close to 1,800 product access points and partner retail locations, which represents a significant opportunity to reduce our Scope 3 emissions.

For global shipping, we primarily use ocean transport, which has the lowest carbon footprint of any commercial transportation mode. For some routes, such as

between Russia and China, we use rail, given its cost-effectiveness and energy efficiency. We use planes for transporting products only in rare instances. As we work to formalize carbon reduction strategies going forward, we will be prioritizing the carbon footprint of our logistics operations to gain additional efficiencies where possible.



Herbalife Nutrition is taking meaningful steps to protect and preserve the planet for future generations. We want our efforts to serve as a model in our industry and be one of our key differentiators. We intend to lead not only in our ability to nourish people, but the planet as well.”

Mark Schissel

Chief Operations Officer

		2020	2019	2018	2017
 Energy Use*	Total Energy Use (MWh)	88,120	86,214	86,794	83,516
	Total Electricity Use (MWh)	46,544	47,095	48,221	45,309
	Total Natural Gas Use (MWh)	41,576	39,119	38,573	38,207
 Greenhouse Gas Emissions*	Scope 1 (metric tons CO2e)	7,535	7,090	6,991	6,925
	Scope 2 (metric tons CO2e)	18,164	18,344	20,023	19,542
	Emissions Intensity by Revenue (Metric tons CO2e per \$)	0.385	0.423	0.447	0.558

*Data covers five Herbalife Nutrition Innovation & Manufacturing (HIM) facilities and other U.S.-based facilities and offices with >40,000 sq ft occupancy.



Water

Water is central to every aspect of our business, from cultivating and growing raw ingredients to processing them into our products. At our own manufacturing facilities, we rely on water for sanitation as well. And at the other end of the life cycle, our consumers use water to prepare our shakes and other beverages. Given the importance of water throughout our products' life cycle, it is critical that we conserve the water we use, protect ecosystems globally and ensure that people and communities have access to safe and clean water.

In order to do that well, we have begun mapping our water stewardship efforts, starting within our manufacturing

		2020	2019	2018	2017
Water Consumption 	Total Water Withdrawal (megaliters)	314	333	325	276
	Total Water Discharge (megaliters)	193	164	120	131

facilities globally. We also are committed to reviewing water use across our existing manufacturing facilities by the end of 2021 and in the future implementing programs at our manufacturing facilities to reduce water withdrawal, reuse water, use alternative water sources and set strict targets for water discharge quality.

To date, we have implemented various water conservation measures in select offices and facilities, including installing automatic handwashing faucets and waterless urinals, using treated wastewater for cooling towers, conducting ultra-high temperature cooling water to plant cooling water systems, using power washers for cleaning and changing exterior landscaping to drought-tolerant plants.

Waste

Our environmental footprint also includes waste generated in our corporate offices and manufacturing facilities around the world. We have developed internal worksite recycling guidelines, based on local policies, for employees working in Herbalife Nutrition facilities and offices globally. Thanks to our Green Council and our employees' initiative, each region has a recycling program ranging from awareness and education campaigns for recycling and upcycling — giving used products a second life by turning them into a “new” product — an empty Formula 1 canister can be turned

into a flower vase — to creating collection sites in our warehouses for our distributors, members and customers. For example, our team in Central America has collected close to 40 metric tons of recyclable materials in 2020. In the future, we plan to integrate programs to support nutrition clubs owned and operated by our independent distributors so they can easily participate in recycling programs, utilize sustainable material alternatives and provide dedicated education on best practices to increase their environmental stewardship.

We are committed to preventing and minimizing the generation of hazardous waste created from our daily business activities. In 2021, we initiated a program to reduce hazardous waste generation, including the development of training materials and identification of resources to set baseline metrics, with plans to begin implementation of key initiatives in 2022.

Since 2018, we have eliminated Distributor Rules of Conduct paper books in 54 of the 95 countries and territories where we operate, saving 342 tons of paper, the equivalent of 9,500 trees and \$1.4 million. In countries where regulations permit distribution of Distributor Rules of Conduct and online access is commonly available, we aim to eliminate the books entirely by 2025.



Food Waste

As a global nutrition company, we believe we have a significant role to play in improving nutrition, achieving food security and helping end hunger. An estimated 1.3 billion tons of food is wasted every year, and eliminating food waste can play a powerful role in expanding affordability, accessibility and promoting equality. We have committed to do our part by looking for waste reduction opportunities in our production and supply chains. As an example, we have streamlined our donation process to ensure that usable materials can support those in need. In 2020, our in-kind donations exceeded \$2 million globally. These types of efforts support the [United Nations Sustainable Development Goal target 12.3](#), which is to halve per

capita global food waste at the retail and consumer levels and reduce food losses along production and supply chain, including post-harvest losses.

	2020	2019	2018	2017
 Operational Waste*	Total Waste Generated (metric tons)	9,682	11,422	8,671
	Total Waste Diverted or Recycled (metric tons)	2,997	3,849	2,501
	Total Hazardous Waste (metric tons)	26	28	28

* Data covers five HIM facilities and other facilities and offices with > 50,000 sq ft occupancy.



Reducing Food Waste in Colombia

The Asociación de Bancos de Alimentos de Colombia (ABACO), or Food Banks Association of Colombia, created 10 years ago, plays a critical role in solving issues of food insecurity and waste. According to ABACO, each year 9.76 million tons of food is wasted in Colombia, yet 54.2% of the homes face food insecurity. As part of our Nutrition for Zero Hunger initiative, Herbalife Nutrition has worked with ABACO to support their efforts.

ABACO receives products that are still in good condition but have a close expiration date from multiple sectors. After performing sanitary and quality assurance evaluations, ABACO repackages and distributes food to vulnerable populations, particularly children, older adults and pregnant or lactating women. In Colombia, more than 3.1 million people are beneficiaries of the 22 local food banks that make up ABACO.



Packaging

We view our environmental footprint through the lens of our products' life cycle, including not just how we grow or manufacture products but also how we package them. We want consumers to enjoy the nutritious choices made when they buy a Herbalife Nutrition product, while trusting we are taking steps to reduce its environmental impact and ensuring that product quality and safety standards are always upheld. That's why we have adopted a multilayered strategy to reduce our packaging, including three goals:

- Reduce plastic bag use from distribution centers worldwide.
- Use 25% post-consumer resin (PCR) in our Formula 1 canisters globally over the next two years, and add to high-selling product types in markets where allowed.
- Reduce product packaging.

With regional regulations and market expectations vastly different around the world, we will seek to implement a combination of these initiatives based on infrastructure and feasibility. We strive to achieve industry best practices in sustainable packaging that includes exploring new innovations, technologies and learnings from our peers. While we adhere to all local regulations, our strategy is purposefully focused on going beyond those to ensure we are minimizing our environmental footprint globally while meeting consumer demand for convenient packaging. In some markets, demand remains high for single-use packaging, while in others, such as Europe, consumers are gradually showing a preference for reusable containers and even refills. We have begun to expand some of our successful regional programs such as our canister recycling programs across additional markets.

**MORE THAN
1,800
METRIC TONS
OF PLASTIC**

removed from Formula 1 canisters
since 2008

Strategies and Progress to Date

Reducing Single-Use Plastic Bags

Single-use plastic bags remain the most widely found plastic objects in our oceans. Given their low rate of recyclability and threat to marine life, the United Nations has encouraged the complete elimination of plastic bag use. We are proudly well on our way with a commitment to eliminate plastic bags from distribution and sales centers, with multiple markets having already accomplished this goal. While the COVID-19 pandemic delayed full implementation in 2020, we will continue to make advancements. When fully implemented, we expect this will remove more than 30 million bags and more than 136 metric tons of plastic per year.





Some of the key strategies our regional teams have deployed in recent years to phase out single-use plastic bags or completely eliminate them include:

- *Europe, the Middle East and Africa:* Our team introduced a reusable tote in 2018 as an alternative to single-use plastic bags, with all proceeds going to the Herbalife Nutrition Foundation. We also use 100% recycled paper bags across the EMEA markets.
- *Mexico:* We use biodegradable bags in sales centers and reusable bags in some states. Mexico also began a pilot program to upcycle Formula 1 canisters into hangers and chairs.
- In total, our operations in South America and Central America have eliminated plastic bags in 13 countries, saving a total of 11 metric tons of plastic between 2019 and 2020. The region also has introduced a new compostable bag, made from maize, in nine countries.

Reducing Plastic Waste

[See how](#) increasing our use of PCR is helping Herbalife Nutrition reduce plastic waste

Including Recycled Materials in Our Packaging

While reduction of single-use plastic from our operations and packaging is a priority, the development of more sustainable packaging options is also a major focus. We are committed to reducing the use of plastic without compromising the quality or safety of our product. One promising alternative has been the use of PCR (Post-Consumer Resin), which uses resin re-processed from consumer recycled materials to create new packaging. With due diligence around procurement cost, global regulatory requirements, quality considerations and viable supply chains complete, we are beginning to increase use of PCR by targeting our flagship Formula 1 plastic canisters. In 2021, we are focusing on canisters sold in North America. In 2022, we aim to expand the program to Formula 1 canisters sold in other regions. Our estimates show that this conversion will reduce the use of virgin plastics in production and waste streams by 475 metric tons across our global footprint.

Reducing Packaging Where Possible

To date, we have removed more than 1,800 metric tons of plastic from our Formula 1 canisters since 2008, equal roughly to about eight times the weight of an average house. We are also examining the other types of packaging used across our manufacturing and distribution operations that have associated carbon emissions or disposal complications, always keeping in mind product quality and safety, consumer convenience, regional regulations and our environmental impact.

Environmental Impact



By incorporating PCR into our Formula 1 canisters, we are helping our Company reduce its carbon footprint and lessen its impact on landfills. With our global reach, we have the ability to mobilize customers and distributors to become changemakers in their own communities and make a positive impact on the environment by recycling or upcycling canisters after use.”

Joe Dubniczki

Senior Director, Packaging and Design Engineering



We have successfully launched several projects to address our strategic priorities to enhance our environmental sustainability within our product packaging. These include:

- *Reduced materials in our Herbalife Nutrition SKIN products.* Through modification and reduction of packaging across six products, we are removing 13 tons of paperboard globally by the end of 2021.
- *Half-slotted cartons.* In 2019, we implemented half-slotted cartons instead of regular flap cartons for all of our 1800cc, 1250cc, 100oz and 85oz jars and bottles sold in the U.S. Half-slotted cartons offer multiple applications for storage and transport and thereby provide higher efficiency and durability.
- *Improved palletization:* We are working to introduce a new Robot Palletizer in our Lake Forest, California factory after successfully working with our suppliers to introduce it at certain third-party factories in our EMEA markets. The Robot Palletizer helps automate palletization, helping us save material and freight waste.
- *Shrink wrap elimination:* Our EMEA team successfully redesigned the carton used to ship protein bars, eliminating the need for shrink wrap and reducing the need to use dieline for the cardboard carton. We manufacture approximately 110 million bars annually, and this change is expected to decrease packaging and plastic use by 19.5 tons annually, as well as increase line efficiency and overall capacity by 15%.
- The team has also reduced the cardboard used in shipping products by 80%, or 12,500 kg, annually since 2019.
- *Reduced packaging for the Herbalife Nutrition Member Packs:* In EMEA, we have reduced the packaging for our Herbalife Nutrition Member Pack, which includes a set of training materials and introductory products, by 80% including an 85 kg reduction in plastic from air fill pillows.

Supporting Recycling Programs

Besides our regionally driven initiatives to reduce packaging and use higher percentages of PCR, we recognize the need to increase markets' recycling capacity and infrastructure. While demand for packaging made out of recycled content is high, the volume of recycled materials available for manufacturing remains low for what's required to sustain global manufacturing. That's why in several markets, Herbalife Nutrition teams have implemented local recycling initiatives to incentivize recycling of Herbalife Nutrition product packaging. While challenges such as identifying processing partners and ensuring viable distribution remain, we are committed to educating customers about recycling and supporting its growth in every market in which we operate.

As an example, our team in Brazil organized awareness campaigns on social media that focused on reverse logistics. In compliance with the National Policy on Solid Waste, through a partnership with the Personal Hygiene, Perfumery and Cosmetics Industries Brazilian Association (ABIHPEC), Herbalife Nutrition Brazil participates in the "Give a Hand to the Future" program — to invest in infrastructure for recycling cooperatives and training for the people who work in them. They report recyclables, whether from individuals or other companies in Brazil, and have a target to recycle a minimum of 22% of all packaging reported. In 2020, ABIHPEC exceeded the goal and achieved 32% of recycling all packaging reported and Herbalife Nutrition Brazil represented 2% of this total amount, contributing more than 720 metric tons of plastic and cardboard materials.





Social Impact



Our Global Responsibility strategy centers on leveraging the talents, expertise and generosity of Herbalife Nutrition employees and independent distributors to positively impact communities around the world.

IN THIS SECTION

38 Community Impact

46 Employees

53 Independent Distributors





Our desired impact will decrease chronic and acute malnutrition and improve children's nutrition and health. This wouldn't be possible without meaningful, long-lasting and strategic partnerships. We are proud to work with organizations like Herbalife Nutrition and be a part of Nutrition for Zero Hunger."

Ignacio Giron

Country Director Feed the Children Honduras

Nourishing People & Planet

Partnering to Bring Hunger Down to Zero

In the rural communities of Honduras, most needs are related to poverty and lack of access to basic services, but also the lack of information about healthy eating behaviors. Many community members, however, are interested in learning about ways they can improve their living conditions.

Feed the Children* Honduras uses its Child Focused Community Development program in many regions of Honduras, providing nutritional support for pregnant women and children. The goal is that all children be properly nourished and developed by age five and continue to understand the importance of nutrition throughout their lives.

We also want to ensure children have access to safe and clean water, proper sanitation, adequate hygiene resources and quality education. And we want to see families be self-reliant, financially stable and food secure to support and strengthen their communities.

Overall, our desired impact will decrease chronic and acute malnutrition and improve children's nutrition and health. Our work consists of supporting the community with certain training methodologies and products to achieve those goals.

From my experience of over 10 years in the non-profit and international development space, hearing feedback from the community continues to inspire me. It is hard to choose one story, but I am honored to hear someone say, 'Since I've been involved in this program, I've learned a lot, and now I'm feeding my family better' or 'I see the importance of education, and without the support of Feed the Children, we couldn't have had the opportunity to enroll my children.'

These are the things that we continue to strive for.

* Feed the Children's international child-focused community development program is made possible through the support of many individual and corporate donors, including Herbalife Nutrition and the Herbalife Nutrition Foundation.



Our Social Impact

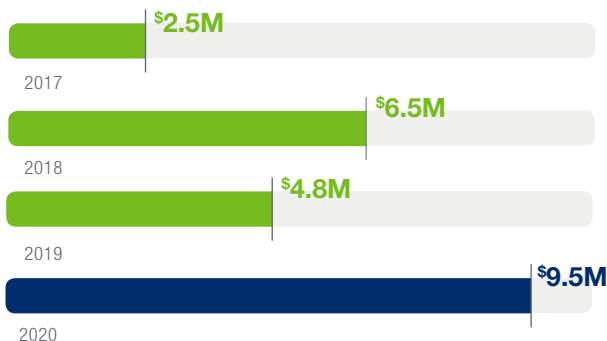
Herbalife Nutrition global social responsibility programs focus on building thriving, vibrant communities around the world through improved access to good nutrition and economic opportunity.

We are dedicated to improving communities by aligning with the targets outlined and categorized by the United Nations Sustainable Development Goals, (UNSDGs), specifically Goal 1 (No Poverty), Goal 2 (Zero Hunger) and Goal 3 (Good Health and Well-Being). To ensure our alignment with the UNSDGs and commitment to achieving positive impact across these target goals, Herbalife Nutrition has joined the United Nations Global Compact as a signatory member.

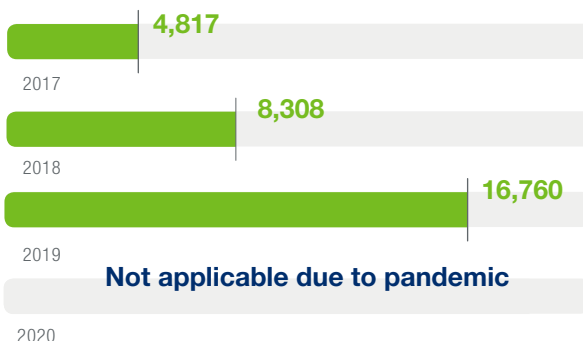
Our social impact programs and partnerships center on nourishing healthy communities and economic empowerment.

In addition, we understand that supporting multiple aspects of communities is critical to their resilience and development. We support numerous leading organizations that focus on additional areas to improve and empower communities. Our partners support often-underserved communities through critical areas including leadership development, public education, access to arts, STEM (science, technology, engineering and mathematics) education, reduction of homelessness and helping families cope with food insecurity.

CHARITABLE CONTRIBUTIONS (\$USD)



EMPLOYEE VOLUNTEER HOURS



At Herbalife Nutrition, we believe in empowering potential and opportunity for others. Our drive to do good and seek more ways to impact others through nourishing healthy communities, economic opportunities and a thriving planet will continue to transform the evolution of our Global Responsibility journey.”

Erin Richards-Kunkel

Senior Director, Strategic Partnerships and Corporate Social Responsibility





Nutrition for Zero Hunger

According to the United Nations, despite significant strides, hunger continues to affect one out of every nine people globally. Even more people — one in three — are affected by some form of malnutrition, meaning that while they may have enough food to eat, they may not be getting enough nutrients, which can lead to health problems. As a global nutrition company, eradicating hunger and malnutrition is a personal matter for us. That's why the Company and the Herbalife Nutrition Foundation* have donated more than \$3.5 million in financial aid and in-kind gifts through Nutrition for Zero Hunger from 2019 to 2020. This initiative aims to improve as many communities as possible through healthy nutrition and education by funding leading global organizations including Feed the Children and The Hunger Project, among others.

Nutrition for Zero Hunger Partners



World Food
Program USA



Celebrating Forty Years
of Creating Pathways to Prosperity
for Underserved Communities in Africa



The program aligns with the United Nations Sustainable Development Goal #2 — Zero Hunger — and has six components:



Partner with leading non-profits to increase impact.



Use our expertise in developing and delivering quality nutrition to support expanding nutrition and food programs.



Raise awareness about hunger to encourage others to take action.



Donate products to communities in need.



Develop and provide tools to empower people to make healthy choices.



Engage our employees and distributors to volunteer their time and donate to programs that promote good nutrition and active lifestyles.

As a part of the initiative, Herbalife Nutrition partners with leading non-profits, including global organizations World Food Program USA, Feed the Children and The Hunger Project, as well as the Chinese Red Cross Foundation, the National Hispanic Council on Aging and Chrysalis. Combined, these partners are supporting more than 164 million people in over 80 countries worldwide.

Improving Nutrition for Women and Children in India

Nutrition is an essential part of healthy early childhood development. The Integrated Child Development Services (ICDS) program in India is designed to support mothers and children with food and healthcare, but faces challenges in delivering services consistently across the country. Bal Raksha Bharat, commonly known as Save the Children India, along with Herbalife Nutrition, is partnering with ICDS to improve services related to nutrition. The organization will help educate families about the importance of nutrition and empower communities to take action. We plan to launch the program in two districts of the state of Jharkhand, where it is expected to reach over 400,000 people, including children, mothers and health workers.



* HNF has donated approximately \$1.4M in financial aid, and Herbalife Nutrition has donated approximately \$2.1M in financial aid and in-kind gifts, to non-profit partners as a part of Nutrition for Zero Hunger. See detail on HNF donation information in the [Appendix](#).



Nutrition for Zero Hunger Impact*

“

[Food] is a matter of life and death — literally — for millions of people edging closer to the brink of starvation. Herbalife Nutrition’s support is critical to helping us respond to the increased demand for food and emergency support.”

Barron Segar

President and CEO
World Food Program USA

1 MILLION+

meals provided to children,
families and communities

800,000+

servings of Herbalife Nutrition
products donated

164 MILLION+

people reached by non-profit partners
of Nutrition for Zero Hunger

48,000

women supported with
breastfeeding and nutrition
education programs

87,000

beneficiaries reached
through nutrition education
and dietary supplementation
programs

*Since Herbalife Nutrition launched the Nutrition for Zero Hunger initiative in 2019, HNF has donated approximately \$1.4M in financial aid, and Herbalife Nutrition has donated approximately \$2.1M in financial aid and in-kind gifts, to non-profit partners as a part of Nutrition for Zero Hunger. See detail on HNF donation information in the [Appendix](#).



Community Health & Wellness

Supporting health and wellness is an essential component of our social impact programs aimed at nourishing healthy communities. Herbalife Nutrition supports leading organizations that promote health and wellness for underserved and vulnerable populations. For more than 22 years, we have supported various Red Cross organizations around the globe. In the last six years, the Company donated more than 1.4 million Protein Deluxe Bars, valued at \$2.5 million, to 120 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, as well as leveraging the power of our community of employees and of Herbalife Nutrition independent distributors and their customers to educate about the impact and value of blood donation to support the public health need of a stable blood supply.



Volunteerism

We encourage all 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 distributors worldwide for our annual “Global Month of Purpose,” in which we create opportunities for individuals to volunteer in underserved communities around the globe.

Supporting Our Community Through Uncertain Times

During the COVID-19 pandemic, good nutrition and health have become more critical than ever. But school closures and economic uncertainty have made even more people susceptible to food insecurity and hunger.

To help meet these urgent needs, Herbalife Nutrition’s manufacturing facilities remained fully operational. Beyond allowing our independent distributors to continue to serve their clients, this enabled us to provide donations of nutrient-dense food to frontline healthcare workers and food-insecure families around the world.

The Herbalife Nutrition Foundation supports World Food Program USA (WFP USA) with a pledge of US \$1 million, which was designated to an Emergency Response Fund and one third of funds earmarked for pandemic-related aid. The fund was utilized to support WFP programs and logistics where the need has escalated due to the pandemic.

Globally, independent distributors and employees have contributed to the Herbalife Nutrition Foundation to help fund direct disaster and emergency relief grants across more than 20 countries. Recognizing immediate needs brought on by the pandemic, the Foundation empowered its 168 community-based global Casa Herbalife Nutrition partners to use part of their 2020 annual grants to combat the pandemic by purchasing personal protective equipment and providing education around the pandemic.



Herbalife Nutrition Foundation

Created in 1994 by Herbalife Founder Mark Hughes (1956-2000), the Herbalife Nutrition Foundation (HNF) is a public charity dedicated to bringing good nutrition to children, supporting socially vulnerable communities and providing aid to organizations focused on promoting access, education and empowerment of good nutrition, general wellness and disaster relief.

Casa Herbalife Nutrition

More than 25 years ago, HNF started out as a single program in Brazil. Today, it provides millions of dollars in funding each year to more than 165 orphanages, hospitals, schools and organizations in almost 60 countries through its flagship Casa Herbalife Nutrition program. HNF believes that good nutrition is about more than just having enough food to eat which is why its Casa Herbalife Nutrition program provides children with the nourishment, care and education they need to thrive.



Good nutrition is about more than just having access to food. It involves education — learning basic cooking skills, which foods are healthy and how to combine them for a balanced meal — in addition to a supportive, safe environment. That has been our focus at Herbalife Nutrition Foundation for more than 25 years.”

Jenny Perez

Executive Director Herbalife Nutrition Foundation



Casa Herbalife Nutrition 2020 by the Numbers

\$4.15M
in total grants



57+
countries



220,000+
beneficiaries



168
total Casa Herbalife
Nutrition locations



Supporting Vulnerable Communities*

Herbalife Nutrition and the Herbalife Nutrition Foundation proudly support organizations that empower opportunities for underserved, vulnerable and minority communities. In 2020, the Company and HNF supported more than a dozen of these organizations, reflecting the needs of diverse global, regional and local communities.

These partners include UnidosUS, League of United Latin American Citizens (LULAC) national and regional chapters, Los Angeles Urban League, Chrysalis and the Sambhav Foundation, among others. In addition to financial donations, we support various programs including nutrition and health resources, mentoring, human rights, gender equity and advocacy, as well as provide in-kind donations of nutrient-dense products.

Herbalife Nutrition is a member of LULAC's national Women's Commission to further drive discussions and actions to promote women's empowerment and gender equity issues. We also demonstrate our commitment to advance Hispanic diversity and inclusion in the workplace as a member of the Hispanic Association on Corporate Responsibility since 2014. Through these partnerships, we support the diverse needs of these communities, targeting end goals of improved access to resources and increased economic empowerment.

According to the National Hispanic Council on Aging (NHCOA), by 2060 the older Hispanic population is expected to grow to 21.5 million. Economic and food insecurity are prevalent issues among older Hispanic



adults, placing them at a higher risk for a number of chronic diseases, including obesity and diabetes. Yet more than 32% of this population lacks health insurance. This is why we expanded our partnership in 2020 with NHCOA, which works to improve the lives of older Hispanic adults, their families and caregivers. Through our multiyear partnership, we will help empower the aging Hispanic population with access to healthy nutrition, as well as nutrition education and fitness programs.



We're proud to partner with Herbalife Nutrition to improve the lives of Latinos across the U.S. in the areas of health and nutrition, and to strengthen advocacy for economic empowerment for our communities to thrive."

Sindy Benavides

Chief Executive Officer, League of United Latin American Citizens

* Support for communities includes charitable contributions from Herbalife Nutrition and donations from the Herbalife Nutrition Foundation. In 2020 HNF donated a total of \$20,000 to two organizations supporting vulnerable and minority communities.



Giving Back Around the World

Herbalife Nutrition and the Herbalife Nutrition Foundation support communities not only through donations of nutritious food, but also through education and resources that help support a healthy lifestyle. As a global company, this outreach takes different forms in the various countries we serve.

CHINA

Herbalife Nutrition partnered with the Beijing Sport University Education Foundation to promote winter sports in China. Our donation will help establish a Winter Sports Nutrition Research Center, develop an ice-hockey video training curriculum (in working with professional coaches) and donate ice-hockey sports gear and synthetic portable ice rinks for 15 schools, which will benefit 18,000 students each year.

MEXICO

Employees participate in an annual “Make a Wish Campaign” to volunteer and donate gifts to beneficiaries of local Casa Herbalife Nutrition partners. Since 2015, more than 500 kids have received presents during the holidays.

SOUTH AND CENTRAL AMERICA

To honor World Food Day, we hosted volunteer activities and food drives to collect and donate food to those in need. In 2020, we collected and donated 216 boxes of food to 15 local non-profits and NGOs.

ASIA-PACIFIC

Throughout the Asia-Pacific (APAC) region, the APAC Wellness Tour is a series of public health education seminars that are designed for independent distributors, but also available to industry professionals and healthcare experts. We have held 13 Wellness Tours, reaching 4000+ key stakeholders since the program began in 2014.

AUSTRALIA

The HNF Bike Ride, initiated by our independent distributors in 2014, is an 840-kilometer cycling journey from Torquay to Adelaide, Australia. The event raises funds for HNF, helping to support the annual grants program to six Casa Herbalife Nutrition partners in Australia and New Zealand.

MONGOLIA*

Herbalife Nutrition medical experts participate in a doctors-to-doctors program to the medical community in Mongolia. Twice a year, they provide educational programming to a group of local healthcare professionals, reaching up to 500 individuals each year.

INDIA

As a part of the global Nutrition for Zero Hunger initiative, our partnership with Save the Children in India is part of the fight against hunger, focused on improving the nutrition of approximately 500,000 women and children in the state of Jharkhand.

* COVID-19 disrupted the program in 2020.



“

Our Company culture supports the conviction that being healthy and subscribing to an active lifestyle is an important part of being a team player; and that includes our employees.”

Samantha Clayton

Vice President, Worldwide Sports Performance and Fitness

Nourishing People & Planet Investing in Employee Fitness

As a former Olympic athlete, I know how exercise can uplift people, improve their quality of life and boost overall confidence. Health and wellness are at the heart of Herbalife Nutrition’s culture, and, for me, helping employees achieve their personal fitness goals is a gift.

In 2010, when we launched Herbalife24 — our sports nutrition line — we created our first Herbalife Nutrition Fitness DVD series. We realized that there was a real need for fitness content not only for our distributors to use in their businesses, but for employees to have easy-to-follow exercise plans developed by experts. Since then, we have embarked on a journey to create educational fitness content in different formats so that employees always have access to high-quality information.

We also have facilities and programs in place that allow employees to incorporate fitness into their daily schedule, such as full gyms available at several facilities globally. By providing free access, we remove logistic obstacles that might get in the way of being physically active. In the U.S., we have an employee wellness and fitness program to support employees on their personal well-being journey. Employees can get 1:1 assessments and participate in classes and challenges to reach their fitness goals. The long-term plan is to expand this program to reach employees around the globe.

My team’s expertise has helped get us where we are today, with a robust library of fitness content that has uplifted our ability to connect with all audiences. Our Company culture supports the conviction that being healthy and subscribing to an active lifestyle is an important part of being a team player; and that includes our employees. If each person strives to be at their personal best, the environment becomes one where everyone is encouraged to succeed and thrive together.



Our Global Team of Employees

Our impact on distributors, their customers and communities begins within the ranks of our more than 10,000 employees in over 60 countries around the world. We provide our workforce with a place where they can grow and thrive, which enables them to support our distributors and their customers around the world. While our employees are diverse in many ways, they are united by a passion and energy for helping others. We're proud of our highly collaborative and caring culture.

Today, our Human Resources strategy is guided by six pillars:

- Talent Attraction and Development
- Employee Experience
- Employee Well-Being
- Diversity, Equity and Inclusion
- Organization Development
- HR Effectiveness

Employee Attraction & Engagement

Talent attraction and retention is a key strength for Herbalife Nutrition. When people come to Herbalife Nutrition, they tend to stay — a high number of employees have been with the Company for upward of 25 years. Internal mobility is a key component of our talent management strategy, and our recruiters see



employees as critical stakeholders. Employees can share their skills and background information with managers and Human Resources at any time through an internal online tool. When internal job openings occur, all qualified and eligible employees who apply are considered.

Externally, we continue to strengthen our approach with increased outreach through job fairs, college recruitment and an internship program. To help ensure an inclusive hiring process, in the U.S. we use a tool that helps ensure that job descriptions do not unintentionally exclude potential applicants.

Employee Turnover	Voluntary	Total
2020	8.20%	12.91%
2019	10.51%	14.15%
2018	11.80%	15.46%
2017	10.96%	15.52%



One of the most effective ways to support and engage our employees is to listen. In 2020, we enhanced the process by which we administer engagement surveys. Our initial global survey achieved 91% employee participation and revealed levels of engagement that match that of top companies worldwide. The large volume of data collected through this survey allowed us to filter responses and gain deeper insights at the team and regional levels. We reviewed data to understand how employee perceptions, needs and satisfaction levels vary across diverse groups. Our CEO, John Agwunobi, has asked our global leadership team to explore areas of opportunity identified by the survey and create action plans to address any gaps. This will become an ongoing process: we ultimately plan to conduct quarterly surveys about a range of topics relevant to our business.

Town hall meetings are another way in which we engage employees. These gatherings have been a particularly important communication channel throughout the COVID-19 pandemic. In 2020, we held more than 24 virtual town hall meetings that were critical to helping employees stay connected to one another and our leadership team.

Herbalife Nutrition also listens to employees' ideas about how we can be a more efficient, innovative company. In 2018, our Global Innovation team launched an internal crowdsourcing program, called The Greenhouse, through which employees can share ideas to help us be more sustainable, offer better products and services to our distributors and their customers, and save time and money. To date, more than 5,500 ideas have been generated,

Ideas That Make a Difference

Employee-generated ideas for innovation are translating into measurable results for our business.

Innovation Program Results	2017 - 2020
Number of Ideas Generated	5,521
Number of Ideas Implemented	141
Estimated Revenue Generated	\$1.53M
Estimated Cost Savings	\$6.45M
Estimated Efficiency Gain (work hours)	7,198
Estimated System Improvements (hours saved)	20,429

Impact of Employee-Generated Ideas

PRODUCTIVITY

5,270+
estimated
work hours
saved through
Optimization Lab ideas



PHILANTHROPY

650+
employee blood
donations



ENVIRONMENT

404
tons of paper saved



BRAND AWARENESS

39M
social media
impressions



141 of which have been implemented, including an app to help distributors better connect with customers and initiatives to eliminate waste, such as paper cups, in select offices.

We generate interest in The Greenhouse through events such as "Shark Tank"-style pitch competitions, a Global Innovation Awards Show and an Innovation Skills Training Program, where employees can learn to develop high-quality ideas. A Global Innovation Council reviews and helps implement promising ideas, and the Green Council reviews initiatives and shares updates on active projects specific to environmental sustainability.



Compensation and Benefits

Herbalife Nutrition's Board of Directors and its Compensation Committee establish the Company's general compensation philosophy and oversee and approve the development, adoption and implementation of compensation policies and programs. Our compensation policies are set at the global level and adapted to meet local country requirements as needed.

Herbalife Nutrition's benefit programs are designed to enhance employee well-being and assist employees in the event of illness, injury or disability. To this end, we offer benefits that vary worldwide, but may include health insurance, retirement savings programs and wellness incentives designed to promote a healthy and active lifestyle. Generally, these benefits are available to both full- and part-time employees.

Performance Management & Professional Development

Investment in our employees' professional growth and development is equally as important as investment in product development. All new employees complete an onboarding curriculum, and annual performance reviews are conducted to discuss with employees their strengths, areas for improvement and progress toward work objectives or goals. At Herbalife Nutrition, we strive to create a learning culture, one in which development is an ongoing focus for all employees and managers. In 2020, we launched a new online performance management coaching tool, Continuous Connections. Employees and managers can log into the Continuous Connections portal at any time to provide each other with updates on work progress. These timely and frequent (or "continuous") connections support ongoing coaching and development, and help employees achieve their short- and long-term goals.



Our internal learning management system, Herbalife Nutrition University (HNU), offers professional development, technical training and compliance training to all employees globally. HNU also includes access to LinkedIn Learning, which offers a wide range of topics in an online format. Employees can individually explore training courses that interest them, or managers can curate content to guide their team's learning. LinkedIn Learning launched in 2020 and is already being used by 51% of Herbalife Nutrition's employees.

Many leaders complete additional training on general management practices and have access to leadership development resources. In 2018, we launched a new Servant Leadership training program that is geared toward leaders but available for all employees. The principle of servant leadership is that leaders succeed

by empowering their teams to succeed, and it is a crucial part of the Herbalife Nutrition culture. One way to be a servant leader is to mentor others. In 2020, we introduced a new mentorship program to help guide junior employees in their professional journey. Through this program, participating employees are provided with a one-on-one professional development opportunity, in which they receive dedicated coaching, feedback and encouragement. The program also helps to build a diverse internal talent pipeline.

Another way we support employees' continual professional development is by offsetting a portion of the cost of higher education. Program offerings and eligibility vary by region, but may include partial reimbursement of tuition fees incurred for undergraduate and graduate degrees, certificate programs or skills-based courses.



Diversity, Equity & Inclusion

Herbalife Nutrition recognizes diversity as a strength. With a global business that spans 95 countries and territories around the world, we celebrate multiculturalism and promote fairness and equality for people of all backgrounds and beliefs. Our diversity, equity and inclusion strategy embraces a core vision that diversity, equity and inclusion are imperative to ensure business success, enabling us to better serve our distributors, stakeholders and communities through our employees. This requires creating a work environment where people of all genders, ethnicities, abilities, cultures, races, religions and sexual orientations can thrive. As part of the new strategy, we are focusing on:

- **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 a diversity of backgrounds, perspectives and experiences.

- **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.
- **Embedding equity** by ensuring all our policies support DEI, providing unconscious bias training and educating hiring managers on our diversity goals.

We have set diversity goals and targets for women in leadership roles globally, and racial/ethnic minorities in leadership roles in the U.S. by 2025.

Our CEO has also signed on to the [CEO Action for Diversity & Inclusion](#), the largest CEO led initiative of its kind in the U.S. which requires us to take tangible steps to elevate our diversity and inclusion efforts.

Global DEI Council



At Herbalife Nutrition, being a human-driven employer means being intentional, meaningful and caring in inspiring our people. We strive to empower them to realize their full professional and personal potential by creating a culture that increases their capacity to learn, grow and innovate.”

Everton Harris

Chief Human Resources Officer



Among the initiatives already implemented or in development as part of our strategy are:

- A global applicant tracking system to deepen our commitment to fair recruitment processes.
- Inclusive leadership training for executives completed in 2020 and unconscious bias training available for all employees in 2021.
- A DEI intranet page for all employees.

- A review of existing Employee Networks — Millennial Network, Women’s Leadership Network and Women in Technology — and launching new Employee Networks for Black employees, working parents, veterans, LGBTQ+ and multicultural employees in 2021.
- A planned Diversity Week held in 2021 along with observance of International Women’s Day and other celebrations of diversity.

Diversity Metrics	2020	2019	2018	2017
Percent of Women in the Workforce (Global)	51%	51%	50%	50%
Percent of Women in Executive Management (Global)	30%	34%	30%	28%
Percent of Women in Management (Global)	45%	45%	46%	46%
Percent of Racial or Ethnic Minorities in Workforce (U.S.)	72%	72%	71%	71%
Percent of Racial or Ethnic Minorities in Management (U.S.)	57%	56%	55%	53%

Safety, Health & Well-Being

As a nutrition company, we believe the safety, health and well-being of our employees is of the utmost importance. We endeavor to promote these principles by providing a safe and healthy work environment and encouraging healthy, active lifestyles.

Our efforts to provide a safe workplace are guided by various formal policies and programs, which are designed to protect employees, contractors and visitors from accidents, illnesses and injuries. Our Code of Safe Work Practices outlines roles and responsibilities of every employee, contractor and visitor. Herbalife Nutrition’s Injury and Illness Prevention Plan provides a clear scope of responsibilities, procedures and training requirements, as well as protocols to be followed in the case of on-the-job injuries or illnesses. We also follow policies and programs regarding material health and safety risks, workplace violence prevention and incident response and management.

In the U.S., Herbalife Nutrition manufacturing facilities in Winston-Salem and Lake Forest are ISO 45001 certified, the first and only international standard for occupational health and safety management. Non-manufacturing employees tend to do mostly non-physical work; however, we focus on helping them maintain ergonomic discipline. This includes sharing guidance and offering training on good posture, ergonomic workspace configurations and creative exercises that can be incorporated into an employee’s workday while at or near their workstation.

Employee safety, health and well-being have remained utmost priorities throughout the COVID-19 pandemic. We introduced protocols to keep all workers safe, whether they work remotely or must be physically present in our manufacturing and distribution facilities.





Among the protocols introduced were:

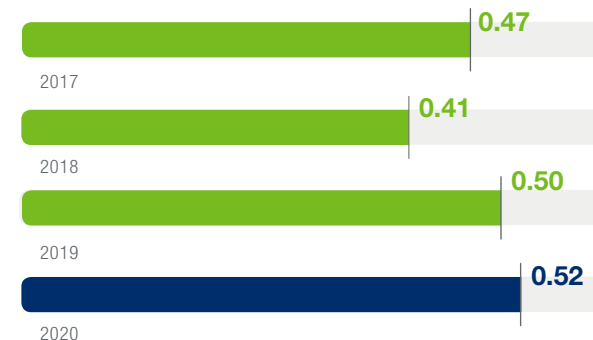
- Developed and rolled out employee training and awareness reinforcing all COVID-19 safety measures implemented in our facilities.
- Required health/temperature screening of all employees, vendors, visitors, contractors and others entering our facilities.
- Posted informational signs, posters and guidance on site in the U.S. as a reminder to follow all CDC and other applicable local safety guidelines and protocols, including wearing a face covering.
- Required and provided, if needed, face coverings/ masks while on Herbalife Nutrition premises.
- Implemented physical/social distancing measures as necessary, such as staggered/alternating work schedules, virtual meetings whenever possible and separated furniture to limit capacity.
- Maximized engineering controls to the extent feasible by ensuring HVAC systems are in good working condition and increased the filtration efficiency to the highest level compatible with existing ventilation systems.
- Enhanced cleaning and disinfecting measures, including frequency of cleaning and disinfecting in high-traffic areas.

We continue to monitor and align with all federal, state and local public health guidelines and adjust protocols as needed.

While several of our offices have long offered in-house gyms, at the start of the COVID-19 pandemic we transitioned to offering virtual group classes and fitness challenges. In the spring of 2020, our Chief Health and Nutrition Officer led a month-long mental wellness program featuring guest speakers who discussed mindfulness and strategies for dealing with anxiety and developing resilience. In addition, we expanded the Employee Assistance Program to all employees globally in 2021.

Our flagship wellness program in the U.S., “Wellness for Life,” offers employees a suite of activities to achieve overall wellness through improved fitness, nutrition, mental/emotional well-being and financial literacy. The variety of activities presented ensures all employees may participate, no matter where they may be in their wellness journey. Through our wellness programs we strive to inspire incremental year-round lifestyle changes with the hope of creating healthy patterns that will last a lifetime. While we have many existing regional wellness programs, the recently enhanced Wellness for Life program will provide inspiration for wellness program enhancements globally.

LOST TIME INCIDENT RATE¹

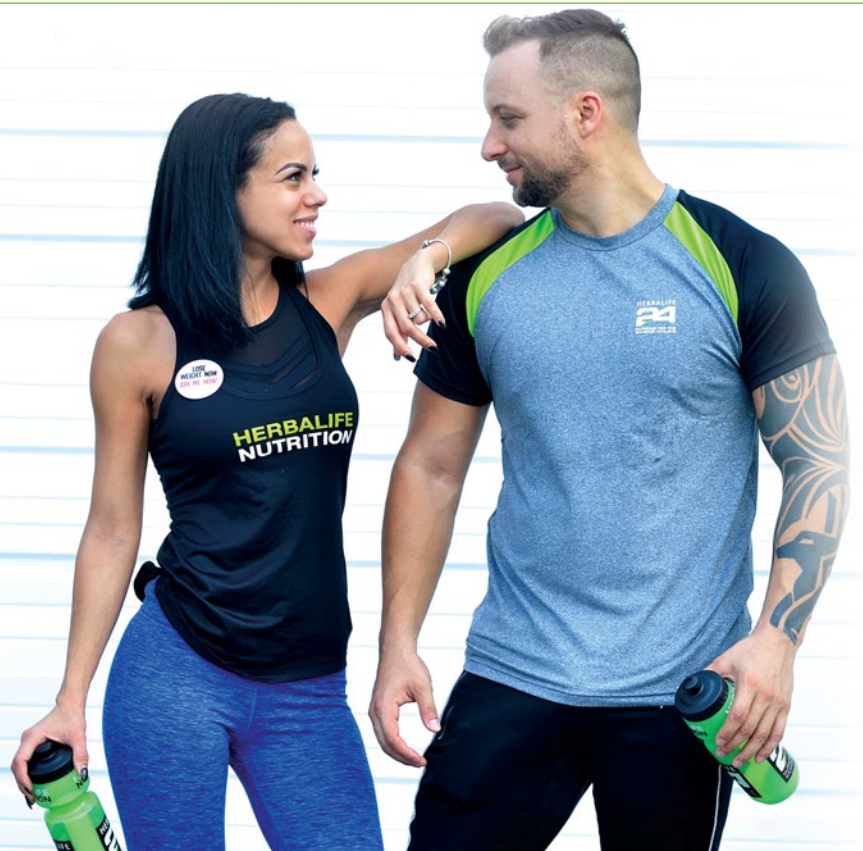


TOTAL RECORDABLE INCIDENT RATE¹



¹ Data covers five Herbalife Innovation & Manufacturing (HIM) facilities and other U.S. based facilities and offices with >40,000 sq ft occupancy.





“

It's really rewarding to get to know so many people and help them improve their lives through good nutrition.”

**Elian Hernandez and
Octavio Rodriguez**

Herbalife Nutrition Independent Distributors

Nourishing People & Planet A Business That Allows Us to Put Family First

Throughout our relationship, we've been making decisions together. One of the most important life decisions we've made was when we decided we were ready to have children. We wanted to be a family that spent quality time together, and we knew that wouldn't be easy without flexible work hours.

So we decided to take a closer look at what we were passionate about — and that was nutrition, fitness and being a positive influence on others. We had friends who were Herbalife Nutrition independent distributors and saw they had the flexibility to work where they wanted and spend quality time with their kids. That inspired us to get out of our comfort zone.

Social media is the main way we connect with our customers. Using platforms such as Instagram opens a window into our life, and people feel more comfortable getting in touch because they feel like they know us. We share our meals, our accomplishments and the results we have provided for our customers. We also use group chats for motivation and education; if customers or distributors have questions, we can respond quickly and that helps to keep people engaged. We let them know that we are here for them.

Now that we have a beautiful daughter, we value more than ever the flexibility that the Herbalife Nutrition business opportunity gives us. With the ability to set our own schedule, we're able to work hard on the business while spending quality time together. We are proud of the business we've built. Every day we are fulfilling our purpose to make our community healthier and happier — and that is something to be proud of.



Our Distribution Model

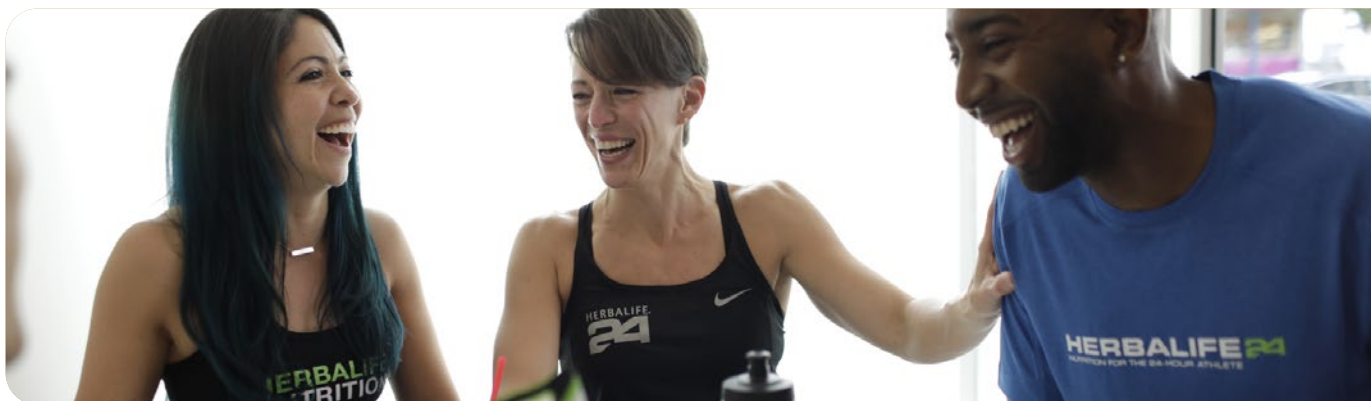
A direct selling model is a defining attribute of our business and a key driver of our success. Health and nutrition are highly personal matters, and one-on-one service — inherent to direct selling — is ideal to bring to life the value of our business: a personal coach who understands customers' unique 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 distributors can act as coaches, providing support, motivation and accountability that goes beyond just the products they sell.

Distributors also consume our products and provide powerful firsthand testimonials about the effectiveness of Herbalife Nutrition products.

Economic Opportunity

People become Herbalife Nutrition independent distributors for a number of reasons. Many 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 economic opportunity. Most people start their Herbalife Nutrition 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.



Distributor Support

Herbalife Nutrition independent distributors turn their passions into businesses in a variety of ways. 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.

Distributors enjoy the back-end support that comes with running a business with Herbalife Nutrition. 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, 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.

Distributors also have access to a variety of training and support tools to help them run various aspects of their business and to enhance their product knowledge through both online and new app-based technology. We actively engage our distributors in the development and enhancement of these tools to ensure they meet their needs.

We offer independent distributors ongoing training and support as they build their entrepreneurial skills and establish businesses. We consistently expand the methods we use to engage and train them, from online webinars to in-person conferences and seminars that further build their skills and translate their expertise into opportunities — both for the customers they serve and themselves.

Our online library of interactive courses covers topics such as:

- How to craft a business plan.
- Nutrition and fitness education through content crafted by our in-house experts.
- How to leverage social media to attract and engage customers.
- How to open and run a nutrition club.



The Herbalife Nutrition Institute is an informational resource available to distributors dedicated to promoting excellence in the field of nutrition. The Institute's website is an important communication vehicle to further our leadership in the field, and an educational resource for the general public, government agencies, the scientific community and our distributors, about good nutrition and basic health. Its mission is to encourage and support research and education on the relationship between good health, balanced nutrition and a healthy, active lifestyle, which in turn allows distributors to make tailored recommendations according to the needs of each customer.

In 2020, we continued to enhance educational resources available for distributors on the go. For example, the HN Grow app includes courses that distributors can customize to their interests and download to access offline. More than 40 interactive courses are available in categories including products, nutrition and lifestyle, business, personal development, coaching and ethics/compliance. Independent distributors can earn badges and certificates of completion to recognize their learning achievements. Once they complete the app's basic Foundation Training, distributors can access electives that provide more advanced training. HN Grow is currently available to distributors in 39 countries. As of the end of 2020 more than 58,000 unique users in HN Grow studied an average of six modules per user. There are 570 modules available in seven languages. In 2020, HN Grow received a Gold award from the Brandon Hall Group, a global research and advisory firm that specializes in talent and learning development.

Another new digital offering is the Nutritional Essentials course, developed in partnership with the American Society for Nutrition. The course is designed to help distributors build their health and nutrition knowledge, thus increasing their confidence, credibility and value for their Herbalife Nutrition business and brand. The course has been offered to a limited number of distributors in the United States/Puerto Rico, India and Mexico.

We also recognize the need for distributors to learn from one another. The Better Coaching training program helps independent distributors learn the principles of behavior change that they can put into practice when coaching their clients toward their health goals. The program includes a subset of modules in the HN Grow app, a virtual workshop during which participants play the role of distributors or clients, and a 90-day chat group where program participants can continue learning and sharing among their peers and trainers. The Better Coaching program has launched in the United States/Puerto Rico, Philippines and South/Central America.

Community Building

Nutrition Clubs can play an essential role in connecting our distributors and their customers on how to make nutritious decisions and lead healthier lifestyles. Independent distributors own and operate these small businesses 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 Nutrition products play a central role in powering these clubs and giving our distributors important tools to educate customers and spread awareness about nutrition.

Building Community on Shared Values

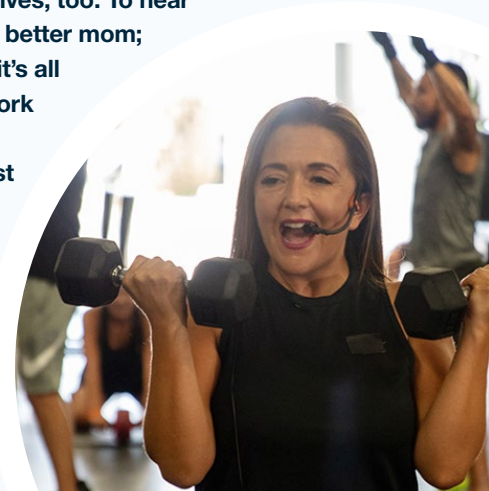
Karla Sandoval, Herbalife Nutrition Independent Distributor

My whole life I've had a very special place in my heart for Latin communities, especially being an immigrant myself. My husband and I own a local fitness camp in Whittier, California, and we help people live a healthier, active lifestyle.

When we chose to start our business, we thought about what type of community we wanted to impact. We both agreed that if we were going to build a business, we wanted to impact people like us, and this seemed like the perfect city in which to do that.

One of the things I love about working with the team here is that for the most part, we all have the same values. So many of us are loving, family-oriented and focused on community. Everything we do, we do with a bunch of people around us. So it's natural that the fitness camp has become like an extension of our families.

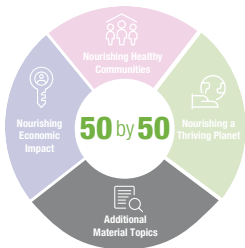
Of course, living a healthy lifestyle affects our members' home lives, too. To hear people say, 'I'm a better mom; I'm happier,' and it's all because of the work that we're doing here — there's just nothing, nothing that could pay for that.





United Nations
Global Compact

Governance



Responsible business practices and transparent governance are the foundation of our Global Responsibility strategy.

IN THIS SECTION

- 57** Corporate Governance
- 58** Ethics & Compliance
- 61** Privacy & Data Protection





Corporate Governance

Herbalife Nutrition's Board is elected by Herbalife Nutrition shareholders and oversees all senior management as well as our business. The Board also selects the senior management team, monitors its performance and oversees our approach to risk management. It is led by the Chair of the Board with a majority of the Board consisting of independent directors. If and when the Chair is also a member of the Company's management, the independent directors may appoint an independent director to serve as the Board's Lead Director for two-year terms.



The following documents are available on our corporate website:

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

Board Composition

Herbalife Nutrition's Board is required to have no fewer than six and no more than 15 directors. All directors are elected annually by shareholders with any newly created director position or director vacancy filled by a majority of the current members of the Board. The term of each director expires at each annual general meeting of shareholders.

In addition to providing oversight of and shaping the corporate governance affairs of the Board and the Company, including the Board's Principles of Corporate Governance, the Nominating and Corporate Governance Committee is responsible for establishing processes and procedures for the selection and nomination of directors, and for developing and recommending to the Board, and periodically reviewing, Board membership criteria. Criteria includes business experience and skills, independence, judgment, integrity, the ability to commit sufficient time and attention to Board activities, and the absence of potential conflicts. Learn more in our [Principles of Corporate Governance](#).

Board Composition	2020	2019	2018	2017
Number of Directors	13	14	14	13
Number of Independent Directors	10	11	11	10
Chair/CEO Role	Combined	Combined	Separated	Combined
Number of Women	2	2	2	1
Number of Diverse Board Members by Race or Ethnicity	6	5	5	4

The Board believes that, as a whole, it should possess a combination of skills, professional experience and diversity of backgrounds necessary to oversee the Company's business. 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 Nominating and Corporate Governance Committee assists the Board to oversee, and represents and assists the Board in fulfilling its responsibilities relating to, director nominations and elections, taking into account 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.

Board Committees

The Board has four standing committees: Audit, Compensation, ESG and Nominating and Corporate Governance. Except for the ESG Committee, which is not required to be composed of independent directors, each of these committees consists entirely of independent directors with at least one member of the Audit Committee serving as an Audit Committee Financial Expert. The Board can establish and maintain other committees from time to time as it deems necessary and appropriate.



Herbalife Nutrition's Board holds four regular meetings each year and holds additional meetings as necessary. Each Director is expected to dedicate sufficient time, energy and attention to ensure the diligent performance of his or her duties, including attending meetings of the shareholders of the Company, the Board of Directors and committees of which he or she is a member. In 2020, the Board held 11 meetings, including four regular meetings and seven special meetings. In 2020, each of our directors attended at least 75% of the aggregate of all Board and applicable committee meetings held during the period such director served.

Shareholder Communications with the Board

Shareholders and other parties who want to communicate directly with the Board, non-management or independent directors as a group or individual directors, including the Lead Director in such capacity, may do so by writing to our Corporate Secretary. The Office of the Corporate Secretary reviews all such correspondence and forwards to Board members a summary and/or copies of any such correspondence that, in the opinion of the Corporate Secretary, deal with the functions of the Board or committees thereof, or that he otherwise determines requires their attention.

Risk Management

The full Board has the ultimate responsibility for risk oversight regarding the Company. The Board oversees a Company-wide approach to risk management, designed to enhance shareholder value and to support the achievement of strategic objectives and to improve long-term organizational performance. ESG drivers are embedded into the Company's long-term sustainable growth strategy to identify risks, opportunities and

meaningful impact. For more information about the Board's role in risk oversight, please see our [2021 Proxy Statement](#).

Ethics & Compliance

The Herbalife Nutrition Corporate Code of Business Conduct and Ethics (the Code of Conduct) serves as the foundation for how our employees conduct themselves. It is reinforced by our broader Ethics and Compliance program, which includes, among other things, policies that are referenced in the Code of Conduct, awareness campaigns and training programs. All Herbalife Nutrition employees are required to comply with the Code of Conduct and our policies, as well as to act in accordance with all applicable laws. Moreover, Herbalife Nutrition expects non-employees who have a business relationship with Herbalife Nutrition to comply with our Code of Conduct's paramount principles of honesty, integrity and ethical decision-making as well.



Governance at Herbalife Nutrition begins with our own clear and guiding straightforward values: we always do what's right, we work together, we build it better. Our team works to ensure that we — executives, employees, distributors and corporate partners — adhere to the highest standards, externally and internally."

Andrew Dunbar

Herbalife Nutrition Chief Compliance Officer

All employees globally are required to complete the Company's Corporate Code of Business Conduct and Ethics training annually. Employees also complete the harassment prevention training every other year, or more frequently, as required by applicable law. Training formats include online courses through Herbalife Nutrition University, and live (virtual or in-person) group or one-on-one sessions.

Herbalife Nutrition also maintains a Global Distributor Compliance team that ensures all distributor activities align with the Company's rules of conduct. We use education materials, smart proactive monitoring of distributor activity and effective enforcement to promote responsible business practices for our members.





Grievance Mechanisms

We have several resources that enable anyone to report a suspected violation of our values, the Corporate Code of Business Conduct and Ethics, our policies or the law. Employees are informed and trained to report any concerns 24 hours a day, seven days a week, without fear of retaliation. Methods to report include: toll-free phone, 1-800-461-9330; text message, 1-213-335-2054; online at IntegrityLine.Herbalife.com; or via email, EthicsandCompliance@herbalife.com. The site also has toll-free numbers for countries outside of the U.S. Our hotline is operated by an independent third party. Where permitted by law, complaints can be made anonymously.

Bribery and Corruption Policy

Herbalife Nutrition is committed to complying with the requirements of the United States Foreign Corrupt Practices Act, the United Kingdom Bribery Act of 2010, and all other applicable anti-bribery and anti-corruption laws in every jurisdiction worldwide in which we conduct business. Our employees are governed by the Herbalife Nutrition Corporate Code of Business Conduct and Ethics, which strictly prohibits them from engaging in bribery and corruption. Herbalife Nutrition's corporate policies also provide rules, training and guidance on the prevention of improper payments and contact with government officials, including the giving and receipt of gifts, entertainment, meals or travel for such officials or on their behalf. It is the policy of the Company to forbid retribution or retaliation of any kind against employees who report potential or actual ethics or legal violations. Every employee has the right to address ethical concerns in good faith without fear of punishment or harassment from coworkers, supervisors or senior management.

Additionally, we expect all suppliers, service providers and third parties to comply with all applicable laws that prohibit them from using bribes or participating in any fraudulent practices.

Human Rights

At Herbalife Nutrition, our first and most important value is to always do what is right. Our values are rooted in respect for the human rights and dignity of everyone we work with. Our Human Rights Policy supports all human rights, including labor rights, and takes guidance from multiple internationally recognized frameworks, including:

- The United Nations Guiding Principles on Business and Human Rights.
- The United Nations Universal Declaration of Human Rights.
- The International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work.
- Universal Declaration of Human Rights.

Both our corporate Code of Conduct and our Supplier Code of Conduct prohibit the use of forced labor or child labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and any form of human trafficking. We oppose any form of harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment. To further underscore our commitment and accountability to these principles, Herbalife Nutrition has joined the United Nations Global Compact as a signatory member.

Political Activity and Contributions

Herbalife Nutrition participates in public policymaking by informing government officials about our positions on issues that are important to the Company, our distributors and customers.





Employees may participate in political activities on their own time, using their own resources. Absent a formal statement by Herbalife Nutrition announcing any political endorsements, employees must not, through their own actions, speech, contributions or written communication, mislead others to believe that Herbalife Nutrition officially endorses or opposes any candidates for political office or political causes that Herbalife Nutrition itself has not publicly announced. Employees are entitled to their own personal position. The Company will not discriminate against employees based on their lawful political activity engaged in outside of work.

In the United States, Herbalife Nutrition maintains a political action committee (PAC) that is registered with the U.S. Federal Election Commission. The contributions made by the PAC are not funded by corporate funds and are fully funded by voluntary contributions made by Herbalife Nutrition Board members and employees in the United States. The Company does not penalize Herbalife Nutrition employees who do not contribute to the PAC.

The Herbalife Nutrition PAC contributes to elected officials at the U.S. federal, state and local levels who share our values and are aligned with our corporate mission.

The Herbalife Nutrition PAC has been active since its creation in 2002 and has through 2020 raised and distributed nearly \$1.6 million. The PAC Board reviews and approves all contributions made. Contributions to specific elected officials and candidates may be suggested by PAC Board members and anyone who contributes to the PAC.

Contributions to the PAC and donations to Federal candidates are reported to the United States Federal Election Commission (FEC) and all records are publicly available through the [FEC website](#). PAC activities are also reported to State political activity regulators in compliance with regulations.

The PAC Board does not make decisions based upon political affiliation and gives to elected officials and candidates who fall into one or more of the following categories:

- Represent constituencies where we have an employee presence.
- Support the promotion of nutrition, fitness and direct selling initiatives.
- Support our values and mission.

Distributor Business Practices and Compliance

Our distributors are the face of the Herbalife Nutrition brand in countries around the world and interact 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 distributors to support responsible business practices. Our priority is to promote the sustainable business of our distributors while protecting their customers and our brand and products.





This effort is coordinated through a global team of more than 500 Herbalife Nutrition employees who work to ensure that distributors comply with the Herbalife Nutrition Rules, while providing great customer service. The team achieves these goals through coaching and educating distributors about our easy-to-understand rules and business practices. Specific strategies include:

Member Policy Administration (MPA) — We create, manage and protect the integrity of Herbalife Nutrition rules of Conduct and Policies to ensure they are standard-setting, in line with the regulations that govern the direct selling industry, and are operationally sound with the varying business needs of each country where Herbalife Nutrition conducts business.

Distributor Training — We provide informative and educational content for distributors on Herbalife Nutrition rules and policies to mitigate regulatory risks and promote compliant distributor business practices. Training is delivered through various channels including, but not limited to, online videos and guides, text alerts and local applications, distributor events, organizational trainings and personal coaching by MPA.

Proactive Monitoring — We proactively monitor distributor activity to identify potential issues and trends early. Monitoring occurs across multiple platforms including various digital and social media channels as well as virtual and in-person activities and live events. We do this through Nutrition Club visits, web searches, third-party vendors and business intelligence.

Effective Enforcement — We use compassionate compliance to coach and educate distributors on business practices and the rules of conduct. We share



the reasons why the rules are in place, provide examples of what distributors can and cannot do and apply meaningful sanctions when warranted.

Privacy & Data Protection

Herbalife Nutrition is committed to protecting all personal information and to ensuring that it is collected, used and disclosed only in accordance with applicable law. This commitment is supported by a suite of robust corporate internal policies anchored by the principles of compliance, transparency, choice, fairness and purpose,

limitation, retention and disposal, disclosure, proportionality and quality, rights of individuals and security. Each of these principles is in turn supported by its own policies, procedures and accountable stakeholders.

We publish a global Privacy Policy online that is representative of our global privacy standards. Due to regulations and nuances in markets around the world, however, the policy is not applicable in every market in which we operate, so the policy is customized in certain markets as required by law and can be found in the footer of Herbalife.com. (See our [U.S. Privacy Policy](#)).



Our Worldwide Privacy department sits within Herbalife Nutrition's global Legal department. The privacy department is responsible for the global implementation and oversight of Herbalife Nutrition's privacy program and dedicated legal staff members in both the United States and European Union, including a data protection officer under the General Data Protection Regulation. A department member serves on a number of related teams, such as the Architectural Review Board and the Incident Management Team. In addition, Worldwide Privacy is supported by and works closely with other members of Herbalife Nutrition's Global Legal department, including legal counselors who are "privacy liaisons" in regions around the world.

Active communication with both employees and distributors is a primary way to support our goal of protecting all personal information. Employees have access to a suite of privacy training videos and materials through the Herbalife Nutrition University. The privacy department also conducts live and recorded trainings for departments that are particularly impacted by privacy issues.

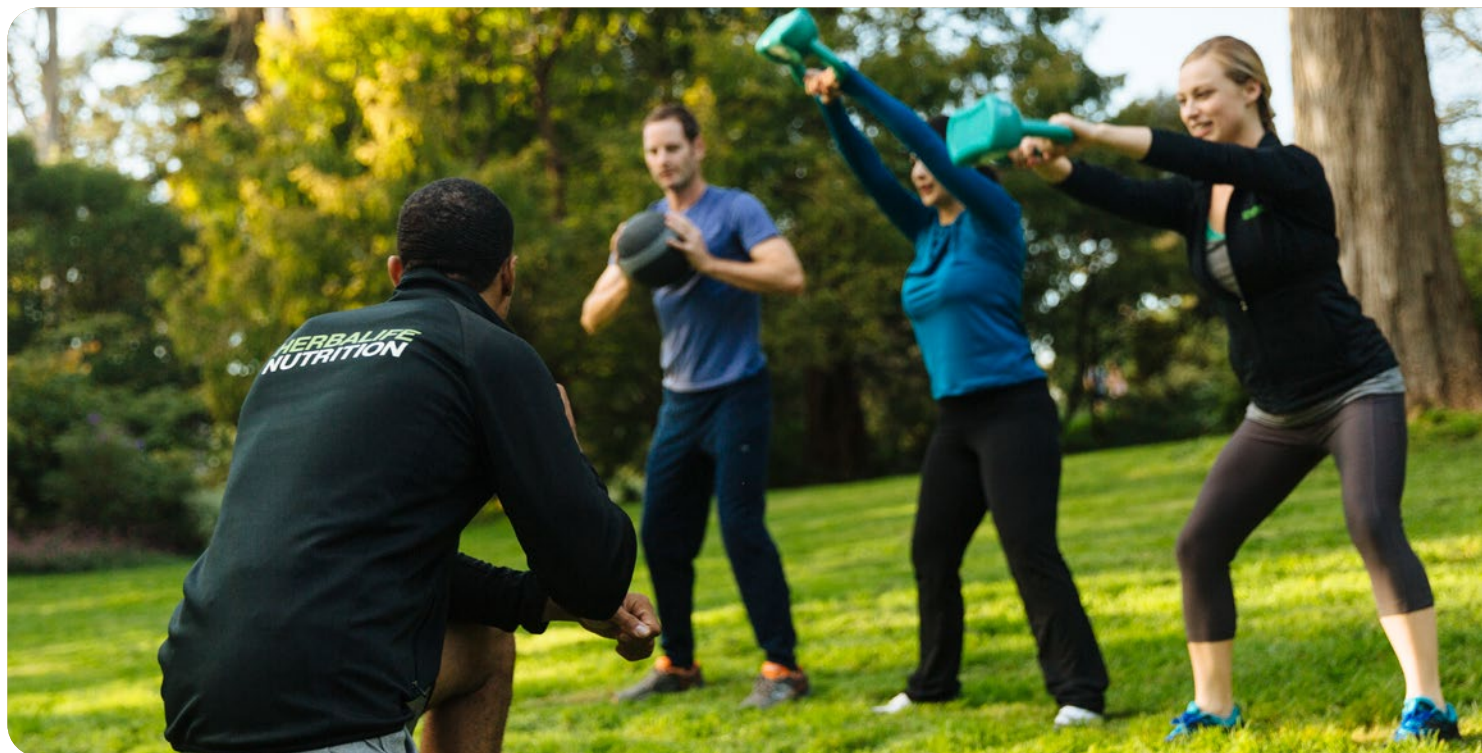
We also have made privacy education and awareness among distributors a priority. Accordingly, we have resources on MyHerbalife.com dedicated to educating distributors about privacy and data protection. Depending on the jurisdiction, this includes professional long-form videos, vignettes, FAQs, fact sheets and a comprehensive General Data Protection Regulation compliance guide with templates for distributors to tailor to their own business needs in these trainings.

Cybersecurity

Our cybersecurity department applies a defense-in-depth approach through a series of controls to protect information and monitor data flows. This layered approach to security includes controls such as a cloud access security broker with 24/7 monitoring, firewall activity monitoring, an intrusion detection system, data loss prevention, advanced threat protection, identity protection, web access controls, domain name system security controls and a third-party security partner providing

analysis and intelligence. Additionally, Herbalife Nutrition has a variety of policies, procedures and standards supporting the above controls and processes. Our cybersecurity functions are subject to a number of internal and external audits, the results of which are shared with the Audit Committee of our Board of Directors. Additionally, the cybersecurity team performs a risk assessment annually and shares results with the Board's Audit Committee. In 2020, we saw no evidence of a successful data breach.





Appendix

IN THIS SECTION

- 64** 2020 Recognition
- 65** Seed to Feed Process
- 66** Breakdown of Certain Charitable Contributions from Herbalife Nutrition and the Herbalife Nutrition Foundation
- 67** Global Reporting Initiative
- 73** Sustainability Accounting Standards Board



2020 Recognition for Our Corporate Responsibility Work Around the World

(selected examples)

China

2020 Four-Star Corporate Citizen
Corporate Citizenship Committee of
China Federation of Social Workers

**Top 60 Chinese Corporate Citizen
Responsible Brands**

520 Chinese Corporate Citizen
Responsible Brands Summit

2020 CSR Pioneer Enterprise of the Year
China Times

Korea

2020 Happiness CSR Campaign
Association of Korean Journalists
and the Korean Employers Federation

CSR Award for Children's Welfare
2020 Korea Chamber of Commerce
and Industry — Forbes

Malaysia

2020 MY AmCham Cares Award
American Malaysian Chamber of Commerce

Australia

Industry Heart Award
Direct Selling Association Giver Awards

Vietnam

Top 100 Sustainable Companies of 2020
Vietnam Chamber of Commerce

**2020 Corporate Social
Responsibility Award**
Saigon Times

2020 AmCham CSR Recognition Award
American Chambers of Commerce

Thailand

Best Practice Award
Phra Dabos Foundation

Mexico

**CONCAMIN Ethics and Industry
Values Award**
Confederation of Industrial Chambers
of the United Mexican States

**Recognition as a Social
Responsible Enterprise**
Mexican Philanthropy Center

**Top 50 Companies — Corporate Social
Responsibility & Sustainability**
Mundo Ejecutivo





Seed to Feed 14 step process:

(see [page 21](#) for illustration)

- 1 INGREDIENTS:** Ingredients come from various sources including farms, the ocean and the wild.
- 2 CULTIVATION:** For farmed ingredients, the fields are carefully monitored to ensure crop quality and yield.
- 3 HARVEST:** Ingredients are harvested through cropping, fishing and wild crafting.
- 4 TESTING ROUND ONE:** Identification and testing of ingredients by raw material suppliers ensure they meet or exceed Good Manufacturing Practices and Herbalife requirements.
- 5 RAW MATERIALS:** Ingredients are dried, milled and extracted before they go into Herbalife Nutrition products. Company-owned facilities like Herbalife Innovation & Manufacturing in Changsha, China, enhance control of botanical ingredient quality.
- 6 TESTING ROUND TWO:** Raw materials are inspected, sampled and analyzed to verify identity, potency and adherence to specifications. Then they are stored in quarantine until testing confirms that the materials meet stringent quality standards.
- 7 WEIGHING:** Raw materials are weighed based on the established product formula and are prepared for bulk processing. Our electronic systems ensure compliance with exact formulation throughout the manufacturing process.
- 8 PREPACKAGED BLENDING:** Raw materials are blended together using advanced blending technologies to ensure consistency and compliance in every batch of product made.
- 9 TESTING ROUND THREE:** Rigorous quality testing throughout the manufacturing process ensures product consistency and accuracy. These tests verify blend uniformity, tablet thickness, liquid pH ranges, equipment cleanliness and taste.
- 10 PACKAGING:** Batches of product are packaged, labeled and loaded onto pallets for shipping with numerous electronic and manual in-process inspections.
- 11 TESTING ROUND FOUR:** Quality Control conducts testing on finished products and ensures they meet regulatory guidelines for microbiological levels and label claims.
- 12 TRANSPORTATION:** Finished products are transported to distribution centers via truck, rail, air and ship. Products can be tagged with data loggers to ensure that they are not exposed to excessive heat and humidity.
- 13 TESTING ROUND FIVE:** Finished products are inspected again and samples are pulled for quality testing upon arrival at distribution centers to ensure that product arrives undamaged and on time. Samples are kept for possible future analysis.
- 14 DISTRIBUTION:** We store our products at environmentally monitored distribution centers before they are picked up by independent Herbalife distributors or shipped to members and customers.

Breakdown of Certain Charitable Contributions from Herbalife Nutrition and the Herbalife Nutrition Foundation (HNF)

Nutrition For Zero Hunger (pages 3, 40, 41)

Total charitable contributions of financial donations and in-kind gifts 2019-2020: \$3,580,904.42



- Charitable contributions from Herbalife Nutrition (financial donations and in-kind gifts): **\$2,133,496.42**
- Charitable contributions from HNF (financial donations): **\$1,447,408.00**

2020 Positive Impacts (page 8)

Total 2020 Positive Impacts: 3,836,524



- Positive Impacts achieved by Herbalife Nutrition: **2,149,707**
- Positive Impacts from HNF (derived from financial donations of \$5,208,201): **1,686,817**
 - Total program beneficiaries reached through non-profit partnerships: **367,623** (Herbalife Nutrition: 20,606, HNF: 347,017)
 - Total meals and food subsidy boxes donated to families and communities: **975,616** (Herbalife Nutrition: 216, HNF: 975,400)
 - Total units of personal protection equipment and safety equipment donated to front-line workers to respond to the COVID-19 pandemic: **403,421** (Herbalife Nutrition: 39,021, HNF: 364,400)

Supporting Vulnerable Communities (pages 44)

In 2020 HNF donated a total of \$20,000 to two organizations supporting vulnerable and minority communities



- National Hispanic Council on Aging: **\$15,000**
- United States Hispanic Leadership Institute: **\$5,000**



Global Reporting Initiative (GRI) Index

Disclosure Number	Disclosure Title	Response
GRI 102 Disclosure		
Organizational Profile		
102-1	Name of the organization	Herbalife Nutrition Ltd.
102-2	Activities, brands, products, and services	2020 Herbalife Nutrition Form 10-K, p. 5
102-3	Location of headquarters	Los Angeles, CA
102-4	Location of operations	https://company.herbalife.com/worldwide
102-5	Ownership and legal form	2020 Herbalife Nutrition Form 10-K, p. 4
102-6	Markets served	Introduction — The Scale & Scope of our Global Operation 2020 Herbalife Nutrition Form 10-K, p. 5, p. 60
102-7	Scale of the organization	Introduction — The Scale & Scope of our Global Operations
102-8	Information on employees and other workers	Introduction — The Scale & Scope of our Global Operations Social Impact — Employees — Diversity, Equity & Inclusion — Diversity Metrics
102-9	Supply chain	Introduction — Herbalife Nutrition Value Chain at a Glance Environmental Impact — Responsible Sourcing & Consumption Product Stewardship — Commitment to Product Quality — Sourcing 2020 Herbalife Nutrition Form 10-K, pp. 11-12
102-10	Significant changes to the organization and its supply chain	There have been no significant changes over the past year.
102-11	Precautionary Principle or approach	Herbalife Nutrition does not follow the precautionary approach, but has a comprehensive risk management plan in place. Learn more here: Governance — Corporate Governance — Risk Management
102-12	External initiatives	Herbalife Nutrition is a signatory to the UN Global Compact and the CEO Action for Diversity & Inclusion. Our corporate sustainability programs are aligned with the UN Sustainable Development Goals. Additionally, Herbalife Nutrition's Human Rights Policy takes guidance from multiple internationally recognized frameworks, including: - The United Nations Guiding Principles on Business and Human Rights - The United Nations Universal Declaration of Human Rights - The International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work - OECD Guidelines for Multinational Enterprises
102-13	Membership of associations	Herbalife Nutrition 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 Index

Disclosure Number	Disclosure Title	Response
Strategy		
102-14	Statement from senior decision-maker	Introduction — CEO Message
Ethics & Integrity		
102-16	Values, principles, standards, and norms of behavior	Introduction — Global Responsibility at Herbalife Nutrition Corporate Code of Business Conduct and Ethics
Governance		
102-18	Governance structure	Governance — Corporate Governance Herbalife Nutrition corporate website
Stakeholder Engagement		
102-40	List of stakeholder groups	Introduction — Global Responsibility at Herbalife Nutrition — Stakeholder Engagement
102-41	Collective bargaining agreements	2020 Herbalife Nutrition Form 10-K, p. 19 Herbalife Nutrition 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.
102-42	Identifying and selecting stakeholders	Introduction — Global Responsibility at Herbalife Nutrition — Stakeholder Engagement
102-43	Approach to stakeholder engagement	Introduction — Global Responsibility at Herbalife Nutrition — Stakeholder Engagement
102-44	Key topics and concerns raised	Introduction — Global Responsibility at Herbalife Nutrition — Stakeholder Engagement
Reporting Practices		
102-45	Entities included in the consolidated financial statements	2020 Herbalife Nutrition Form 10-K, p. 4
102-46	Defining report content and topic Boundaries	Introduction — Global Responsibility at Herbalife Nutrition — Materiality
102-47	List of material topics	Introduction — Global Responsibility at Herbalife Nutrition — Materiality
102-48	Restatements of information	Not applicable
102-49	Changes in reporting	Not applicable
102-50	Reporting period	Fiscal year 2020, which runs concurrently with the calendar year.
102-51	Date of most recent report	Not applicable
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	GlobalResponsibility@herbalife.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	GRI content index
102-56	External assurance	No



GRI Index

Disclosure Number	Disclosure Title	Response
GRI 200 Economic		
GRI 205: Anti-corruption		
103-1	Explanation of the material topic and its Boundary	Governance — Ethics & Compliance
103-2	The management approach and its components	Governance — Ethics & Compliance Corporate Code of Business Conduct and Ethics
103-3	Evaluation of the management approach	Governance — Ethics & Compliance
205-2	Communication and training about anti-corruption policies and procedures	Governance — Ethics & Compliance Corporate Code of Business Conduct and Ethics
GRI 300: Environmental		
GRI 301: Materials		
103-1	Explanation of the material topic and its Boundary	Environmental Impact — Responsible Sourcing & Consumption; Packaging
103-2	The management approach and its components	Environmental Impact — Responsible Sourcing & Consumption; Packaging Environmental Sustainability Statement
103-3	Evaluation of the management approach	Environmental Impact — Responsible Sourcing & Consumption; Packaging
301-2	Recycled input materials used	Environmental Impact — Packaging
GRI 302: Energy		
103-1	Explanation of the material topic and its Boundary	Environmental Impact — Operations — Carbon Reduction; Energy Reduction
103-2	The management approach and its components	Environmental Impact — Operations — Carbon Reduction; Energy Reduction Climate Change Action Statement
103-3	Evaluation of the management approach	Environmental Impact — Operations — Carbon Reduction; Energy Reduction
302-1	Energy consumption within the organization	Environmental Impact — Operations — Carbon Reduction; Energy Reduction
GRI 305: Emissions		
103-1	Explanation of the material topic and its Boundary	Environmental Impact — Operations — Carbon Reduction; Energy Reduction
103-2	The management approach and its components	Environmental Impact — Operations — Carbon Reduction; Energy Reduction Climate Change Action Statement
103-3	Evaluation of the management approach	Environmental Impact — Operations — Carbon Reduction; Energy Reduction
305-1	Direct (Scope 1) GHG emissions	Environmental Impact — Operations — Carbon Reduction; Energy Reduction
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Impact — Operations — Carbon Reduction; Energy Reduction
305-4	GHG emissions intensity	Environmental Impact — Operations — Carbon Reduction; Energy Reduction



GRI Index

Disclosure Number	Disclosure Title	Response
GRI 306: Waste		
103-1	Explanation of the material topic and its Boundary	Environmental Impact — Operations — Waste
103-2	The management approach and its components	Environmental Impact — Operations — Waste Environmental Sustainability Statement
103-3	Evaluation of the management approach	Environmental Impact — Operations — Waste
306-1	Waste generation and significant waste-related impacts	Environmental Impact — Operations — Waste
306-2	Management of significant waste-related impacts	Environmental Impact — Operations — Waste
306-4	Waste diverted from disposal	Environmental Impact — Operations — Waste — Operational Waste
GRI 308: Supplier Environmental Assessment		
103-1	Explanation of the material topic and its Boundary	Environmental Impact — Responsible Sourcing & Consumption
103-2	The management approach and its components	Environmental Impact — Responsible Sourcing & Consumption Supplier Code of Conduct
103-3	Evaluation of the management approach	Environmental Impact — Responsible Sourcing & Consumption
308-1	New suppliers that were screened using environmental criteria	Herbalife Nutrition has instituted a Supplier Code of Conduct for our business-critical direct suppliers. Those business-critical suppliers who agree to participate will be audited by a third-party by the end of 2022. We plan to segment other suppliers into different tiers and update our commitment in due course.
GRI 400: Social		
GRI 401: Employment		
103-1	Explanation of the material topic and its Boundary	Social Impact — Our Global Team of Employees
103-2	The management approach and its components	Social Impact — Our Global Team of Employees
103-3	Evaluation of the management approach	Social Impact — Our Global Team of Employees — Employee Attraction & Engagement
401-1	New employee hires and employee turnover	Social Impact — Our Global Team of Employees — Employee Attraction & Engagement — Employee Turnover
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Impact — Our Global Team of Employees Employee Attraction & Engagement — Compensation and Benefits Social Impact — Safety, Health, & Well-Being



GRI Index

Disclosure Number	Disclosure Title	Response
GRI 404: Training and Education		
103-1	Explanation of the material topic and its Boundary	Social Impact — Performance Management & Professional Development
103-2	The management approach and its components	Social Impact — Performance Management & Professional Development
103-3	Evaluation of the management approach	Social Impact — Performance Management & Professional Development
404-2	Programs for upgrading employee skills and transition assistance programs	Social Impact — Performance Management & Professional Development Herbalife Nutrition ESG Index — Social — Workforce — Training & Development Programs
GRI 413: Local Communities		
103-1	Explanation of the material topic and its Boundary	Social Impact — Our Social Impact
103-2	The management approach and its components	Social Impact — Our Social Impact
103-3	Evaluation of the management approach	Social Impact — Our Social Impact
413-1	Operations with local community engagement, impact assessments, and development programs	Social Impact — Our Social Impact
GRI 414: Supplier Social Assessment		
103-1	Explanation of the material topic and its Boundary	Governance — Ethics & Compliance — Human Rights Environmental Impact — Responsible Sourcing & Consumption
103-2	The management approach and its components	Governance — Ethics & Compliance — Human Rights Environmental Impact — Responsible Sourcing & Consumption
103-3	Evaluation of the management approach	Governance — Ethics & Compliance — Human Rights Environmental Impact — Responsible Sourcing & Consumption
414-1	New suppliers that were screened using social criteria	Herbalife Nutrition has instituted a Supplier Code of Conduct for 100% of our business-critical direct suppliers. These business-critical direct suppliers who agree to participate will be audited by a third party by the end of 2022. We plan to segment other suppliers into different tiers and update our commitment in due course.
GRI 416: Customer Health and Safety		
103-1	Explanation of the material topic and its Boundary	Product Stewardship — Commitment to Product Quality; Global Consumer Safety
103-2	The management approach and its components	Product Stewardship — Commitment to Product Quality; Global Consumer Safety
103-3	Evaluation of the management approach	Product Stewardship — Commitment to Product Quality; Global Consumer Safety
416-1	Assessment of the health and safety impacts of product and service categories	All Herbalife Nutrition products are assessed for health and safety impacts to consumers. 2020 Herbalife Nutrition Form 10-K, p. 6
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Herbalife Nutrition does not currently collect data in a way that enables this disclosure.



GRI Index

Disclosure Number	Disclosure Title	Response
GRI 417: Marketing and Labeling		
103-1	Explanation of the material topic and its Boundary	Product Stewardship — Marketing & Labeling
103-2	The management approach and its components	Product Stewardship — Marketing & Labeling
103-3	Evaluation of the management approach	Product Stewardship — Marketing & Labeling
417-1	Requirements for product and service information and labeling	Herbalife Nutrition Labeling and Claims Policy states that Herbalife Nutrition requires 8 common food allergens to be listed on product labels and for additional disclosures to be included where required by law. Herbalife Nutrition submits labels for all inner nutrition products to the Council for Responsible Nutrition's Online Wellness Library database, accessible to general public and US FDA.
417-2	Incidents of non-compliance concerning product and service information and labeling	Herbalife Nutrition does not currently collect data in a way that enables this disclosure.
417-3	Incidents of non-compliance concerning marketing communications	Herbalife Nutrition does not currently collect data in a way that enables this disclosure.



Sustainability Accounting Standards Board (SASB) Index

	Activity Metric	Category	Unit of Measure	Code	Response
	Weight of products sold	Quantitative	Metric tons (t)	FB-PF-000.A	Herbalife Nutrition does not currently collect data in a way that enables this disclosure. We are working to be able to report this metric in the future.
	Number of production facilities	Quantitative	Number	FB-PF-000.B	5 manufacturing facilities
Topic	Accounting Metric	Category	Unit of Measure	Code	Response
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	FB-PF-130a.1	(1) Total energy consumed: 317,232 GJ (2) Percentage grid electricity: 53% (3) Percentage renewable: 0% Data covers five Herbalife Innovation & Manufacturing (HIM) facilities and other U.S. based facilities and offices with >40,000 sq ft occupancy 2021 ESG Index
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 (m³), Percentage (%)	FB-PF-140a.1	(1) Total water withdrawn: 314 thousand cubic meters (m³) 0% in regions with High or Extremely High Baseline Water Stress (2) Total water consumed: 145 thousand cubic meters (m³) 0% in regions with High or Extremely High Baseline Water Stress The facilities where Herbalife Nutrition collects water data are not in regions with High or Extremely High Baseline Water Stress. This data covers five Herbalife Innovation & Manufacturing (HIM) facilities and other U.S. based facilities and offices with >40,000 sq ft occupancy). 2021 ESG Index
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Quantitative	Number	FB-PF-140a.2	0
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	FB-PF-140a.3	Environmental Impact — Operations — Water Environmental Sustainability Statement



SASB Index

Topic	Accounting Metric	Category	Unit of Measure	Code	Response
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	We monitor our products, from raw material sourcing through manufacturing to distribution, following strict protocols to verify adherence to our global standards. Additionally, suppliers must report to Herbalife Nutrition any concerns immediately (within 72 hours) about product safety or quality or issues that could negatively affect public perception of an Herbalife Nutrition product, as noted in our Supplier Code of Conduct. Our suppliers shall know and must meet or exceed safety and quality standards required by applicable law and Herbalife Nutrition's stringent quality standards, policies, specification and procedures.
	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 Nutrition does not separate our suppliers into tiers. We have identified 25 key suppliers based on spend. We do not have consolidated numbers to report the percentage of ingredients that are certified to a GFSI certification program. We plan to segment other suppliers into different tiers and update our commitment in due course. However, our suppliers shall know and must meet or exceed safety and quality standards required by applicable law and Herbalife Nutrition's stringent quality standards, policies, specification and procedures, as noted in our Supplier Code of Conduct. We monitor our products, from raw material sourcing through manufacturing to distribution, following strict protocols to verify adherence to our global standards.
	(1) Total number of notices of food safety violation received, (2) percentage corrected	Quantitative	Number, Percentage (%)	FB-PF-250a.3	Herbalife Nutrition does not currently collect data in a way that enables this disclosure. We are working to be able to report this metric in the future.
	(1) Number of recalls issued and (2) total amount of food product recalled	Quantitative	Number, Metric tons (t)	FB-PF-250a.4 ¹	There were zero product recalls in 2020.
Health & Nutrition	Health & Nutrition	Quantitative	Reporting currency	FB-PF-250a.1	Herbalife Nutrition reports currency figures in US Dollars (US\$).
	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	Product Stewardship — Product Quality



SASB Index

Topic	Accounting Metric	Category	Unit of Measure	Code	Response
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 ²	Herbalife Nutrition does not market its products to children. For more information, please see our 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 Nutrition does not currently have consolidated revenues for products containing GMOs and non-GMO. We are working toward accurate reporting on this metric. Where feasible, the Company strives to give consumers a choice about the use of non-GM ingredients and offers products that do not contain GM ingredients. We make decisions about the use of ingredients at the local level, tailoring each decision to the needs and desires of each local market. For more information, please see our Bioengineered Ingredients Statement .
	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	Quantitative	Number	FB-PF-270a.3	Herbalife Nutrition does not disclose this metric at this time.
	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	Quantitative	Report Currency	FB-PF-270a.4	Herbalife Nutrition does not disclose this metric at this time.



SASB Index

Topic	Accounting Metric	Category	Unit of Measure	Code	Response
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	(2) Percentage made from recycled and/or renewable materials in 2020: 6.07% We do not have total weight for our plastic packaging. We are only reporting on plastic packaging used in our flagship product (Formula 1 Healthy Meal Nutrition Shake Mix) manufactured in one of the U.S.-based Herbalife Innovation & Manufacturing facilities for the North American market. At this facility, we started to incorporate 25% post-consumer resin (PCR) in October 2020. We would like to note that page 1 of our Environmental Sustainability Statement states that we began to incorporate PCR into our product in 2021. This refers to when the packaging was released to the market. The recycled content data above refers to when Herbalife Nutrition began to incorporate PCR into packaging containers in 2020 before release into the market in 2021. We will expand use of 25% PCR packaging for Formula 1 marketed in other regions in 2022, where permitted by regulation. For more information, please see the Packaging section within Environmental Impact of our Sustainability Report.
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	n/a	FB-PF-410a.2	Please see the Packaging section within Environmental Impact of our Sustainability Report.



SASB Index

Topic	Accounting Metric	Category	Unit of Measure	Code	Response
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	Third-party Certification or Testing of Sports Nutrition Products for Banned Substances: 100% Herbalife Nutrition has instituted a Supplier Code of Conduct for 100% of our business-critical direct suppliers. Those business-critical suppliers who agree to participate will be audited by a third party by the end of 2022 for environmental and/or social standards.
	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	Since Q4 of 2020, we screen approximately 20,000 Tier 1 vendors across all regions on a daily basis, with a program which monitors and flags concerns regarding human trafficking. Herbalife Nutrition has instituted a Supplier Code of Conduct for 100% of our business-critical direct suppliers. Those business-critical suppliers who agree to participate will be audited by a third-party by the end of 2022 for environmental and/or social standards. For more information, please see our Environmental Sustainability Statement and Supplier Code of Conduct.
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 Nutrition does not currently collect a percentage of ingredients sourced from suppliers. Fine Foods (Italy) is a major supplier for meal replacements, protein powders and nutritional supplements; Italy is a country with High Baseline Water Stress, as identified by the World Resources Institute. Our contract manufacturers are also located in the United States, India, Brazil, South Korea, Taiwan, Germany and the Netherlands. India is a country with High Baseline Water Stress, as identified by the World Resources Institute.
	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	Environmental Impact — Sourcing

¹ Note to FB-PF-250a.4 – Disclosure shall include a description of notable recalls, such as those that affected a significant amount of product or those related to serious illness or fatality.

² Note to FB-PF-270a.1 – Disclosure shall include the applicable dietary guideline and methodology used to estimate advertising impressions.

2020 Global Responsibility Achievements and Commitments

0

Committed to achieve net zero emissions by 2050

51%

women in global workforce

72%

racial or ethnic minorities in U.S. workforce

3.8M+

positive impacts achieved that nourish people and planet

1 MILLION+

Nutrition for Zero Hunger meals provided to families and communities

And we're just getting started. We've set a goal to create 50 million positive impacts that nourish people and planet.

Learn more about our journey at [IAmHerbalifeNutrition.com](https://www.IAmHerbalifeNutrition.com)

