



Herbalife[®] Live your best life

Executive Summary

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

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

[Click here](#) to view the complete Global Sustainability Report on our Corporate website.



Chairman
and CEO Letter



Michael O. Johnson
Chairman and CEO

Dear Herbalife Stakeholders,

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

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

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

Our commitment to people is unwavering. We believe all communities have the right to safety, security, and health and wellness. In partnership with organizations like the World Food Program USA and the Global FoodBanking Network, we are tackling large-scale health and wellness issues for underserved communities. And we are proud to support the Herbalife Nutrition Foundation,² which granted \$5.12 million to 178 local organizations in 2022 and benefited 229,000 children.

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

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

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

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

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

Michael O. Johnson
Chairman and CEO

¹ Source Euromonitor International Limited; per Consumer Health 2023ed, Health Shake as per sports protein powder, sports protein RTDs, meal replacement, supplement nutrition drinks and protein supplements, combined % RSP share GBO, 2022 data.
²The Herbalife Nutrition Foundation (HNF) is a public charity, not a subsidiary or affiliate of Herbalife. HNF chooses to join Herbalife in some charitable initiatives.

2021 and 2022 Global Sustainability Highlights

Ensuring Access to Quality Products



Product Quality

- » 40+ awards and recognitions received for product quality and excellence
- » Rated the the #1 brand in the world in Health Shakes³ in 2022

Accessible Nutrition

- » 79% of Nutrition Clubs in the U.S. were within a 5-mile radius of a food desert in 2022, providing affordable access to nutrient-dense Herbalife® products

Product Innovation

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



Fostering the Health and Well-Being of People and Communities



Healthy Employees

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

Healthy Independent Distributors

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

Healthy Communities

- » 20+ programs and partnerships with nonprofit organizations focused on health, wellness and nutrition worldwide, including World Food Program USA, Global FoodBanking Network and Feed the Children, among others
- » Partnered with the Food Safety and Standards Authority of India, reaching 10 million+ people and upgrading 40 prominent locations to provide healthy meals and nutrition education
- » 178 nonprofit organizations in 59 countries received grants through Herbalife Nutrition Foundation⁴ in 2022

Supporting a Thriving Planet



Climate and Carbon Footprint

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

Product Packaging and Plastic

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

Responsible Sourcing

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

³Source Euromonitor International Limited; per Consumer Health 2023ed, Health Shake as per sports protein powder, sports protein RTDs, meal replacement, supplement nutrition drinks and protein supplements, combined % RSP share GBO, 2022 data.

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Our Global Sustainability Journey

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

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



United Nations
Global Compact

Proud member
since 2020

Our Global Sustainability Strategic Framework

Purpose: Helping people live their best lives.

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

Products

Ensuring Access to Quality Products

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

- Priority topics:**
- » Product quality and safety
 - » Responsible marketing and labeling

People and Communities

Fostering the Health and Well-Being of People and Communities

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

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

Planet

Supporting a Thriving Planet

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

- Priority topics:**
- » Climate and carbon footprint
 - » Plastics and packaging
 - » Responsible sourcing

Alignment with U.N. Sustainable Development Goals:





Herbalife[®]