

Privacy Notice for Job Applicants

Last Revised: January 1, 2023

This Privacy Notice for Job Applicants (“Notice”) describes how Herbalife Nutrition (“Herbalife”) collects, uses, and discloses personal information about individuals who apply for employment with Herbalife. We may update this Notice at any time. We may also provide you additional privacy notices regarding our collection, use or disclosure of information. This Notice uses certain terms that have the meanings given to them in the California Consumer Privacy Act of 2018 (as amended by the California Privacy Rights Act of 2020) and its implementing regulations (collectively, the “CCPA”). This Notice does not apply to our handling of data gathered about you in your role as a customer, Independent Distributor, or Preferred Member. When you interact with Herbalife in that role, Herbalife’s global privacy policy (<https://www.herbalife.com/privacy-policy>) applies.

Notice of Collection and Use of Personal Information

Herbalife may collect (and may have collected during the 12-month period prior to the date this Supplemental Notice was last updated) the following categories of information about you or your use of Herbalife’s application portal:

- **Identifiers:** such as full name, date and place of birth, citizenship and permanent residence, home and business addresses, telephone numbers, email addresses, unique identifiers, online identifiers, Internet Protocol address, Social Security number, Tax ID number, and copies of identification documents, such as driver’s licenses, passports, and visas or any of their corresponding identification numbers
- **Professional or Education Information:** Information included in application forms, resumes, cover letters, or similar means that include your recruitment, employment, educational, or engagement information; and background screening results and references.
- **Internet or other electronic network activity information:** such as information about your use of Herbalife’s application portal.
- **Protected Classifications:** such as race, sex/gender, religious/ philosophical beliefs, gender identity/expression, sexual orientation, marital status, military service, nationality, ethnicity, request for family care leave, political opinions, and criminal history.
- **Inferences:** Inferences drawn from any of the information identified above to create a profile about you reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.
- **Personal data as defined by California Civil Code §1798.80:** such as signature, physical characteristics, or description.

Herbalife may use (and may have used during the 12-month period prior to the date this Notice was last updated) the categories of personal information listed above for the purposes of managing Herbalife’s career opportunities and recruitment-related activities, including evaluating and selecting applicants, setting up and conducting interviews and tests, and other uses described below. In addition to general recruitment purposes, we list below the relevant “business purposes” as they are described in the CCPA.

- Recruiting and talent management;

- Determining eligibility for initial employment or engagement, including background checks and verification of references and qualifications;
- Determining physical and/or mental fitness for work;
- Helping to ensure security and integrity;
- Debugging to identify and repair errors that impair existing intended functionality;
- Performing services, including maintaining or servicing HR-related accounts;
- Undertaking activities to verify or maintain the quality or safety of a service or device or to improve, upgrade or enhance the services or devices;
- Other uses about which we notify you.

Sources of Personal Information

Herbalife collects, stores, and uses various types of personal information during the application and recruitment process. Herbalife may collect such information either directly from you or from a third party or entity (for example, if you choose to import your profile data from another source), an employment agency or consultancy, background check provider, or other individuals, such as when submitted through a referral program.

How Herbalife Discloses Personal Information

Herbalife Nutrition does not disclose personal information you provide during the application process to unauthorized third parties. However, as a global corporation consisting of multiple companies in various countries, Herbalife has international sites and uses resources located throughout the world. Herbalife may from time to time also use third parties to act on Herbalife's behalf. To the extent necessary, your personal information may be disclosed to any Herbalife affiliate entities as well as to third parties acting on Herbalife's behalf, including service providers. We may also disclose your information when required to do so by law, regulation, or court order, in response to a request for assistance by the police or other law enforcement agency, to seek legal advice, or in connection with litigation with a third party.

During the 12-month period prior to the effective date of this Supplemental Privacy Notice, we may have disclosed the following categories of personal information (as defined above) about you for a business purpose to service providers who perform HR functions and activities:

- Identifiers
- Professional or Educational Information
- Internet or other electronic network activity information
- Protected Information

We do not sell or share for cross-contextual behavioral advertising purposes personal information about you.

Your Choices

If you decide that you no longer want us to hold your personal information, please send an email to recruitment@herbalife.com. If you prefer to be considered only for the position you applied for, or to have your information be deleted immediately in the event of an unsuccessful application, please email us at recruitment@herbalife.com

Privacy Supplement for California Job Applicants

Last Revised: January 1, 2023

This Privacy Supplement for California Job Applicants (“Supplemental Notice”) supplements the information in our Privacy Policy above and applies solely to California residents. We adopt this Supplemental Notice to comply with the CCPA

California Consumer Privacy Rights

If you are a California resident, you have certain choices regarding your personal information, as described below.

- **Access:** You have the right to request, twice in a 12-month period, that we disclose to you the personal information we have collected, used, disclosed, and sold about you during the past 12 months.
- **Correction:** You have the right to request that we correct the personal information we maintain about you, if that information is inaccurate.
- **Deletion:** You have the right to request that we delete certain personal information we have collected from you.

How to Submit a Request. To submit an access, correction or deletion request, please contact recruitment@herbalife.com, call 1-888-926-8905, or submit your request through the following link: <https://privacyportal.onetrust.com/webform/46601746-6006-4c21-88ec-15dfa5b7dcdc/349bb89d-7008-46f7-b765-717966e11235>.

Verifying Requests. To help protect your privacy and maintain security, we will take steps to verify your identity before granting you access to your personal information or complying with your request. We may verify identity by requiring you to sign into your Herbalife Nutrition Careers webpage account. If you do not have such an account or if you submit a request through an alternative method listed above (such as email or by phone), this verification process may require you to provide your name in combination with other pieces of personal information that we already hold on you, or, in certain circumstances, a signed declaration under penalty of perjury that you are the consumer whose personal information is the subject of the request. If you designate an authorized agent to make a request on your behalf, you must (1) verify your identity directly with us and (2) provide us with written authorization or a power of attorney, signed by you, for the agent to act on your behalf. To submit a request as an authorized agent on behalf of a job applicant, please use one of the designated methods above.

Additional Information. We will not discriminate against anyone for exercising any of their rights. We typically do not charge a fee to process or respond to your verifiable consumer request. To the extent permitted by applicable law, we may charge a reasonable fee to comply with your request if it is excessive, repetitive, or manifestly unfounded. If we determine that the request warrants a fee, we will tell you why we made that decision and provide you with a cost estimate before completing your request.

Retention of Personal Information

We retain personal information about you for the period reasonably necessary to achieve the purposes outlined in this Supplement, unless a longer retention period is required or permitted by applicable law, taking into account relevant statutes of limitations and our records retention requirements and policies.