

# EU CODE OF CONDUCT ON RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES

HERBALIFE  
DECEMBER 2025

Type of business/sector <i>(E.g. retail, dairy)</i>	Sustainability dimension <i>(E.g. environmental, social)</i>	Code aspirational objective <i>(1-7)</i>	Individual commitments with baseline	Progress on KPIs and goals (qualitative and/or quantitative)	Additional information (optional) <i>(E.g. partnerships, geographical coverage, sharing best practices, links with other COM initiatives, with other reporting initiatives)</i>	Comments (optional) <i>(E.g. enablers, ideas on how to improve)</i>
<b>Health &amp; Nutrition</b>	Health and sustainable nutrition	Commitment 1 on 'Healthy, balanced and sustainable diets'	We aim to support consumers to shift their consumption habits towards more sustainable diets, in particular towards more plant-based products, improving people's health and meeting consumers' dietary and cultural preferences	Compared to our baseline (January 2024-end of 2024), we have made 1 additional plant-based product available in the EU market.		

<b>Health &amp; Nutrition</b>	Environmental	Commitment 3 on 'A climate neutral food chain in Europe by 2050'	Once we've completed our full GHG accounting, which will include Scope 3, we plan to develop interim science-based targets that align with the IPCC goal.	<p>GHG Emissions Statement:</p> <ul style="list-style-type: none"> <li>• Scope 1: 6,531 metric tons of CO2 equivalent</li> <li>• Scope 2 (Location-Based): 28,871 metric tons of CO2 equivalent</li> <li>• Scope 2 (Market-Based): 29,315 metric tons of CO2 equivalent</li> </ul> <p>While this reporting provides assured Scope 1 and 2 GHG emissions data, the company is actively developing Scope 3 inventory to provide full transparency of our carbon footprint.</p>		
<b>Health &amp; Nutrition</b>	Environmental	Commitment 4 on 'An optimised circular and resource-efficient food chain in Europe'	Aim to significantly reduce paper use across the EU distribution/logistics function by 2025 by eliminating printed documents (where possible) including NTS, Packing Lists, Transport Waybills, and VAT Invoices, instead providing digital solutions	On track: in addition to previously removing packing lists from our European Markets, we have begun providing paperless invoices. We will be able to report on the specific markets with paperless invoice roll-out next year.		
<b>Health &amp; Nutrition</b>	Environmental	Commitment 4 on 'An optimised circular and resource-	We aim to continue to reduce the use of virgin plastic across our supply chain, including eliminating 45 metric	1) Completed: Our 26 EU markets have ceased using virgin plastic in airfills.		

		efficient food chain in Europe'	tonnes by 2025 through initiatives such as:  1) Switching to 100% recycled plastic in our product distribution packaging (airfills)  2) Eliminating virgin plastic scoops from across 15 powdered products SKUs	2) On track: as of 2024 the total plastic reduction as a result of the sustainable scoops project is approximately 24.8 tons, covering 52 markets and 10 product lines.		
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