

Mark Schissel Chief Operating Officer Herbalife International of America, Inc 800 W. Olympic Boulevard, Suite 406 Los Angeles, CA 90015 Phone: 213-745-0536 Email: Marks@herbalife.com

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To our stakeholders:

We recognize that a key requirement for participation in the UN Global Compact is the annual preparation and posting of a Communication on Progress (COP) that comprises of a CEO statement of continued support for the UN Global Compact, a description of practical actions with regard to the principles of the UN Global Compact, and a measurement of outcomes or expected outcomes.

We are late in creating, sharing and posting our COP report due to unforeseen circumstances due to our changes in leadership and additional time needed to finalize improvements in our ESG governance systems.

We hereby ask for an extension period in order to be able to post a COP that describes our company's efforts and progress to implement the principles of the UN Global Compact. Our new COP report will be posted on the UN Global Compact website by February 18, 2023.

Best regards,

Mark Schissel

Chief Operating Officer