



**nutrabolt<sup>®</sup>**

THE HUMAN PERFORMANCE COMPANY

# INAUGURAL ESG REPORT

2021





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# ABOUT OUR INAUGURAL ESG REPORT





# CARING FOR OUR PEOPLE, OUR CONSUMERS, AND OUR PLANET IS WHO WE'VE ALWAYS BEEN. IT'S SIMPLY IN OUR DNA.

Whether it is developing innovative products, celebrating our teammates, supporting our communities, or preserving our planet's natural resources, we're driven by our values.

The 2021 Inaugural ESG Report shows many areas in which we bolstered our ESG (environmental, social, and governance) focus by strengthening ESG governance and key topics awareness, developing our ESG strategy, and advancing numerous ESG programs, policies, and practices. We've made a lot of progress, and we're excited to share this report reflecting Nutrabolt's efforts. We look forward to exploring new opportunities for Nutrabolt to be a steward in all that we do.<sup>1</sup>





# A WORD FROM DOSS

For nearly 20 years, Nutrabolt has been dedicated to caring for our people, our consumers, and our communities. As The Human Performance Company, we aspire to be the premier health and wellness company grounded in the values and aspirations of our people. We're incredibly proud of our integrity and unequalled passion to innovate, inspire, and make products that maximize human potential accessible to all.

In recent years, Nutrabolt demonstrated our resilience in overcoming challenges resulting from the COVID-19 pandemic and rapidly changing economic conditions. With a deep commitment to excellence, our teammates helped the company navigate these challenges with a sense of focus and determination, strengthening our path to realize success beyond the sports nutrition marketplace. Nutrabolt is stronger because of them.

We also celebrated several accomplishments in 2021 and the first half of 2022.

Throughout 2020 and 2021, we bolstered our dedication to serve our stakeholders, including teammates, consumers, community partners, and investors. We formalized our focus on ESG and Diversity, Equity, and Inclusion (DEI), established departments and brought leaders on board to guide our programs, policies, and practices. We also launched a flexible 'Work Your Way' program to support our teammates wherever they may be and worked to promote organizational agility in product creation, manufacturing, and transportation practices.

In 2022, we proudly became a Pledge 1% company, contributing 1% of our net income before taxes to non-profit and community organizations. We also partnered with Plastic Bank with the goal to become plastic neutral by the end of 2022.

The previous two years' enhancements described in this report directly contributed to our record growth, ability to significantly decrease our carbon footprint, and deliver the high-quality products our consumers have grown to love.

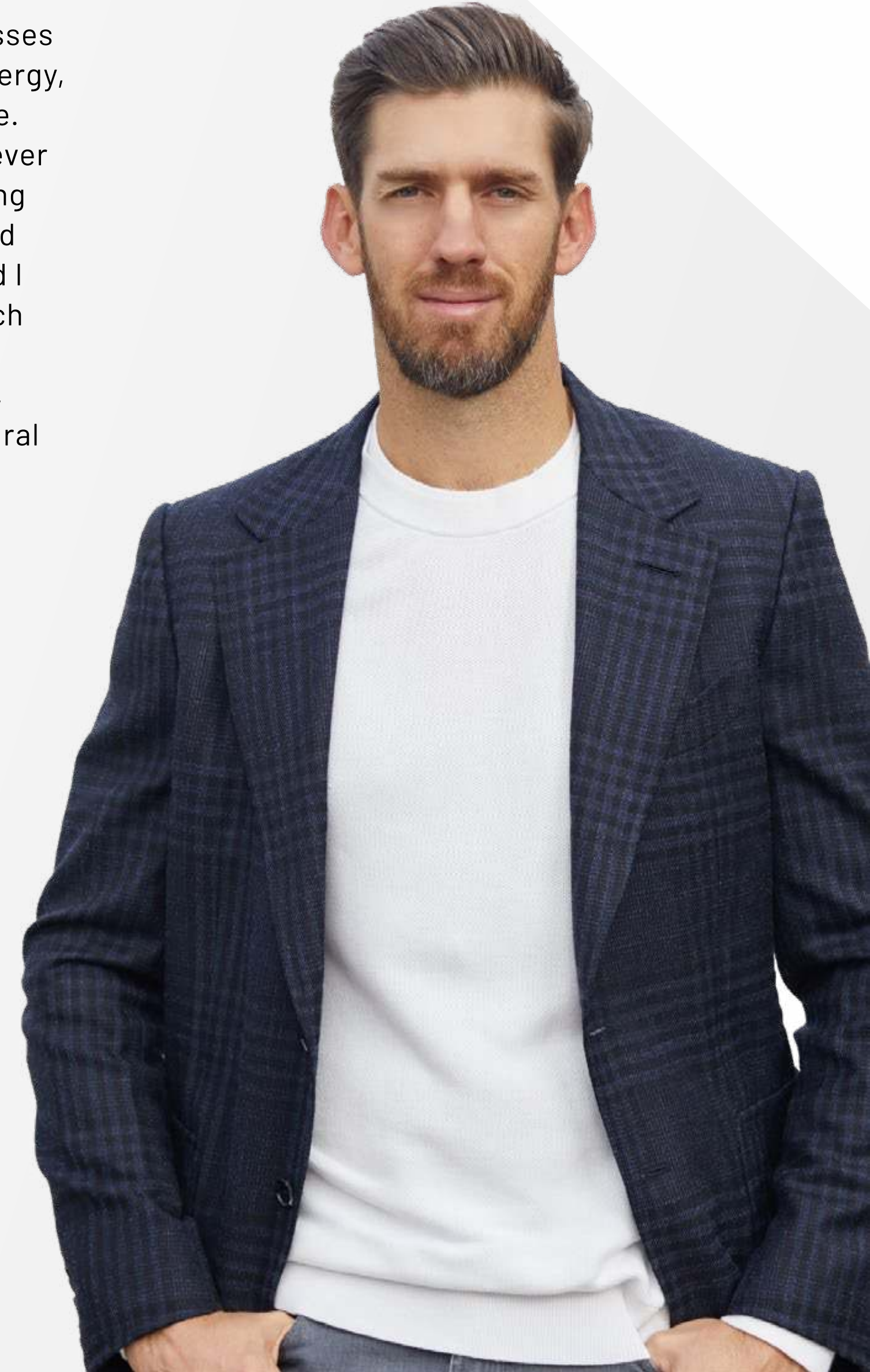
Nutrabolt continues to build on our successes with a meaningful purpose, unmatched energy, and unwavering commitment to excellence. We recognize that our ESG efforts have never been more important, and our most exciting chapters are yet to come. It is an honor and privilege to lead such a great company and I am proud of our efforts to expand the reach and impact of our mission, support our consumers, give back to our communities, grow our teammates, and protect our natural resources.

Welcome to Nutrabolt's 2021 Inaugural ESG Report!



**DOSS CUNNINGHAM**

Chairman and Chief Executive Officer





# NUTRABOLT AT A GLANCE

## PEOPLE

277

ACTIVE,  
FULL-TIME  
EQUIVALENTS<sup>2</sup>

104 FEMALE<sup>3</sup>  
173 MALE

TEAM GROWTH IN 2021

45%

Teammate base growth

40%

New teammates were female

CAREER MOBILITY IN 2021

10%+ moved into new opportunities throughout the company

40% female teammates advanced their position

100%

Of survey respondents feel they are treated fairly, regardless of race<sup>4</sup>

84%

Of survey respondents believe they fit and belong at Nutrabolt<sup>5</sup>

'WORK YOUR WAY'

Provided most positions the option to work remotely with flexible work schedules, requiring in-person collaboration only as needed

PLEDGE 1% COMPANY

Nutrabolt commits to giving back by joining Pledge 1%

BOLSTERED DEDICATION

To our ESG and DEI efforts from 2020 to 2022



## PERFORMANCE

NUTRABOLT IS THE HUMAN PERFORMANCE COMPANY

OUR MISSION IS TO INNOVATE, INSPIRE, AND MAKE PRODUCTS THAT MAXIMIZE HUMAN POTENTIAL ACCESSIBLE TO ALL

C4 ENERGY

#1

Global pre-workout brand<sup>6</sup> and one of the fastest growing energy drinks in the U.S.<sup>7</sup>

CELLUCOR

20 years

Leading active health and wellness

XTEND

#1

U.S. post-workout recovery brand<sup>8</sup>

Nutrabolt launches flavor collaborations with STARBURST™<sup>9</sup> in 2021 and SKITTLES™<sup>10</sup> in 2022

EY

Doss Cunningham  
2021 ENTREPRENEUR  
OF THE YEAR  
Central Texas<sup>11</sup>

125+ COUNTRIES

Served Globally<sup>12</sup>

## PLANET

PLASTIC NEUTRAL

Nutrabolt partners with Plastic Bank to offset all plastic use from January 2021 and become plastic neutral by the end of 2022

94,200+ lbs.

REDUCTION IN OUR PLASTIC PACKAGING

January 2021 to June 2022

OFFSETTING  
1,255+ METRIC TONS OF PLASTIC IN 2022

EQUATES TO  
~63 MILLION PLASTIC BOTTLES

2.5 MILLION+ kg

Emissions avoided from 2021 with enhanced transportation practices of our products

PROMOTING RECYCLING

Integrating How2Recycle® guidelines on our product labeling to better support waste-to-landfill reduction

# NUTRABOLT AND ESG

Nutrabolt’s mission is to innovate, inspire, and make products that maximize human potential accessible to all. Inherent to this mission, we combine ESG principles with a passion for our people, our consumers, and the communities we serve.

Throughout 2021, companies and communities alike continued to face unprecedented challenges, and the importance of our corporate ESG efforts has never been clearer.

Nutrabolt solidified our commitment to our people, our performance, and caring for the planet. After engaging stakeholders, and exploring ways to advance Nutrabolt as a leader in the ESG landscape, we launched an ESG department, hired our first VP of ESG and Corporate Citizenship, created an ESG Executive Committee, developed an ESG strategy, and established an ESG governance framework.

Nutrabolt is The Human Performance Company – and people are at the heart of all that we do. Throughout 2020 and 2021, we underpinned our commitment to ensure a positive and valuable

teammate experience for our teammates by establishing a DEI Department; spearheading a DEI Council; and hiring our first VP of Diversity, Equity, and Inclusion. We strengthened our benefits package for teammates and solidified our ‘Work Your Way’ initiative providing most positions the option to work remotely requiring in-person collaboration only as needed. Most positions offer flexible schedules where teammates can balance personal commitments and work time throughout their week without being bound to a standing schedule.

We also explored ways to promote greater positive impact in the communities we serve by providing value-driven support for partners that foster opportunities and programming for youth, veterans, underrepresented groups, and resource conservation. We’re proud of these commitments and excited to share more about our many ESG initiatives in this year’s ESG Report.

## ESG KEY TOPICS

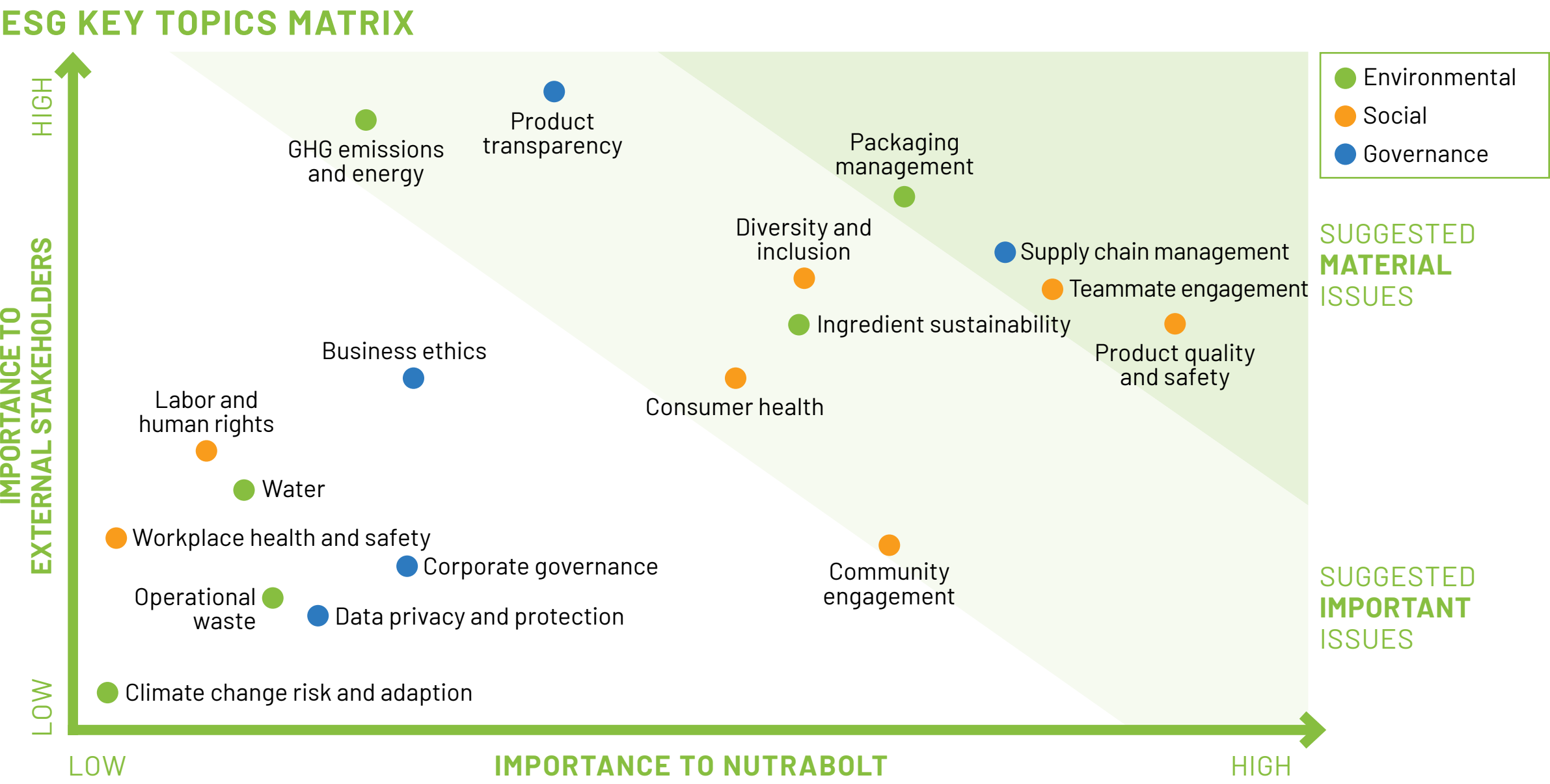
Nutrabolt recognizes the value of ESG key topics to best understand what ESG areas and issues matter most to our company and to our stakeholders (teammates, consumers, communities, investors, governments, non-governmental organizations (NGOs),

and suppliers). To improve our ESG strategy, we partnered with a third-party organization to conduct a key topics assessment.

Nutrabolt took a thorough approach in our assessment to ensure our learning was robust and relative to the opportunities and challenges facing Nutrabolt and our industry. In addition to completing research on the variety of current and emerging ESG trends, we conducted numerous surveys and personal interviews with teammates

at all levels, corporate leaders, our ESG Executive Committee members, and consumer liaisons.

The 2021 key topics assessment looked at 18 topics aligned with ESG categories, as well as the Global Reporting Initiative (GRI) reporting framework. Our assessment work helped us produce an ESG key topics matrix that Nutrabolt considers in our efforts to strengthen the company’s ESG efforts and to help it maximize opportunities and mitigate risks.





STAKEHOLDER ENGAGEMENT

STAKEHOLDER	HOW WE ENGAGE		
TEAMMATES	<ul style="list-style-type: none"><li>➤ Teammate surveys</li><li>➤ Diversity, Equity, and Inclusion Council</li><li>➤ Bi-monthly One Nutrabolt video conferences with Nutrabolt's CEO</li></ul>	<ul style="list-style-type: none"><li>➤ Quarterly face-to-face meetings</li><li>➤ Annual all-hands meeting and celebration</li><li>➤ Company-wide sponsored webinars and engagement sessions</li></ul>	<ul style="list-style-type: none"><li>➤ Internal communication channels</li><li>➤ Weekly newsletter</li><li>➤ Advancing company Intranet</li></ul>
CONSUMERS	<ul style="list-style-type: none"><li>➤ Consumer surveys</li><li>➤ Social media listening</li></ul>	<ul style="list-style-type: none"><li>➤ Consumer emails</li><li>➤ Brand activations</li></ul>	
SUPPLIERS	<ul style="list-style-type: none"><li>➤ Engagement with Nutrabolt’s suppliers and manufacturers</li><li>➤ Engagement with Nutrabolt’s procurement leaders</li></ul>	<ul style="list-style-type: none"><li>➤ Enhanced focus on supplier and manufacturing agreement terms related to ESG concerns</li></ul>	
NON-GOVERNMENTAL ORGANIZATIONS (NGOS)	Research and publications from the following NGOs help inform our ESG approach: <ul style="list-style-type: none"><li>➤ Council for Responsible Nutrition</li><li>➤ Natural Products Association</li><li>➤ United Natural Products Alliance</li><li>➤ Canadian Beverage Association</li><li>➤ The European Specialist Sports Nutrition Alliance</li></ul>		
INVESTORS	<ul style="list-style-type: none"><li>➤ Engagement with Nutrabolt's Finance team</li><li>➤ Informal investor engagements</li></ul>	<ul style="list-style-type: none"><li>➤ SASB (Sustainability Accounting Standards Board)</li></ul>	
REGULATORS/POLICYMAKERS	Nutrabolt takes regulatory compliance and product safety seriously to ensure adherence with domestic and international regulations applicable to our market and products. Nutrabolt engages regulators and policy makers directly, as well as through our trade organization memberships and various policy coalitions. <ul style="list-style-type: none"><li>➤ U.S. Department of Labor</li><li>➤ U.S. Federal Trade Commission (FTC)</li><li>➤ European Food Safety Authority (EFSA)</li><li>➤ U.K. Food Standards Agency</li><li>➤ U.S. Food and Drug Administration (FDA)</li><li>➤ U.S. Department of Agriculture (USDA)</li><li>➤ European Commission</li></ul>		
COMMUNITIES	<ul style="list-style-type: none"><li>➤ Teammate volunteerism</li><li>➤ Charitable contributions and donations</li></ul>	<ul style="list-style-type: none"><li>➤ Participation in community events</li><li>➤ Nonprofit organization partnerships</li></ul>	<ul style="list-style-type: none"><li>➤ DEI Team</li></ul>
ESG RATERS, REPORTING STANDARDS, AND FRAMEWORKS	Nutrabolt reviewed multiple ESG reporting standards and frameworks, as well as corporate analyses conducted by independent ESG research organizations <ul style="list-style-type: none"><li>➤ CDP (formerly Carbon Disclosure Project)</li><li>➤ Ecovadis</li><li>➤ Institutional Shareholder Services (ISS)</li><li>➤ S&amp;P Global</li><li>➤ MSCI</li><li>➤ Sustainalytics</li></ul>		



GOVERNANCE

Nutrabolt is driven by our core values, and we're committed to ensuring corporate governance that maintains accountability and integrity in all that we do.

As we continue to grow as a company, the foundational attributes that make Nutrabolt an industry leader will endure to underpin our efforts to be the best company and corporate citizen possible.

Throughout our operations and supply chain, Nutrabolt maintains the highest ethical standards. We encourage transparency and implement policy and practices to ensure we apply good practices of corporate governance and compliance with laws, rules, regulations, and company policies and standards in all jurisdictions in which we operate. Our Legal, Compliance, Quality, and Regulatory teams, and our Compliance Committee focus on risk management issues.

...THE FOUNDATIONAL ATTRIBUTES THAT MAKE NUTRABOLT AN INDUSTRY LEADER WILL ENDURE TO UNDERPIN OUR EFFORTS TO BE THE BEST COMPANY AND CORPORATE CITIZEN POSSIBLE.

Nutrabolt has instituted a Code of Ethics that reflects who we are, and what's important to our company and our stakeholders. It also outlines the policies and guidelines that define how we do business, including information in areas such as anti-corruption, antitrust, and health and safety.

Upon arriving at Nutrabolt, new teammates receive information and guidance on our policies and business approach. They are also required to complete ethics-related training each year. We also maintain a safe communication environment with an anonymous, third-party hotline (via phone, app, and web) for our teammates to report any Code of Ethics concerns or violations.

Nutrabolt's Board of Directors oversees the company's business affairs and strategies, and guides Nutrabolt's executive leadership to best further the interests of the company and our shareholders. The Board also provides direction and oversight of our compliance with legal and regulatory requirements, financial statement integrity, succession planning, and compensation policies. To assure effective guidance, the Board has three oversight committees: Audit, Compensation, and Nominating/Governance. More information on the company and our leadership is available at [nutrabolt.com](https://nutrabolt.com).

THE ESG EXECUTIVE COMMITTEE'S PURPOSE IS TO PROVIDE GUIDANCE, OVERSIGHT, AND ENDORSEMENT TO ENTERPRISE-WIDE ESG INITIATIVES.

In 2021, we welcomed an ESG leader to help boost our programs and initiatives, and established our ESG Executive Committee (EC) to guide our company and empower our teammates to be stewards in all that we do. The VP, ESG and Corporate Citizenship is accountable for the company's ESG strategy and reports to the Chief People Officer.

The ESG EC's purpose is to provide guidance, oversight, and endorsement to enterprise-wide ESG initiatives. The EC meets monthly to discuss and address ESG issues and opportunities to enhance our efforts to be an ESG leader.

ESG EXECUTIVE COMMITTEE



**DOSS CUNNINGHAM**  
Chairman and Chief Executive Officer



**JOHN HERMAN**  
President,  
Sales and Marketing



**BRITTANY CULLISON**  
Chief People Officer



**MIKE DIMAGGIO**  
Chief Legal Officer



**JOSH GITTLER**  
Chief Financial Officer



**RAJAA GRAR**  
Chief Marketing and  
Digital Officer



**DEREK GEISS**  
Senior Vice President  
Supply Chain



# AWARDS AND RECOGNITION





# PEOPLE





# OUR TEAMMATES ARE AT THE HEART OF EVERYTHING WE DO





At Nutrabolt we approach serving all people — our teammates, our consumers, and our communities — with a people-first approach.

Our teammates are the most valued part of our company, and we don't take that lightly. We foster an environment of feedback where we continuously listen to our teammates to make certain we're enriching experiences, programs, and initiatives that mean the most to them and their ability to grow.

Our consumers continue to inspire and motivate us as they seek a more active, healthier lifestyle. Their energy and support for our products ignite our innovative spirit, our desire to exceed their expectations, and our promise to deliver active wellness solutions for all. We're committed to our consumers and maximizing their performance. We strive to always serve them with respect, understanding, and a commitment to do right.

The communities we serve are where our teammates and consumers live, work, and play. Nutrabolt has supported those communities for nearly twenty years. It is a core part of why we do what we do. Giving back to our communities through donations and teammate volunteer opportunities grounds the way we serve others and support their efforts to grow and strengthen their potential. And we pledge to our teammates that we will continue to explore ways we can champion them and the causes that fuel their passions.

2021 ÷ 2022  
CERTIFIED™ BY GREAT PLACE TO WORK®

45% WORKFORCE  
GROWTH  
IN 2021

PLEDGE  
1%  
NUTRABOLT COMMITTED TO  
GIVING BACK  
— BY JOINING PLEDGE 1% —



# TEAMMATE EXPERIENCE

As The Human Performance Company, we recognize that our teammates' employment experience is a cornerstone of our success.

Nutrabolt promotes a 'teammate first' approach, and places our people at the forefront of every decision. We're committed to providing every teammate — from every lifestyle and background — a place of belonging. We work hard to help empower them to grow, and reach their greatest potential, celebrating each other along the way. By regularly engaging our teammates, we also keep a pulse on the heart of Nutrabolt so that the experiences we provide align with the individual aspirations they feel matter most.





# CORE VALUES

Our teammate experience is a combination of who we are and how we work. Each teammate is empowered to take ownership in creating a healthy environment that promotes strong bodies, clear minds, and a culture of respect and belonging for all through our core values and operating principles.

“

As The Human Performance Company, we unite our teammates around our mission to maximize human potential. We support that through core operating principles that champion inclusivity, teamwork, innovation, resiliency, and execution. We're committed to providing every teammate a place of belonging where they're empowered to grow to their highest potential.”



**BRITTANY CULLISON**  
Chief People Officer



## PASSION FOR THE MISSION

Our passion for the mission is an obsession. Teammates at all levels take responsibility for maximizing human potential. With innovative products and platforms, we inspire all people in our path to achieve their peak performance, bringing our mission to life.



## INTELLECTUALLY CURIOUS

Our growth mindset keeps us asking why. Our inquisitive nature pushes us to find better solutions, improve, and optimize. Greatness begins outside our comfort zone.



## FOR ALL

We believe in the power of inclusivity and creating spaces where individuals from all backgrounds and identities have the opportunity to reach their full potential. We're intentional about diverse representation in our teams, and our marketing.



## RESULTS DRIVEN

We take extreme ownership for our outcomes and understand that every teammate is responsible for making an impact. Exceptional execution is rewarded because results matter.



## RESILIENT TO ADVERSITY

We're fearless in the face of challenge. Through tenacity and a competitive spirit, our ability to overcome obstacles is key to our longevity and leadership positioning.



## BIAS FOR ACTION

We act with a sense of urgency and always choose action over inaction. Our ability to make high-velocity decisions allows us to evolve products and processes in a way that allows us to remain competitive.

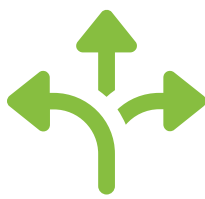


# COVID-19 RESPONSE AND 'WORK YOUR WAY'

Nutrabolt has always had a strong entrepreneurial spirit. In this spirit, we demonstrated a bias for action moving us to respond to challenges in our daily work environments resulting from the COVID-19 pandemic. At the center of our efforts to strengthen our teammates' working experience, we designed and deployed our 'Work Your Way' initiative.

During the initial stages of the COVID-19 pandemic, we were driven to offer the most supportive work environment possible, so we asked our teammates how they work best. Using their feedback, we swiftly adjusted our practices, processes, and resources to go from a mostly in-person environment to a mostly virtual environment. Through this initiative, we provided teammates with flexibility in how and where they work.

We also educated and updated our teammates of evolving COVID-19 developments and informed them on how Nutrabolt was responding, protecting, and setting expectations to best provide an environment of perseverance through the pandemic. And we continue to adapt and advance. And we're incredibly proud that our teammates made their voices heard by voting for Nutrabolt to become a Certified Great Place to Work in 2022 for the second straight year!<sup>14</sup>



**NUTRABOLT RESPONDED,  
PROTECTED, AND SET  
EXPECTATIONS FOR HOW WE  
WOULD PROVIDE AN ENVIRONMENT  
OF PERSEVERANCE...**





# DIVERSITY, EQUITY, AND INCLUSION

## MAXIMIZING HUMAN POTENTIAL THROUGH DIVERSITY, EQUITY, AND INCLUSION (DEI)

Nutrabolt is a team on a powerful mission. We seek to innovate, inspire, and make products that maximize human potential accessible to all. That focus starts with our people. We believe in the power of diversity and inclusion and strive to ensure that individuals from all backgrounds and identities can reach their full potential, and we're dedicated to making Nutrabolt a place For All: a pillar value at Nutrabolt. In 2020, we developed our Office of Diversity, Equity, and Inclusion, hired our first VP of DEI, and launched a DEI Council.

## WE SEEK TO INNOVATE, INSPIRE, AND MAKE PRODUCTS THAT MAXIMIZE HUMAN POTENTIAL ACCESSIBLE TO ALL.

Our DEI department's mission is to maximize our teammates' and consumers' human potential by cultivating inclusive experiences that support the uniqueness of our world, including race, ethnicity, national origin, gender identity, sexuality, thinking style, background, disability, religion, spirituality, and age. The department has led — and

- continues to lead — numerous efforts numerous efforts that cultivate a diverse and inclusive experience for all:
- Launched a company-wide DEI curriculum, including live workshops covering the topics of mental wellness, gender identity and orientation, and other social topics.
  - Facilitated a four-part 'anti-racism' workshop for teammates in 2020.
  - Introduced a required DEI education and training program to educate and equip all teammates in cultivating and nurturing a diverse, equitable, and inclusive culture for all.
  - Developed and executed a teammate-led DEI calendar to honor the cultures, traditions, and experiences of all workplace identities.
  - Improved our talent acquisition processes to achieve a more diverse applicant pool.
  - Recalibrated teammate development practices to enhance growth and mobility.
  - Sponsored company-wide access to wellness and mindfulness resources.

Additionally, Nutrabolt's Board of Directors has committed to increasing our diverse representation, and in 2022, celebrated the addition of three female Board members. Nutrabolt is proud of our recent efforts to bolster our DEI initiatives, and as we continue to grow, we are enthusiastic to cultivate a workplace that is for all, and that empowers us to maximize human potential.

## NUTRABOLT ADOPTS A 'TEAMMATE FIRST' APPROACH INTENTIONALLY PLACING OUR PEOPLE AT THE FOREFRONT OF EVERY DECISION.

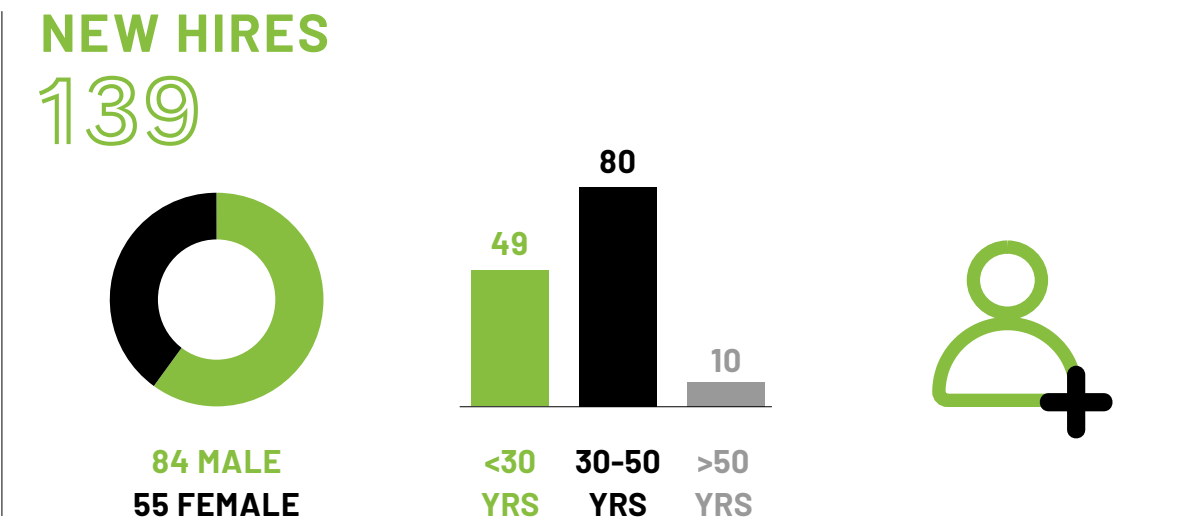
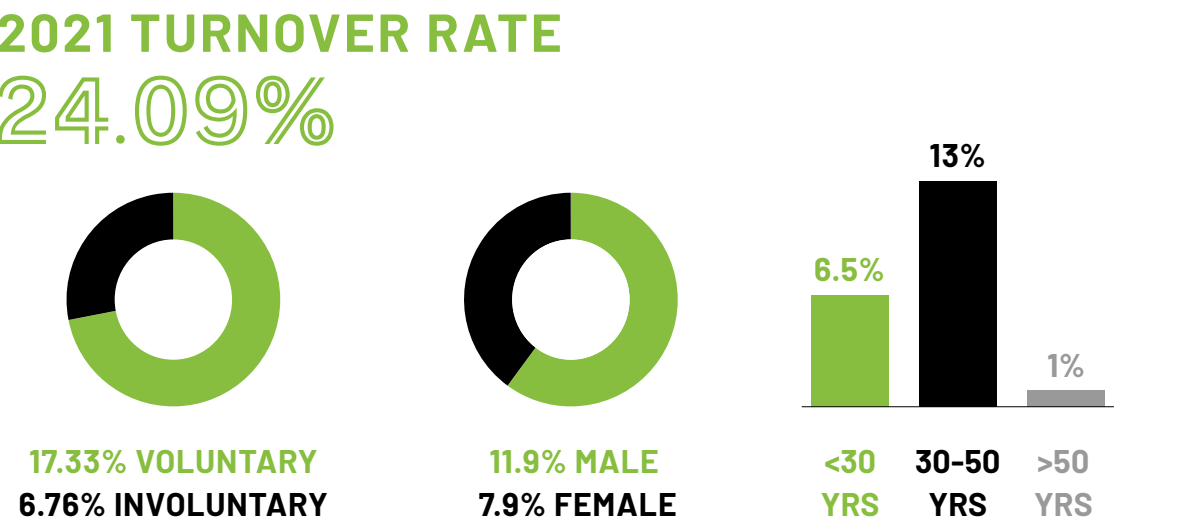
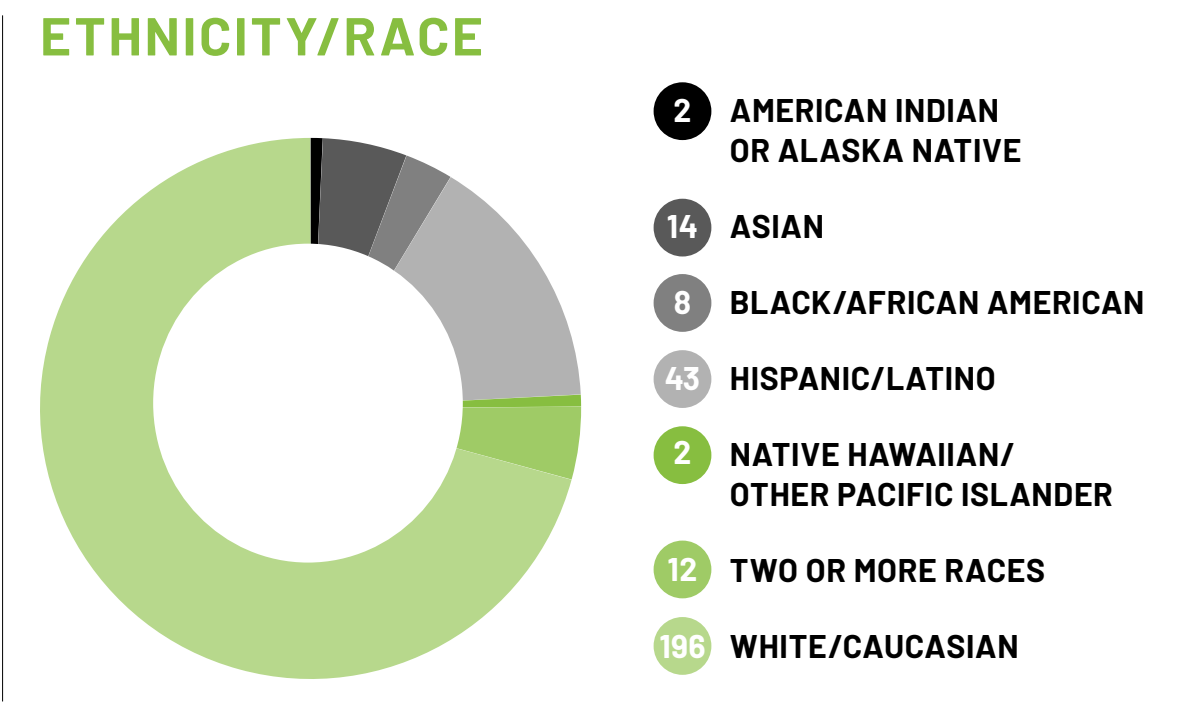
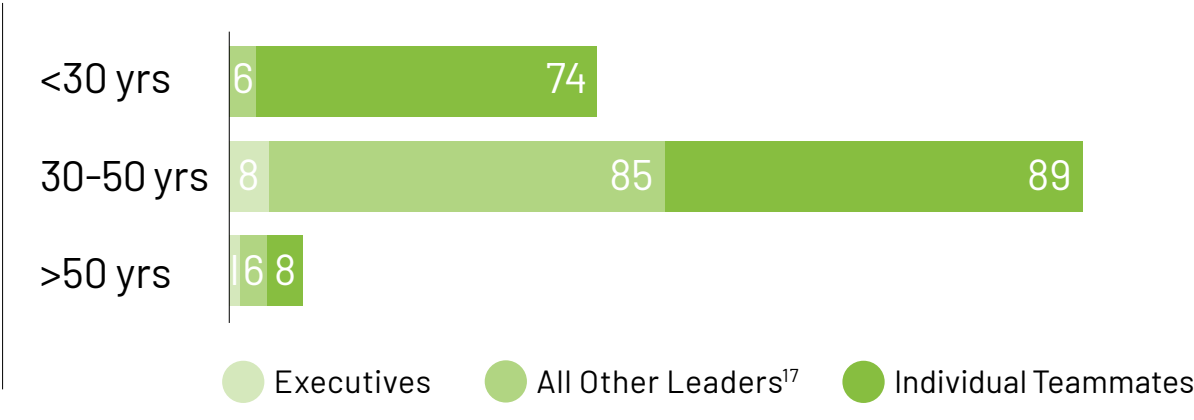
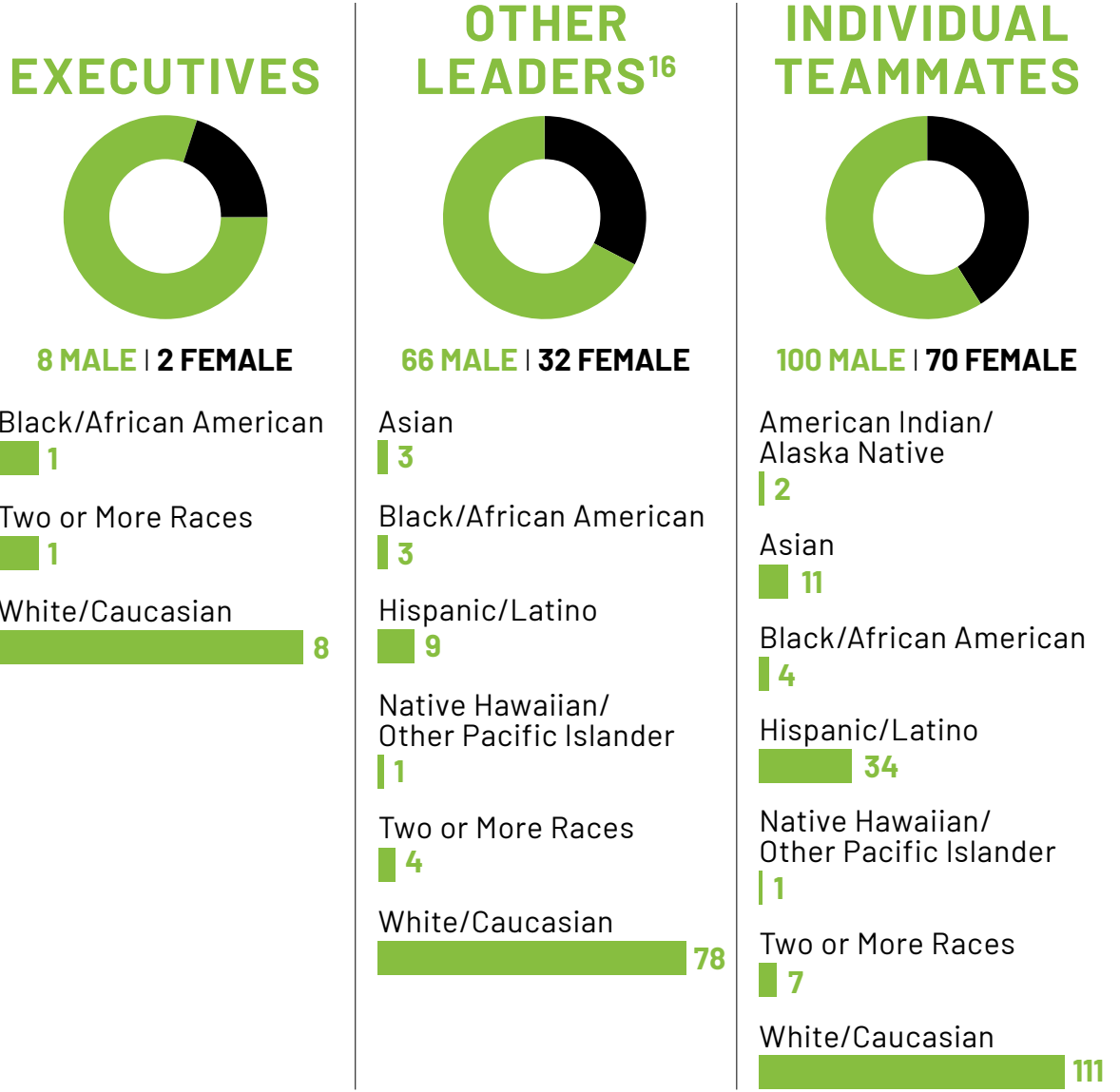
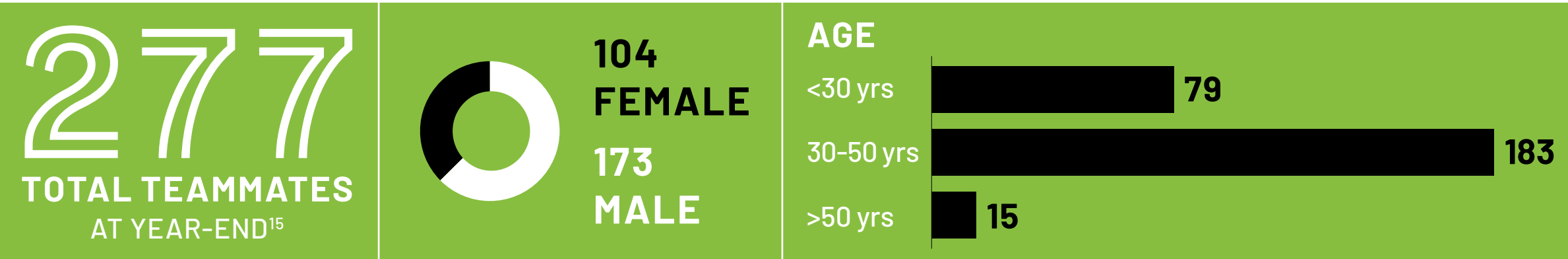
2020 and 2021 shook the hearts and minds of many people. These years prompted us to take ownership of what we can do better as individuals and leaders who are passionate about positively impacting the world. It also challenged us to remember the value of listening to the experiences of others, and acting as informed, empowered cultivators of diverse, equitable, and inclusive spaces. Here at Nutrabolt, we amplify the voices of our teammates and brand ambassadors with the authentic curiosity to listen, learn, and lead."



**DOSS CUNNINGHAM**  
Chairman and  
Chief Executive Officer



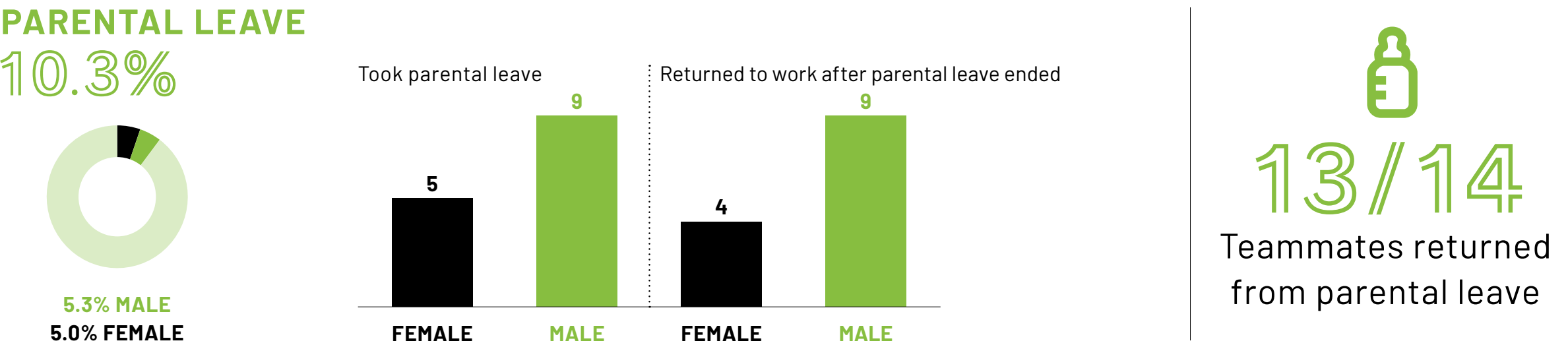
TEAMMATES



BOARD OF DIRECTORS<sup>18</sup>



BENEFITS





## EDUCATION, VALUES, AND INCLUSIVITY

Nutrabolt has always sought to be an inclusive workplace — and with the support of solid company culture and values — it continues to evolve. In the wake of ongoing national unrest and violence, the COVID-19 pandemic, and rapidly-shifting work dynamics, Nutrabolt was biased for action and adjusted to cultivate a more diverse, equitable, and inclusive workplace. One example is the adoption of our For All core value, reassuring our commitment to support the many ways our teammates show up in and beyond the workplace.

### KNOW BETTER. DO BETTER.

Nutrabolt understands that great opportunities can bring great rewards. We have always been driven to set aspirational goals and achieve incredible milestones. We have also learned a great deal over the years, and those many learnings have made us stronger. We believe that knowledge — and access to knowledge — is critical to driving awareness and catalyzing actionable engagement. By embracing our For All culture, we welcome open conversations among diverse identities that lead to the creation of authentic relationships and continued learning.

From 2020, our DEI initiatives facilitated awareness and created on ramps for individuals

to engage with others. The DEI Council provided sessions for teammates to engage with topic experts for deep conversations. Through ongoing activities to explore, amplify, and provide space to affinity groups, we continue to strengthen our culture and move the needle on diversity, equity, and inclusion in the workplace.

100%  
OF SURVEY RESPONDENTS FEEL THEY ARE  
**TREATED FAIRLY,**  
— REGARDLESS OF RACE<sup>19</sup> —





# ETHICS

Nutrabolt is committed to the highest possible standards of ethical, moral, and legal business conduct. Teammates receive routine education and training on our Code of Ethics, Conflict of Interest, and Anti-Corruption policies and guidelines.

In addition to educating and training teammates on Nutrabolt’s ambitious standards of ethical and moral expectations, we also encourage them to speak up if they encounter a situation that challenges our standards. We invite our teammates to an open-communication environment with an anonymous, third-party hotline (via phone, app, and web-based portals) to report any concerns or violations of our Code of Ethics. Our Compliance Committee trains and educates our teammates on how to utilize the hotline, types of violations to report through the hotline, and reassures our teammates of our policy to protect them from reprisals for raising concerns in good faith.

98%  
OF SURVEY RESPONDENTS  
WERE MADE TO  
FEEL WELCOME  
WHEN THEY JOINED NUTRABOLT<sup>20</sup>



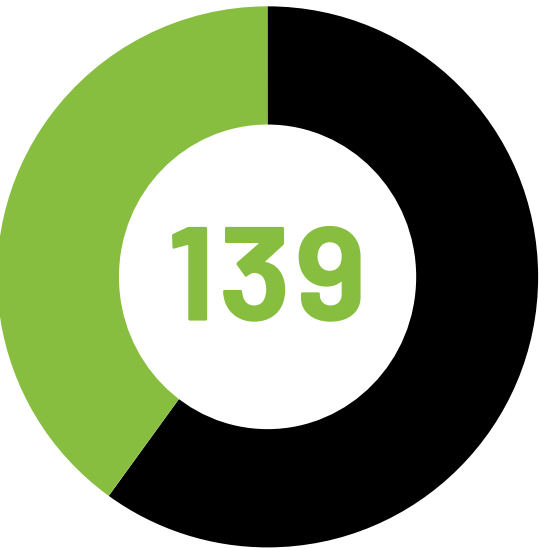


# RECRUITMENT

The landscape of our teammate experience drastically evolved in 2021; and not only did we adapt toward a flexible working environment, but we also increased our workforce size by 45%.

To meet the demands of our innovative brands and continue to fuel expansion, Nutrabolt is committed to growing its investment in people and adding new capabilities to our team. We strive to attract and hire a high-performing, diverse workforce and retain our teammates by fostering an environment of belonging and growth.

➤ TOTAL NUMBER OF NEW HIRES



84 MALE  
55 FEMALE

97%

OF SURVEY RESPONDENTS SAY  
**THEY ARE PROUD**  
— TO TELL OTHERS THEY —  
**WORK AT NUTRABOLT<sup>21</sup>**

87%

OF SURVEY RESPONDENTS SAY  
**NUTRABOLT'S MISSION**  
— MAKES THEIR JOB —  
**FEEL IMPORTANT**







# TEAMMATE BENEFITS<sup>22</sup>

Nutrabolt provides all full-time teammates with comprehensive and competitive health and wellness benefits including medical, dental, and vision plans, health savings accounts, flex spending accounts, short-term disability, long-term disability, accident and critical illness coverage, and life insurance.

**NUTRABOLT ALSO PROVIDES THESE SPECIAL REWARDS:**

- 

➤ **401K PLAN WITH EMPLOYER MATCH**  
Provides our teammates with the opportunity to save for retirement through a plan where the company matches 4% on the first 4% a teammate contributes.

  - 93% of teammates participated in our 401k plan in 2021
- 

➤ **REMOTE WORK OPTIONS/ FLEXIBLE SCHEDULES**  
The 'Work Your Way' program provides most positions the option to work remotely requiring in-person collaboration only as needed. Most positions offer flexible schedules where teammates can balance personal commitments and work throughout their week.


- 


➤ **UNLIMITED VACATION**  
Provides teammates with a trust-based vacation policy that does not cap vacation usage.
- 

➤ **PAID PARENTAL LEAVE**  
Teammates can take paid parental leave for the birth of their child, or to care for a newly adopted child. In addition to paid parental leave, Nutrabolt provides a one-time bonus to celebrate birth or adoption.
- 

➤ **CHILD CARE STIPEND**  
Provides eligible teammates a monthly stipend to working parents to assist with childcare related expenses.
- 


➤ **HEADSPACE MEMBERSHIP**  
Free app membership for all teammates that provides unlimited access to guidance for practicing mindfulness and meditation, increase movement, sleep quality, and focus, and decrease stress.


- 


➤ **TEAMMATE ASSISTANCE PROGRAM**  
Provides a suite of resources to assist with personal problems that may arise. Our teammate assistance program provides free tools and services related to managing debt obligations, marital and family conflicts, retirement planning, saving for college, stress and anxiety, tax questions, real estate buying and selling, alcohol and drug abuse, depression, divorce and family law, estate planning, grief and loss, job pressure, and other areas.
- 


➤ **FIT4U PROGRAM**  
Provides eligible teammates an option to receive a monthly fitness allowance for qualifying fitness related memberships and subscriptions **or** participation in the Life Time® Corporate Partnership program where teammates receive a monthly subsidy toward their membership dues.
- 

➤ **GROUP LEGAL BENEFITS**  
Free Rocket Lawyer membership offered to all teammates gives access to a legal document library, online chat with attorneys, free attorney consultations, and attorney retainer discounts.

- 

➤ **VOLUNTEER DAYS**  
Provides teammates with paid time to volunteer in their communities on company time.
- 

➤ **CHARITABLE MATCHING**  
Nutrabolt provides a limited match to teammates' monetary and time contributions to qualified charitable organizations.
- 

➤ **PET INSURANCE**  
Provides comprehensive health coverage for cats, dogs, and certain avian and exotic pets. After the annual deductible is met, participants receive cash back on eligible vet bills. Participants also receive access to unlimited 24/7 veterinary advice, exclusive Rx discounts, emergency boarding/kennel benefit, long term lost/stolen benefit, advertising and reward benefit, and mortality benefits.
- 

➤ **HOME OFFICE STIPEND**  
All teammates receive a one-time home office stipend to support the setup of their home office.



# TEAMMATE ENGAGEMENT

Nutrabolt utilizes a third-party resource to deploy pulse surveys that track teammate engagement.

Teammates receive a new survey every three weeks asking three random questions from a 12-question pool. Questions focus on the themes of fit and belonging, engagement, job satisfaction, and leadership. To garner honest feedback, we ensure our surveys are completely anonymous. The survey results and trends provide insights to identify and address opportunity areas, as well as identify and reinforce positive areas. For 2021, Nutrabolt experienced a participation rate of 86%, calculated by measuring the number of people who answered at least one question out of the total number of people who were sent surveys.

## 2021 PULSE SURVEY HIGHLIGHTS

- 79% Survey respondents feel engaged
- 84% Survey respondents feel they fit in and belong
- 82% Survey respondents are satisfied with their job
- 86% Survey respondents feel they receive valuable leadership
- 87% Survey respondents feel that Nutrabolt's mission makes their job important





# TRAINING AND DEVELOPMENT

We're proud that our teammates chose Nutrabolt as a part of their career journey. By assuring an encouraging environment that our teammates can grow in, we create one team that propels Nutrabolt toward new possibilities and new successes.

Since our founding, Nutrabolt has been strongly invested in the career growth and development of our teammates. We empower unique career journeys through an individualized approach consisting of technical and specialized learning resources, mentorships, courses and certifications, conferences and seminars, networking opportunities, library resources, and regular performance feedback sessions — all of

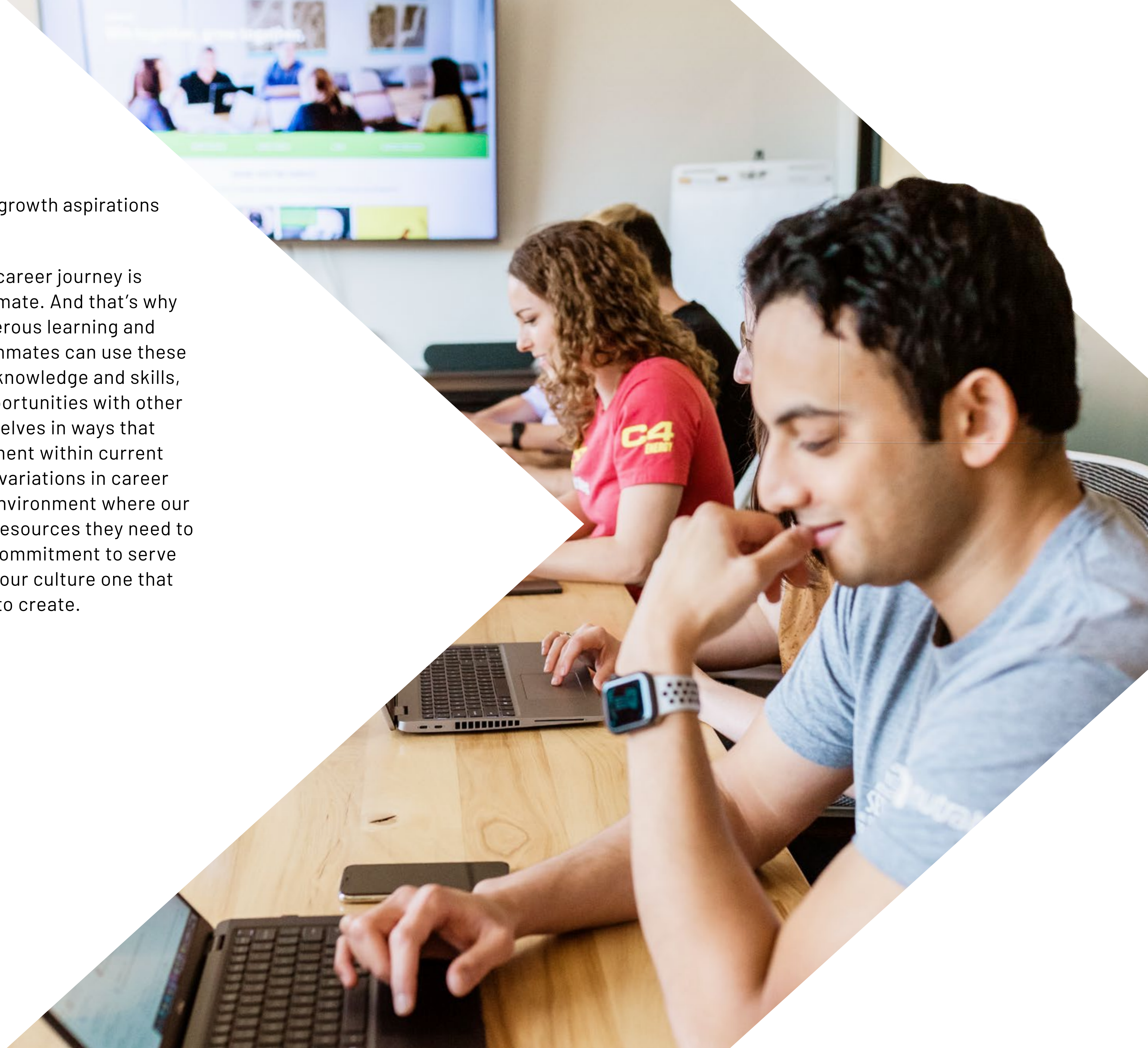
which are tailored to the growth aspirations of every individual.

We recognize that each career journey is different for every teammate. And that's why we work to provide numerous learning and growing resources. Teammates can use these resources to grow their knowledge and skills, successfully explore opportunities with other teams, or develop themselves in ways that might result in advancement within current department. Embracing variations in career paths and fostering an environment where our teammates have all the resources they need to achieve, underpins our commitment to serve others and to help make our culture one that other companies aspire to create.

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**...FOSTERING AN ENVIRONMENT  
WHERE OUR TEAMMATES HAVE  
ALL THE RESOURCES THEY NEED  
TO ACHIEVE, UNDERPINS OUR  
COMMITMENT TO SERVE OTHERS...**

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# HEALTH AND SAFETY

As a leader in the active health and wellness space, Nutrabolt provides the necessary resources and tools to protect and nurture the health, safety, and well-being of our teammates — whether at work or away. We promote a culture of health and safety through fitness stipends, complimentary supplemental resources like Headspace, and relevant safety information.

Our teammates receive a monthly allowance to encourage fitness memberships or subscriptions. Additionally, we provide free access to tools that address proper sitting and standing practices, screen time, stress, mindfulness, meditation, eating and sleeping habits, and support through life transitions such as grief, mourning, or counseling.

277  
TEAMMATES GIVEN ACCESS  
TO HEADSPACE  
AND FITNESS STIPENDS





# CONSUMER EXPERIENCE

Since our founding 20 years ago, Nutrabolt has set out to meet the discerning needs of performance athletes and fitness enthusiasts, while appealing beyond this core group to include consumers around the globe who are making healthy, active living a daily priority.





# CONSUMERS

Our consumers are united in their commitment to health and wellness while living an active lifestyle.

They are globally motivated in maximizing their potential and strive for improvement in all they do, from the physical to the mental. They trust Nutrabort's portfolio of brands including C4, XTEND, and Cellucor. This trust has led to category defining brands with a reputation of delivering results, grounded in a legacy of performance, recognized for best-in-class flavor, and supporting a broader lifestyle community that they feel connected to.

We appeal to consumers of all ages, but over-index with millennials and Gen Z. They are diverse with unique ambitions, challenges, and goals. This diversity fuels our innovation and product development focus as we look to deliver on personalization and right-size solutions to help them regardless of where they are on their wellness journey.

Consumers are seeking healthier positioning, a range of functional benefits, and zero compromise solutions unmet in the consumer goods space by legacy brands.

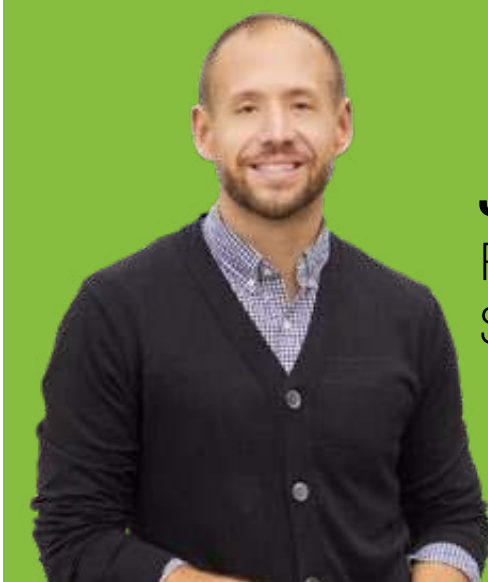
Our consumers learn about C4 through our focus on building deep relations fueled by influencer and brand partnerships, digital marketing, field sampling, experiential events, and shopper marketing programs. Our brand partnerships comprise numerous top-tier celebrity influencers who collectively have over 200 million social media followers. In March 2021, we announced that actor and fitness enthusiast Kevin Hart had joined us in a long-term partnership as an investor and spokesperson. We have also partnered with numerous collegiate and professional athletes from the NFL, NBA, WNBA, WWE, and NCAA. And in 2021, C4 Energy became the official energy drink of Major League Soccer's Austin FC.

...WE REMAIN COMMITTED TO OUR CONSUMERS, AND TO THE DEVELOPMENT OF THE MOST ADVANCED ACTIVE HEALTH AND WELLNESS PRODUCTS IN THE WORLD.

We believe consumers seek brands they can trust and align with their aspirational health, wellness, and functional activity goals. Consumers are increasingly focused on what they are putting in their bodies and how they

feel, both mentally and physically. Consumers want superior functionality through clean, high-quality ingredients to help them achieve their wellness goals. At Nutrabort, we strive to ensure that our products help maximize human potential. We will continue to innovate to remain at the forefront of market developments as our consumer preferences heighten and evolve. By making these values the core of our mission, we can continue our leadership in the large, rapidly growing health and wellness space.

At Nutrabort, we remain committed to our consumers, and to the development of the most advanced active health and wellness products in the world. Our consumers continue to inspire us as they seek an active, healthier lifestyle. This fuels our innovative spirit, our desire to exceed their expectations, and our promise to deliver healthy nutrition for all, no matter where they are on their journey."



JOHN HERMAN  
President,  
Sales and Marketing



# COMMUNITY ENGAGEMENT

From our humble beginnings operating out of a 900 square foot duplex in Bryan, Texas 20 years ago, to our recent achievements around the globe, our mantra to *Grow and Give Back* has remained a top priority.

We remain steadfast in our efforts to find ways to maximize human potential in the communities we serve by investing our resources in partnerships, sharing our platform, and inspiring our network of influencers and athletes to support local and global community needs.

Over the years we have partnered with organizations and foundations to support educational opportunities, respond to disaster relief efforts, and amplify the passion projects of our workforce. Throughout 2021, we were proud to work with several impactful community organizations and look forward to exploring new opportunities to support our communities in the future.

95%  
OF SURVEY RESPONDENTS  
**FEEL GOOD**  
ABOUT HOW WE CONTRIBUTE TO  
**THE COMMUNITY**<sup>23</sup>





# OUR MANTRA HAS ALWAYS BEEN TO GROW AND GIVE BACK





# COMMUNITY PARTNERS



## THE GIVEJOY FOUNDATION

The GiveJoy Foundation creates strategic partnerships to help champion and fulfill its mission. Nutrabolt has been a GiveJoy partner since 2018, supporting organizations in areas including nutrition, poverty, education, and health and wellness. Together we actively work to demonstrate the value of providing developing youth with proper nutrition, medical, physical movement, and mentoring resources. In 2021, Nutrabolt and their volunteers supported the distribution of over 1,000 snack boxes and sponsored a holiday toy drive that provided meals, as well as shopped, wrapped, and delivered gifts to 925 children and 285 families!



## THURGOOD MARSHALL COLLEGE FUND

Established in 1987, the Thurgood Marshall College Fund (TMCf) is the nation's largest organization exclusively representing the Black College Community. TMCf member-schools include

officially supported Historically Black Colleges and Universities and Predominantly Black Institutions. Through scholarships, capacity building, research initiatives, innovative programs, and strategic partnerships, TMCf is a vital resource in the K-12 and higher education space. The organization is also a source for employers seeking top talent for competitive internships and jobs.



## MAKE A VET SWEAT

Make A Vet Sweat (MAVS) is a nonprofit organization committed to serving Veterans who are combating the hidden wounds of Post-Traumatic Stress Disorder (PTSD). By supporting MAVS, Nutrabolt can sponsor veterans through their local gyms for three-month periods to sweat out and work through the toxins of PTSD with like-minded people.

Growing and giving back are ideas that resonate deeply for us at Nutrabolt. We're committed to maximizing human potential, and as we continue to grow, we will explore new avenues of giving, develop structured policies and programs to strengthen our efforts, and find ways to best serve our communities.





# PERFORMANCE





# WE WORK JUST AS HARD AS WE PLAY, AND WE ABSOLUTELY LOVE WHAT WE DO!

Established in 2002, Nutrabolt has broadened the reach of its mission and grown into The Human Performance Company.

Our marquee brands, Cellucor, C4, and XTEND, are among the world's leading active nutrition and performance energy product lines. You can find C4, the #1 global pre-workout brand<sup>24</sup>; C4 Energy, one of the fastest-growing performance energy drink brands<sup>25</sup>; Cellucor, an award-winning sports nutrition brand created in 2002; plus XTEND, the U.S.'s #1 post-workout brand, in a wide variety of online and physical retailers around the globe.<sup>26</sup>

As a 'Top 100 Best Company to Work for in Texas,' we're proud to champion our brands that are changing the shape of the active health and wellness industry and support the passion-fueled individuals that power our organization.

Visit [nutrabolt.com](https://nutrabolt.com) for more information.





# PLANET





# ONE TEAM, ONE PLANET

Protecting our natural resources and preserving environmental health have always been part of how we do business.

And more than ever, consumers are not only mindful of their health and well-being, but also of the health and well-being of the planet. We strive to always do right for our planet and our consumers, and we hope that by purchasing our products, our consumers can join us in protecting our natural environment for generations to come.





# ENVIRONMENTAL STEWARDSHIP

Nutrabolt is dedicated to delivering high-quality products to our consumers. And packaging is a key component of that promise. We also know that packaging waste is a global issue heavy on the minds of consumers.

Nutrabolt strives to develop robust environmental strategies and goals to combat the issue of packaging waste. These center on increasing the amount of product packaging that can be recycled, increasing the use of post-consumer recycled materials, and offsetting the plastic we use.

Nutrabolt strategically partners with manufacturers that recognize the importance of environmental leadership. By implementing economically and technically-practical processes and procedures, our partners are committed to reducing waste and fully complying with all federal and state regulations.

In 2021, Nutrabolt undertook several key initiatives to reduce packaging waste. On high-velocity SKUs, Nutrabolt transitioned

from 50g to 40g 20oz PET jars, saving more than 94,200 lbs of plastic from January 2021 to June 2022. Historically, chrome (plastic) jars were delivered to our manufacturers in individual plastic bags to prevent scuffing and scratching in transit. After rigorous testing, Nutrabolt determined these bags were no longer needed; and removed this requirement; a large step forward in reducing unnecessary packaging.

2021 was also an important year in our efforts to reduce emissions resulting from the transportation of our products. While recognizing the cost effectiveness of shipping long-distance freight via intermodal (rail) versus over the road (truck), we also knew of the significant environmental benefits of such a change. In 2021, we began to transition a portion of our product transportation from truck to rail, and this grew to become a key focus in 2022. After securing additional rail capacity early in 2022, we have moved four times the freight via rail year to date as we did in all of 2021.

Our logistics organization continues to focus efforts not only on making financially responsible shipping choices, but also weighing environmental factors in our

decisions. We now integrate greenhouse gas emissions factors and reporting within our transportation management system allowing us visibility as we continue to drive improvement and lessen our overall environmental footprint.

In 2022, we also established multiple projects and partnerships that can provide an even larger positive environmental impact than those realized in 2021. We're excited to see these efforts come to fruition and remain committed to minimizing our environmental footprint and ensuring our environmental sustainability journey is one with purpose.



94,200+  
POUNDS OF PLASTIC  
PACKAGING WASTE REDUCED  
SINCE JANUARY 2021

2.5M+ kg  
EMISSIONS AVOIDED  
SINCE 2021 WITH ENHANCED  
TRANSPORTATION PRACTICES  
OF NUTRABOLT PRODUCTS



# SUPPLY CHAIN

To support our business, we purchase goods and services from over fifty sources. Most of our supply base and spend are in the U.S. domestic market since our operational footprint is primarily based in North America.

We maintain relationships directly with several types of suppliers, including ingredient suppliers, contract manufacturers, packaging suppliers, and wholesalers. We do not operate our own manufacturing facilities for finished goods. Instead, we outsource the manufacturing process to third-party contract manufacturers. In addition to our contract manufacturers throughout the U.S., we have locations in Europe, Canada, and Asia, allowing us to produce our products closer to the point-of-sale. This strategy reduces freight costs, transportation related damages, and our carbon footprint.

Nutrabolt is committed to providing our consumers with the highest quality products at the lowest costs. We have dedicated teams within our Supply Chain Management

department, such as Procurement, Supply Planning, and Strategic Sourcing, to support that commitment. We aim to manage our supply chain holistically and to utilize analytically rigorous and dynamic approaches to optimize system efficiency. Due to the challenging and ever-changing supply chain landscape, we remain focused on strategic sourcing to ensure optimal pricing and ingredient and packaging availability.



**NUTRABOLT IS COMMITTED TO PROVIDING OUR CONSUMERS WITH THE HIGHEST-QUALITY PRODUCTS AT THE LOWEST COSTS.**

Nutrabolt is also dedicated to maintaining our low-cost leadership through effective and efficient procurement practices. All suppliers are treated fairly and impartially during the evaluation and selection process. The selection process itself is focused on the optimal combination of quality, reliability, and

efficiency, all the while maintaining a cost-savings mindset. In some instances, we rely on our third-party contract manufacturers to purchase certain ingredients and packaging material for us. In doing so, they are expected to meet Nutrabolt’s high-quality standards and perform meticulous testing. As we work hard to overcome supply chain challenges, we will seek to build sustainable relationships with our suppliers to help fulfill our operational needs, stimulate economic growth, support small business, and satisfy our stakeholders.

”

Nutrabolt takes our commitment to sustainable and responsible operations seriously. And with a constantly evolving supply chain landscape, I’m proud of my teammates' resilience to adversity, and our drive to relentlessly pursue improvements through domestic and global relationships, environmental solutions, and innovative strategies. As one team, I’m confident we can continue to provide the high-quality products our consumers love, without compromising on our journey to minimize Nutrabolt’s environmental impact.”



**DEREK GEISS**  
Senior Vice President  
Supply Chain



# ENVIRONMENTAL PARTNERSHIPS

In April 2022, Nutrabolt launched our official partnership with Plastic Bank as part of the company’s ongoing commitment to serve our people, communities, and our planet.

Nutrabolt is committed to become a Plastic Neutral Company, certified by Plastic Bank. Through this collaboration, Nutrabolt will offset all plastic used in the production and packaging of our products in 2021, as well as buy Social Plastic® Collection Credits to nullify Nutrabolt’s plastic footprint since our start in 2002.

Nutrabolt’s partnership with Plastic Bank will provide support for the collection of ocean-bound plastic waste and bolster communities with the economic resources needed to thrive. To achieve our goal of plastic neutrality, Nutrabolt’s Plastic Bank partnership supports the collection of 1,255 metric tons of ocean-bound plastic in 2022 – equal to nearly

63 million plastic bottles! Ocean-bound plastic is collected in targeted locations around the world with significant plastic waste, and then transformed into reusable plastic material for new products.

**NUTRABOLT’S PLASTIC BANK PARTNERSHIP SUPPORTS THE COLLECTION OF 1,255 METRIC TONS OF OCEAN-BOUND PLASTIC IN 2022.**

Nutrabolt is proud to continue to deliver on our longstanding mantra to grow and give back by working with Plastic Bank. It’s one of many steps in our sustainability strategy and commitment to become an environmental steward in the active health and wellness space.

“

I’m excited about our partnership with Plastic Bank, and feel their work directly aligns with our mission. Together, we’re not only working toward a healthier planet for generations to come – but we’re helping to provide a stable source of income for people working to create a better life for themselves, their families, and their neighbors.”

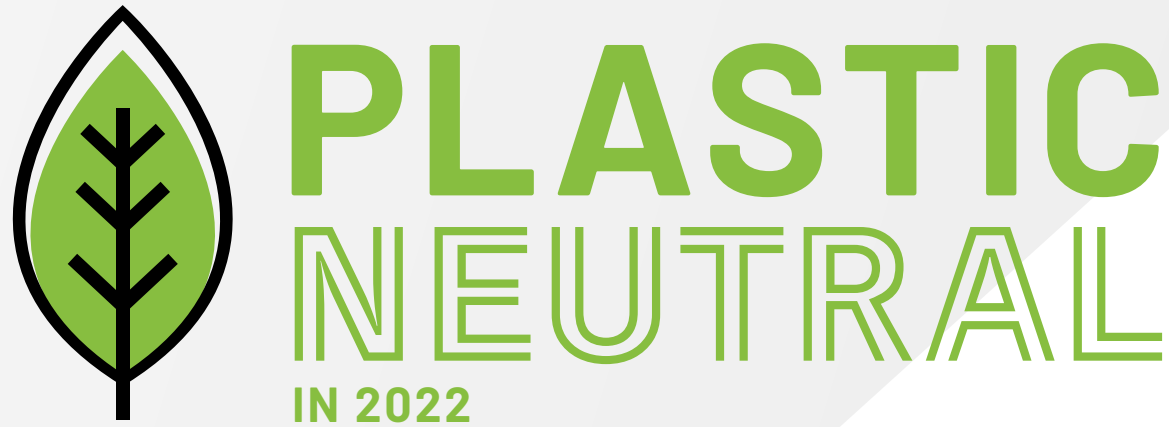


**DOSS CUNNINGHAM**  
Chairman and  
Chief Executive Officer



**PLASTIC BOTTLES PREVENTED FROM ENTERING THE OCEAN**

**OFFSET ALL PLASTIC USE FROM 2021 AND BECOME**





# ENVIRONMENTAL PARTNERSHIPS

In June 2022, Nutrabolt further strengthened our commitment to environmental sustainability by joining the How2Recycle® program.

The initiative aims to reduce consumer confusion around recycling and empower consumers to recycle through labeling that clearly conveys how best to recycle all C4, Cellucor, and XTEND packaging.

How2Recycle® and its standardized labeling system involves a coalition of forward-thinking brands that want their packaging to be recycled and set out to inspire consumers through smart labeling. Together with How2Recycle®, Nutrabolt is working to increase the likelihood for consumers to properly dispose of packaging within our product portfolio. We also hope that by adding the How2Recycle® logo on our packaging, there will be an overall increase in the availability and quality of recycled material in the marketplace.

Nutrabolt’s membership with How2Recycle® is one of many steps in the company’s environmental sustainability strategy and highlights our commitment to becoming an environmental leader in the active health and wellness space.

**NUTRABOLT’S MEMBERSHIP WITH HOW2RECYCLE® IS ONE OF MANY STEPS IN THE COMPANY’S ENVIRONMENTAL SUSTAINABILITY STRATEGY...**

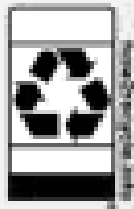
As The Human Performance Company, we understand the impact we can have together with our teammates, consumers, and community partners. And as we continue to strengthen our ESG stewardship, we are excited about the relationships we will build to innovate, inspire, and make products that maximize human potential accessible to all.

“

Our consumers care about what we’re doing for the environment, and Nutrabolt is proud of our membership with How2Recycle® to continue our work to leave the planet better than we found it. It’s our responsibility to innovate, and align with organizations dedicated to empowering a responsible, thoughtful consumer.”



**JOHN HERMAN**  
President,  
Sales and Marketing



**How2Recycle®**



# ENDNOTES

<sup>1</sup> This report, published August 22, 2022, speaks as of the date it is published. All information, data, opinions and activities contained in this report are subject to change without notice. The contents of this report were developed based on feedback from our internal and external stakeholders and metrics used by corporate responsibility and sustainability rating providers. The metrics and quantitative data contained in this report are not based on generally accepted accounting principles and have not been audited. Neither the Woodbolt Distribution, LLC (d/b/a Nutrabolt, the "Company") nor any of our affiliates assume any responsibility or obligation to update or revise any such information, data, opinions or activities, without regard to whether any of these are affected by the results of new information, future events or otherwise. This report does not, and is not intended to, create any relationship, rights or obligations, legal or otherwise, and you should not rely upon this report to do so.

The inclusion of information and data in this report is not an indication that such information or data or the subject matter of such information or data is material to the Company for purposes of applicable securities laws or otherwise. The principles used to determine

whether to include information or data in this report do not correspond to the principles of materiality contained in the federal securities laws, the concept of materiality used to determine whether disclosures are required to be made in filings with the U.S. Securities and Exchange Commission, or principles applicable to the inclusion of information in financial statements.

Our goals regarding our corporate responsibility and ESG initiatives are aspirations. They are not guarantees or promises that we will meet all or any of our goals. Any statistics and metrics regarding our corporate responsibility and ESG activities are estimates and may be based on assumptions or developing standards.

No part of this report constitutes, or shall be taken to constitute, an offer to sell or the solicitation of an offer to buy any securities of the Company or any other entity. This report is not intended to be relied upon as advice to investors or potential investors and does not take into account the investment objectives, tax considerations, or financial situation or needs of any investor. This report and the information contained in this report are not incorporated by reference into and are not a

part of any offer to sell or solicitation of an offer to buy any securities of the Company pursuant to any offering registered under or any offering exempt from the Securities Act of 1933. All investors should consider such factors in consultation with financial, tax and legal advisors of their choosing when deciding if an investment is appropriate.

We welcome your feedback and questions on the contents of this report, as well as any of our corporate responsibility initiatives. You can reach our ESG team at Nutrabolt by emailing us at [NutrabortESG@nutrabort.com](mailto:NutrabortESG@nutrabort.com).

- <sup>2</sup> Based on active, full-time equivalent teammates as of December 31, 2021.
- <sup>3</sup> Based on active, full-time and part-time teammates as of December 31, 2021.
- <sup>4</sup> Based on a 56% active, full-time Nutrabolt teammate response rate to a March 2022, Great Place to Work<sup>®</sup> survey.
- <sup>5</sup> Based on a 56% active, full-time Nutrabolt teammate response rate to a March 2022, Great Place to Work<sup>®</sup> survey.

- <sup>6</sup> Based on 52-week period ending May 15, 2022, Information Resources, Inc.
- <sup>7</sup> Based on IRI market data, Total U.S. Multi-Outlet + Convenience Channels, last 52 weeks (L52W) ending February 20, 2022.
- <sup>8</sup> Based on IRI Total U.S. Multi-Outlet Data for USD retail sales in custom-defined category of post-workout/amino segment within IRI's syndicated "weight control" category, measured in retail selling/sale price for the 52 weeks ending February 20, 2022.
- <sup>9</sup> STARBURST<sup>™</sup> trademark owned by Mars, Incorporated, or affiliates. Used under license. These flavors are for C4 Energy beverages (i.e., not on all products).
- <sup>10</sup> SKITTLES<sup>™</sup> trademark owned by Mars, Incorporated, or affiliates. Used under license. These flavors are for C4 Energy beverages (i.e., not on all products).
- <sup>11</sup> According to EY's (Ernst & Young) Entrepreneur of the Year program.
- <sup>12</sup> Based on active markets served as of December 31, 2021.



# ENDNOTES

<sup>13</sup> According to a glassdoor rating as of July 1, 2022.

<sup>14</sup> Based on a 56% active, full-time Nutrabolt teammate response rate to a March 2022, Great Place to Work® survey.

<sup>15</sup> Information on this page is based on active, full-time and part-time teammates as of December 31, 2021, unless otherwise noted.

<sup>16</sup> Refers to all other Nutrabolt leaders at the VP level and below.

<sup>17</sup> Refers to all other Nutrabolt leaders at the VP level and below.

<sup>18</sup> Based on Board membership, as of August 1, 2022.

<sup>19</sup> Based on a 56% active, full-time Nutrabolt teammate response rate to a March 2022, Great Place to Work® survey.

<sup>20</sup> Based on a 56% active, full-time Nutrabolt teammate response rate to a March 2022, Great Place to Work® survey.

<sup>21</sup> Based on a 56% active, full-time Nutrabolt teammate response rate to a March 2022, Great Place to Work® survey.

<sup>22</sup> Benefits outlined are U.S. examples. International benefits may vary by country to comply with country requirements. Where appropriate, Nutrabolt does our best to match benefits.

<sup>23</sup> Based on a 56% active, full-time Nutrabolt teammate response rate to a March 2022, Great Place to Work® survey.

<sup>24</sup> Source: Euromonitor International Limited; based on value sales for pre-workout products in 2021 through all retail channels. Pre-workout products are defined as products positioned on pack as “pre-workout.”

<sup>25</sup> Based on IRI Total U.S. Multi-Outlet + Convenience Data in USD retail sales for the energy drink category of brands with retail sales in excess of \$100 million in the 52 weeks ending February 20, 2022.

<sup>26</sup> Based on IRI Market Data, Pre-Workout and Post-Workout categories respectively, Total U.S. Multi-Outlet Channels, 52 weeks ending February 20, 2022.

# QUESTIONS?

We welcome your feedback and questions on the contents of this report, as well as any of our corporate responsibility initiatives.

You can reach our ESG team at Nutrabolt by emailing us at **[NutrabortESG@nutrabort.com](mailto:NutrabortESG@nutrabort.com)**.



# WANT TO KNOW MORE ABOUT US?

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