

Helen
of Troy

Environmental, Social, and Governance Report

Fiscal Year 2022



Honeywell

PÜR

BRAUN



HOT TOOLS

drybar

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About this Report

Welcome to Helen of Troy's annual Environmental, Social, and Governance (ESG) Report (this "Report"), summarizing our ESG approach and performance. We share and recognize our key stakeholders' interest in understanding our ESG impacts and contributions.



As part of our broad ESG efforts across Helen of Troy Limited and its subsidiaries (the “Company”, “our Company”, “Helen of Troy”, “we”, “us”, or “our”), we are committed to providing certain ESG information with the following reporting elements:

Reporting Elements	Details
Period	Fiscal year (“fiscal”) 2022: March 1, 2021 to February 28, 2022 All data is reflected as fiscal, unless otherwise indicated
Frequency	Annually, following the end of each fiscal. Relevant updates are available in the ESG section on our website: www.helenof Troy.com/esg (“Website”)
Report approval	Our Board of Directors’ (“Board”) Corporate Governance Committee, and our CEO approved this Report
Reporting standards and principles	<p>This Report refers to the following ESG standards, including their reporting principles:</p> <ul style="list-style-type: none"> • International Sustainability Standards: <ul style="list-style-type: none"> - Sustainability Accounting Standards Board (“SASB”) standards: <ul style="list-style-type: none"> o Appliance Manufacturing Standard 2018 o Household & Personal Products Standard 2018 - International Integrated Reporting Framework (“IIRF”) • Global Reporting Initiative (“GRI”): This Report has been prepared in accordance with the GRI Standards: Core option • Carbon Disclosure Project (“CDP”) • Task Force on Climate-related Financial Disclosures (“TCFD”) <p>The relevant data tables and details are on pages 35–42.</p>
Assurance	Grant Thornton LLP completed limited assurance review procedures on the Company’s carbon emissions data and disclosures for Scope 1 and Scope 2. Refer to page 49 for additional details.
Complementary disclosures	<p>This Report forms part of our overall ESG disclosures. We highly encourage that it be read in conjunction with the following other publicly available information:</p> <ul style="list-style-type: none"> • Our fiscal 2022 Annual Report on Form 10-K (“Annual Report”) • Our Proxy Statement scheduled to be filed at the end of June 2022 (“Proxy Statement”) • Our Website <p>This Report is not, and should not be considered, incorporated or otherwise part of any of Helen of Troy’s filings or reports with the United States Securities and Exchange Commission (“US SEC”).</p>
Feedback and Questions	For feedback and questions related to our ESG disclosures and performance, please contact: ESG@helenof Troy.com

Forward-looking statement is on page 50.



About Helen of Troy

Helen of Troy Limited (NASDAQ: HELE) is a leading global consumer products company offering creative products and solutions for its customers through a diversified portfolio of well-recognized and widely-trusted brands. We incorporated as Helen of Troy Corporation in Texas in 1968 and were reorganized as Helen of Troy Limited in Bermuda in 1994. We have built leading market positions through new product innovation, product quality, and competitive pricing. We go to market under a number of brands, some of which are licensed. Our Leadership Brands are brands which have number-one or number-two positions in their respective categories and include OXO®, Hydro Flask®, Osprey®, Vicks®, Braun®, Honeywell®, PUR®, Hot Tools®, and Drybar® brands.



Segment Information

In the fourth quarter of fiscal 2022, we changed the names of two of our segments to align with the growth in certain product offerings and brands within our portfolio. Our previously named “Housewares” segment was changed to “Home & Outdoor,” and our previously named “Health & Home” segment was changed to “Health & Wellness.” There were no changes to the products or brands included within the segments as part of these name changes.

We currently operate in the following three business segments, which are included in our financial statements:

- Home & Outdoor
- Health & Wellness
- Beauty

We recognize that a thriving society and environment are key to the long-term success of any business. We are, therefore, committed to not only responding to the evolving needs of our key stakeholder groups, but also to strategically addressing our environmental and social impacts. We live our principles and embed them into how we operate our businesses and organization. It is our aim that through this work we continually earn the engagement, loyalty, and pride of our consumers, associates, customers, shareholders, and the communities in which we live and operate.

We are proudly powered by our exceptional people, who feel and act like passionate owners. Every day, their experience and skills build superb businesses and create best-in-class capabilities in every corner of our Company. Our effectiveness is multiplied by the power of our diversity and inclusiveness. We cultivate careers and celebrate our shared success as we strive to create long-term sustainable value together.

Additional information on our Company, business model, strategy, governance, and financial performance can be found in our most recent Annual Report and Proxy Statement.



Home & Outdoor

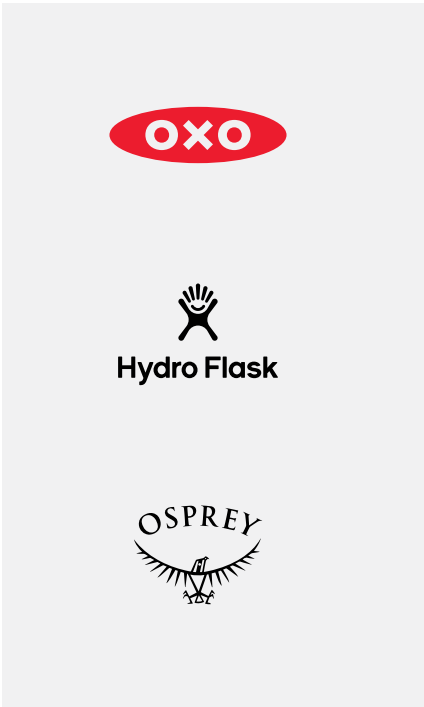


Health & Wellness



Beauty

Our Leadership Brands



Home & Outdoor

(Formerly named Housewares)
Provides a broad range of innovative consumer products for home activities such as food preparation, cooking, cleaning, and organization; as well as products for outdoor and on-the-go activities such as hydration, food storage, backpacks, and travel gear. This segment sells primarily to retailers as well as through our direct-to-consumer channel.

Health & Wellness

(Formerly named Health & Home)
Provides health and wellness products including healthcare devices, thermometers, water and air filtration systems, humidifiers, and fans. Sales for the segment are primarily to retailers and distributors, along with some direct-to-consumer channel sales.

Beauty

Provides mass and prestige market beauty appliances including hair styling appliances, grooming tools, decorative hair accessories, and prestige market liquid-based hair and personal care products. This segment sells primarily to retailers, beauty supply wholesalers, and through our direct-to-consumer channel.

CEO Statement

To our Stakeholders,

We continued our ESG journey in fiscal 2022, setting our strategy and targets, and began to execute more broadly across our business and organization. We are encouraged by the feedback we received from our stakeholders and proud of our progress over the last year. In this, our second annual ESG Report, we look forward to sharing that progress as we put words into action through additional concrete and tangible steps, including the announcement of our climate change targets approved by the Science Based Targets initiative, and our plastic packaging targets as part of our participation in the New Plastics Economy. We also continued our climate change assessment aligned with the TCFD.

ESG is a strategic priority for our business, contributing to our current and long-term success. With ESG fundamentally intertwined into so many aspects of our business, organization, and purpose, we deepened its integration into our broader Phase II transformation strategy that drives all we do at Helen of Troy. This approach best reflects our purpose as a Company, which is to *Elevate Lives and Soar Together*.

With Diversity, Equity & Inclusion (“DE&I”) tied to the social aspects of ESG, this report also updates you on progress on our DE&I initiatives. Throughout Phase II of our transformation, our focus has been to attract, retain, include, unify, and train the best talent. This includes adding more diversity of thought, experience, gender, and ethnic background. We continue to make meaningful progress in this area and are proud to announce that, as of May 2022, 50% of our named executive officers (“NEOs”) are female and 50% of our Global Leadership Team are now comprised of women and ethnically diverse leaders. Looking at our Board of Directors, women represent 40% of the Board, up from 25% last year, with 20% of our Board from ethnically diverse backgrounds. In addition to progress on diversity, this Report details many other key datapoints in each major area of our business, including our brands, operations, progress on diversity, and community giving efforts.

Over the last twelve months, we formalized our ESG strategy, building on our work from the last few years. Our strategy is rooted in serving the needs of our key stakeholders, which include shareholders who trust us with their assets, customers who support our business, consumers who believe in and trust all that our brands and Company stand for, talented worldwide associates who seek us out as their employer of choice, and the communities in which we are proud to live and work. With broader ESG trends having a general impact on our businesses, we have chosen climate change and DE&I as two of our primary areas of focus. We have allocated relevant management resources to address both areas. Progress is assessed by me personally, as well as our full Board quarterly. With our Board’s support and our cross-functional ESG Task Force (“ESG Task Force”), we are currently in the process of implementing our multi-year objectives, goals, strategies, and measures for ESG. In this Report, we share our work with our key stakeholders, and discuss how we continued to navigate the challenges and impacts of the previous year.

With the importance and impact of ESG across stakeholder groups, our ESG strategy raises ESG implementation to the Company level as a shared service within our organization. This is designed to help ensure all aspects are coordinated across Helen of Troy, while also allowing each business unit, department, brand, and region to execute the agreed plans. We are pleased to see support of this approach not only from our associates around the world, but also from our other key stakeholders.



“We believe that staying in touch and deeply connecting both internally and externally with our key stakeholders is a key source of competitive advantage for Helen of Troy.”



With this being our second year disclosing our ESG performance, I am encouraged to see where we have made and can make improvements, not only in our ESG performance data, but also in the depth and breadth of initiatives we are implementing throughout the Company. I am proud that our Helen of Troy team is embodying our core cultural value of ingenuity, continuously driving improvements in every corner of the Company.

When it comes to our brands, we also made considerable progress over the past year. Examples include migrating packaging materials on some items and utilizing more recycled or recyclable plastics. Major brand-level environmental initiatives such as OXO's participation in *1% For The Planet* supporting environmental causes, or *Hydro Flask's Refill For Good* reducing dependence on single-use water bottles, are making a difference. So are equity programs like *Hydro Flask's Parks For All* initiative to make access to parks more equitable for people of all backgrounds. Whether through its brands or on the corporate level, Helen of Troy has made financial contributions to causes related to ESG, including DE&I. We also proudly sponsor and support local initiatives in the communities in which we live and work, including a sponsorship in fiscal 2022 for the new Children's Museum in our U.S. headquarters city of El Paso, Texas.

Over the past year, we have increased focus on ESG as part of our acquisition criteria when considering new brands and businesses. The Osprey business we acquired is broadly respected in the outdoor industry for its leadership in ESG, including the materials used in its products, the processes used to manufacture them, and to the Almighty Guarantee that helps repair them rather than have them disposed of prematurely.

We believe that staying in touch and deeply connecting both internally and externally with our key stakeholders is a key source of competitive advantage for Helen of Troy. So much so that it is also one of our core cultural values. In keeping with our commitment to ESG, we believe that a strong and transparent ESG plan will provide long-term benefits and continuous improvement. We also simply believe these initiatives are the right thing to do.

On behalf of Helen of Troy, I would like to thank you for your continued interest in and support of our Company and our ESG journey.

Sincerely,

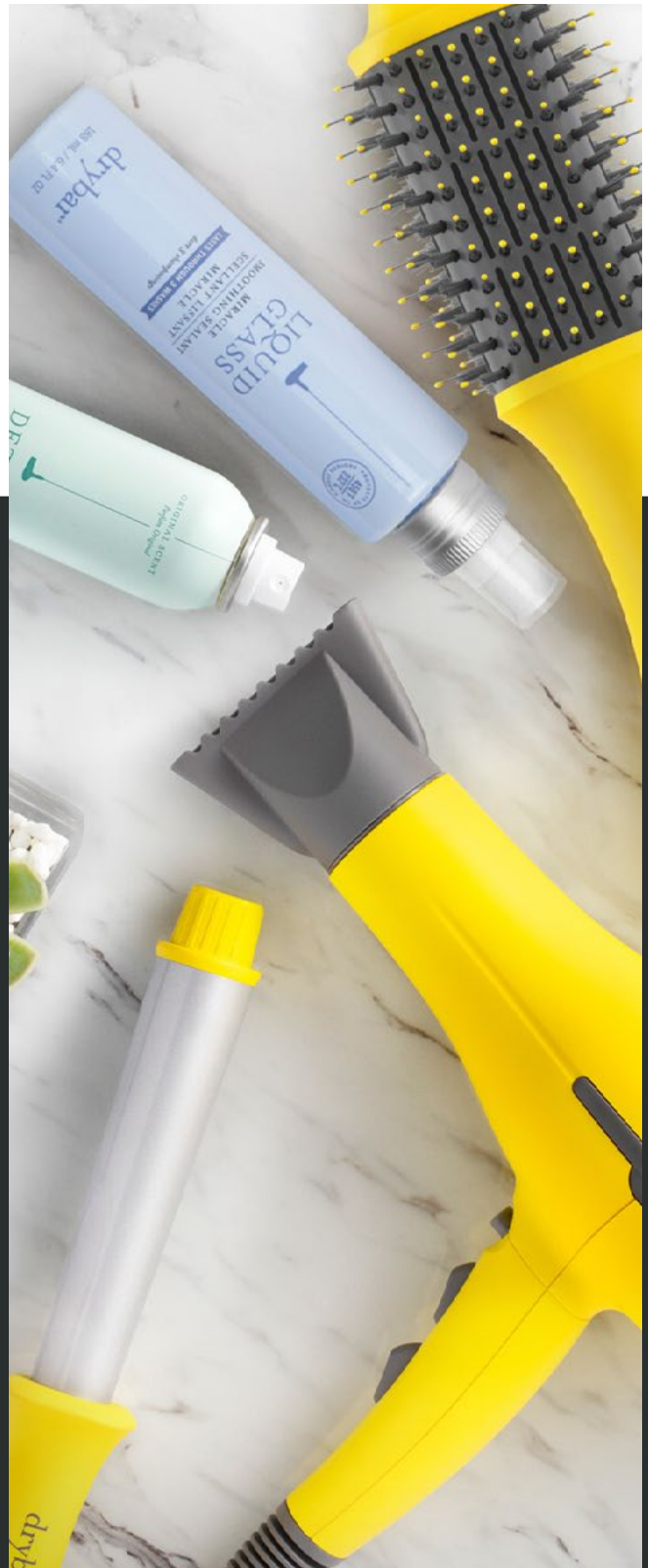
A handwritten signature in black ink, appearing to read "Julien R. Mininberg".

Julien R Mininberg
Chief Executive Officer

ESG Foundations

ESG at Helen of Troy

In fiscal 2019, we began developing our ESG strategy by implementing a cross-functional, company-wide ESG Task Force to accelerate and bring focus to the many grassroots efforts that have been underway at Helen of Troy for years. In fiscal 2020, we formalized our ESG efforts by expanding Board oversight through the Corporate Governance Committee. During fiscal 2021, we added a Senior Director, Global ESG, who leads ESG across Helen of Troy and oversees the ESG Task Force. Together, the Senior Director, Global ESG and ESG Task Force identified the Company's key ESG topics and began implementing a consolidated approach to address actual, emerging, and potential risks.





ESG Governance

Our Board of Directors, through the Corporate Governance Committee, oversees ESG-related matters, including those related to climate change, DE&I, and human rights. Our ESG Task Force, whose members include representatives from our business segments and global shared services, in conjunction with our Senior Director, Global ESG, leads the development and implementation of our strategic ESG plan. Our Senior Director, Global ESG, who

reports to the Chief Legal Officer, reports regularly to the Board on these matters with ESG as a standing agenda item at scheduled quarterly Board meetings, and works directly with the Board's Corporate Governance Committee.

Additional information on Board composition is available in our Proxy Statement and on our Website.

Ethical Standards and Fair Operating Practices

In addition to our expectation that our Company, associates, suppliers, and partners globally comply with relevant and applicable legal and professional requirements and regulations, our *Code of Conduct* ("Code") sets forth our ethical expectations towards all those who conduct business on behalf of Helen of Troy. Our Code is available in multiple languages including English, Spanish, and Chinese, and was developed through a collaborative effort by different departments and approved by our CEO. Our Code pertains to all Helen of Troy suppliers, associates, executive officers, and Board members, regardless of seniority or location. By setting forth the standards we are expected to uphold, with training mandated and digital acknowledgment required from our associates, our Code serves as a pledge we make to our stakeholders, and each other. We are committed to act with integrity—not only because it contributes to our success, but also because it is the right way to achieve success.

We also published additional guidelines related to expected ethical behaviors, including our *ESG Guiding Principles* and our *Supplier Code of Conduct*, which both specify our commitment and policy on human rights, occupational health and safety, and environmental responsibility and protection.

We believe that our people should be able to raise concerns when the need arises. Regardless of how they choose to raise a question or concern, whether through our Helen of Troy Hotline or other avenues, we take all reports seriously, handle them confidentially, and without retaliation for raising an issue in good faith. These communication options are proactively communicated to associates, with structures in place to process these reports, including oversight from the Audit Committee for both the Code and reporting processes in place.



ESG Risk and Opportunities

As we manage our business and organization for the long-term, our management is responsible for the ongoing assessment and management of the risks we face. The Board oversees management's policies and procedures in addressing these and other risks. Additionally, each of the Board's four committees (Audit Committee, Compensation Committee, Nominating Committee, and Corporate Governance Committee) monitor and report to the Board on those risks that fall within the scope of such committee's area of oversight responsibility. For example, the full Board directly oversees strategic risks, while the Corporate Governance Committee directly oversees risk management regarding corporate governance and specific ESG-related risks, including climate change, DE&I, human rights, and environmental and natural capital management.

The Chief Financial Officer and the Chief Legal Officer are organizationally independent from the business lines, and jointly responsible for the coordination of risk management at the operational level. Risk discussions are periodically scheduled for specific committees' meetings, with reporting from the associated risk owners in the Company. These discussions include risk identification, management, and mitigation strategies, with Board members having the opportunity to seek clarification and provide feedback.

On ESG matters, we recognize the importance of environmental and social factors on our business, including the risks that climate change poses to our operations and the importance of DE&I to our stated strategic goal to attract, retain, unify, include, and train the best people. As such, the leaders of our ESG and DE&I efforts work closely together in the planning and execution of these programs.

Our operations are subject to national, state, local, and provincial jurisdictions' environmental, health and safety laws and regulations and industry-specific product certifications. Many of the products we sell are subject to product safety laws and regulations in various jurisdictions. These laws and regulations specify the maximum allowable levels of certain materials that may be contained in our products, provide statutory prohibitions against misbranded and adulterated products, establish ingredients and manufacturing procedures for certain products, specify product safety testing requirements, and set product identification, labeling, and claim requirements.

During fiscal 2022, we were in discussions with the EPA regarding the compliance of packaging claims on certain of our products in the air and water filtration categories and a limited subset of humidifier products within the Health & Wellness segment that are sold in the U.S. The EPA did not raise any product quality, safety, or performance issues.

As a result of these packaging compliance discussions, we voluntarily implemented a temporary stop shipment action across this line of products in the U.S. as we worked with the EPA towards an expedient resolution. The EPA approved modest changes to our labeling claims on packaging of the air and water filtration impacted products, which we implemented, and subsequently resumed shipping during fiscal 2022. Additionally, as a result of continuing dialogue with the EPA, we are executing further repackaging and relabeling plans on certain additional humidifier products and certain additional air filtration products. More information can be found in our Annual Report and our reports made from time to time with the US SEC.

An emerging trend with governmental and non-governmental organizations, consumers, shareholders, retail customers, communities, and other stakeholders is increased focus and expectations on ESG matters. These trends have led to, among other things, increased public and private social accountability reporting requirements relating to labor practices, climate change, human trafficking, and other ESG matters and greater demands on our packaging and products. In our product space, some requirements have already been mandated and we believe others may become required in the future. Examples of current requirements include conflict minerals content reporting, customer

reporting of foreign fair labor practices in connection with our supply chain vendors, and evaluating the risks of human trafficking and slavery.

We believe that we are in material compliance with these laws, regulations, and other reporting requirements. Due to the nature of our operations and the frequently changing nature of compliance and social reporting standards and technology, we cannot predict with any certainty what future material capital or operating expenditures, if any, will be required in order to comply with applicable laws, regulations and other reporting mandates. Further, any failure to achieve our ESG goals or a perception of our failure to act responsibly or to effectively respond to new, or changes in, legal or regulatory requirements relating to ESG concerns could adversely affect our business, financial condition, results of operations, and reputation.

Through the work of our Senior Director, Global ESG, and ESG Task Force, it is our objective to not only manage these risks, but also seize any identified opportunities to help ensure the Company's long-term success.



Stakeholder Engagement

We seek to attain to the highest level of corporate engagement on behalf of our stakeholders, including our associates, customers, consumers, communities, and shareholders. We identified these stakeholders as critical to the successful delivery of our business strategy. Table 1 summarizes how we engage each stakeholder group and the type and frequency of engagements.



Table 1. Summary of Stakeholder Engagement Activity

Stakeholder Group	Purpose	Type and Frequency of Engagement*
Associates: our employees	Elevate our culture and management capability to attract, retain, unify, include, and train the best people for rewarding long-term careers	<ul style="list-style-type: none"> • Regular associate engagement survey • Ongoing activities throughout the year include: formal training through Helen of Troy Academy, informal on-the-job training, annual performance assessments, town hall meetings conducted by our CEO and various members of our Global Leadership Team (GLT), listening sessions, lunch and learns, conferences, holiday parties/celebrations
Customers: our retail partners	Provide Leadership Brands that deliver sustained and profitable growth	<ul style="list-style-type: none"> • Ongoing and yearly meetings with retail customers, wholesalers, and distributors at multiple levels, including buyers and senior management • Ongoing outreach and reviews on licensor brand goals
Consumers: our product end-users	Elevate lives every day with high-quality solutions from trusted, compelling brands	<ul style="list-style-type: none"> • Ongoing monitoring of sales, ratings and reviews, formal interaction through our after-sale service lines (phone, email, websites) around the world, social listening • Pre-market and after-market product testing • Relevant consumer market research surveys: attitude and usage; qualitative; sustainability preferences; package research
Communities: our local communities where we live and operate	Ensure mutually beneficial and supportive relationships in the communities where we live and operate	<ul style="list-style-type: none"> • Ongoing throughout the year: employee recruiting, volunteering through multiple charitable leave days, product donations, financial support, and strategic partnerships
Shareholders: our owners and investors	Strive to deliver superior long-term performance	<ul style="list-style-type: none"> • Ongoing throughout the year: quarterly earnings conference calls, individual and group meetings, investor conferences, non-deal roadshows • Occasional: Investor Days to introduce or update on long-term strategic planning and progress

*Note: these engagements happen throughout the fiscal, unless otherwise indicated.

In general, the key ESG topics raised by our stakeholders deal with the need to strengthen our overall ESG practices, including our DE&I efforts, with the roll-out of both strategies. In ESG, this included improvements on sustainability initiatives in relation to our products and packaging, as well as the mitigation and adaptation of climate change impacts to our businesses. In DE&I, this included further progress on diversity in our organization and ensuring that our associates can continue to thrive in an inclusive work environment.

ESG Priority Assessment

Building on the earlier grassroots efforts and initial work to formalize a consolidated ESG approach in the past few years, we completed our formal ESG prioritization process in fiscal 2022. This assessment, which is the basis of our ESG strategy and topics covered in this ESG Report, included several internal and external interviews¹ to identify and prioritize ESG topics, considering both the needs of the business and of our key stakeholders. Table 2 highlights the key topics identified in our priority assessment. We intend to update this assessment on a regular basis, as needed and when appropriate.

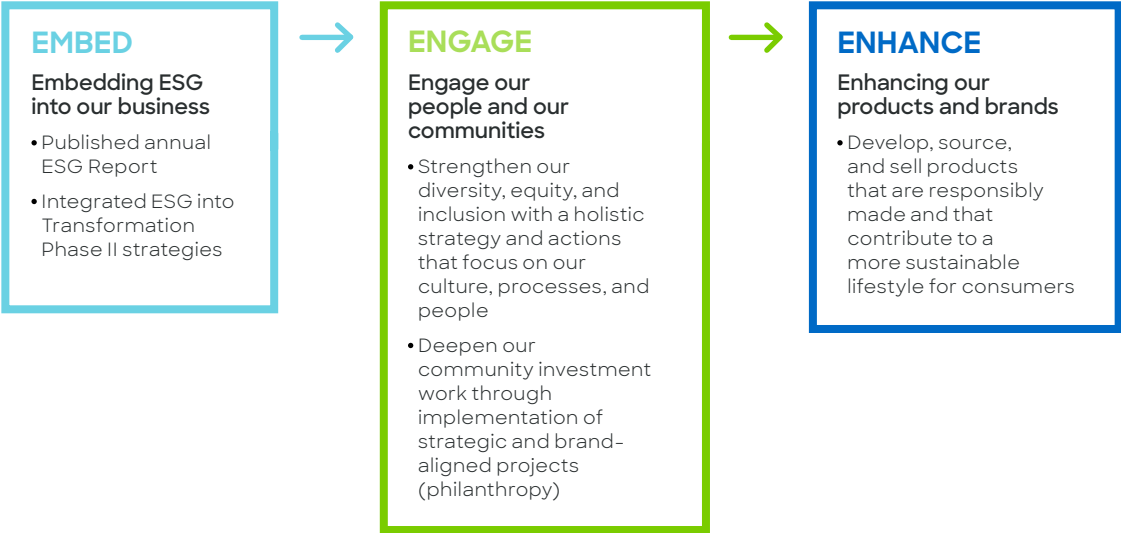
Table 2. ESG Prioritization Table

ESG Priority Topics*	Where do the impacts primarily occur?		
	Design/Operations	Supply Chain	Consumers
Climate Risk & Resilience	✓	✓	✓
Data Security	✓	✓	✓
DE&I	✓	✓	✓
Chemical Management	✓	✓	✓
Packaging	✓	✓	✓
Product Impacts	✓		✓
Product Quality & Safety	✓	✓	✓
Responsible Sourcing of Raw Materials	✓	✓	
Supplier Engagement		✓	
Talent Recruitment & Retention	✓		

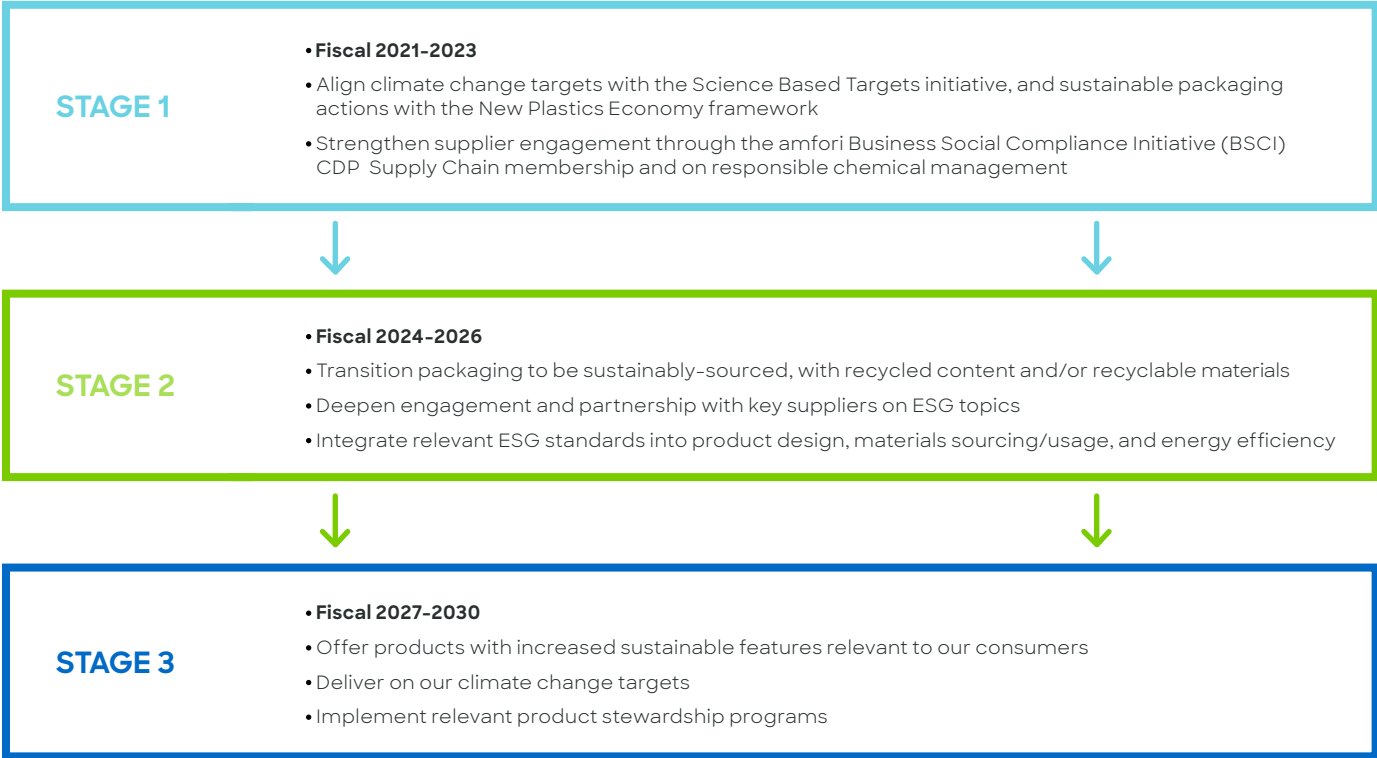
*in alphabetical order

ESG Strategy

In fiscal 2022, we completed the development of our ESG strategy that outlines our work in three areas: (1) embedding ESG into the business, (2) engaging our people and communities, and (3) enhancing our products and services:



Recognizing the challenges and opportunities that come with implementing our ESG strategy, we developed a three-stage plan with the objective of delivering on our overarching ESG goals by 2030:



In fiscal 2023, we intend to cascade this strategy in all relevant areas of the Company and implement management approaches which we believe will help us reach these goals and respond to inquiries from stakeholders on key ESG topics. We plan to provide updates in the future through our Website, as our implementation progresses.



Financial Performance

Our Approach

In fiscal 2015, we launched a five-year transformational strategy designed to improve the performance of our business segments and strengthen our shared service capabilities. Fiscal 2019 marked the completion of Phase I of our transformation strategy, which delivered performance across a wide range of measures. We improved organic sales growth by focusing on our Leadership Brands, made strategic acquisitions, became a more efficient operating company with strong global shared services, upgraded our organization and culture, improved inventory turns and return on invested capital, and returned capital to shareholders.

Fiscal 2020 began Phase II of our transformation, which was designed to drive the next five years of progress. The long-term objectives of Phase II include improved organic sales growth, continued margin expansion, and strategic and effective capital deployment. Phase II includes continued investment in our Leadership Brands, with a focus on growing them through consumer-centric innovation, expanding them more aggressively outside the United States, and adding new brands through acquisition. We are building further shared service capability and operating efficiency, as well as attracting, retaining, unifying, and training the best people. Additionally, we are continuing to enhance and consolidate our ESG efforts and accelerate programs related to DE&I to support our Phase II transformation.

Our Phase II Transformation Strategy



Fiscal 2022 was another very successful year for the Company and another year of strong results despite the global pandemic, supply chain disruption, inflation, and the EPA matter. We believe our performance so far in Phase II illustrates the strength of our strategic choices, the power of our diversified portfolio, the return on investments in our Leadership Brands and shared services, and the winning culture and organization we have built.

Additional information regarding our financial performance is included in our Annual Report and in our Proxy Statement.

Data highlights

208.56

million units of production²

119

key supplier manufacturers, all outsourced³

41.54%

revenue from products that contribute to environmental and social issues⁴

95.93%

of eligible products (by revenue) certified to ENERGY STAR⁵

Did You Know?

Our Company’s purpose of “Elevating Lives, Soaring Together” is embodied not only in the way we seek out and build world-class brands, but also in the delivery of outstanding products that elevate lives everywhere, every day:

- Our Health & Wellness products contribute to basic sanitation, hygiene, and health. Several of our products such as thermometers, blood pressure monitors, nasal aspirators, humidifiers, vaporizers, air purifiers, and water filters, are intended to help diagnose or manage the symptoms of various illnesses, such as colds and flu, as well as other conditions.
- Comprised of Hydro Flask, OXO, and newly-acquired Osprey brand, our Home & Outdoor segment makes products that elevate consumers’ every day, active lives. Hydro Flask’s innovative bottles, drinkware, and food products help reduce single-use plastics usage, while OXO products like GreenSavers and Compost Bins help reduce food waste. Osprey aims to use high quality materials with lower environmental impact, including bluesign®-approved and recycled materials. Our recent acquisition of Osprey demonstrates our intention to acquire brands that are expected to be financially accretive but also closely align and further contribute to our ESG goals.
- Making everyone look and feel more beautiful is our Beauty segment’s purpose. Bringing unique professional and retail beauty appliances under the Drybar, HOT TOOLS, and Revlon brands to consumers is how we aim to deliver on this purpose. In fiscal 2022, our Beauty segment announced scholarships for minorities majoring in cosmetology, and contributions to support the LGBTQ+⁶ suicide prevention efforts of The Trevor Project.





Environmental Performance

Our Approach

We aim to minimize our impact on the environment, and in general, intend to manage our environmental impacts where possible and as appropriate. Our ESG principles outline our overall commitment and policies related to environmental protection and responsibility.

With climate change and its impacts as urgent global challenges, we aim to play our part with our ESG commitments including the mitigation of climate and water risks, reduction of hazardous and non-hazardous waste, increase of product and supply chain energy efficiency, decrease of energy usage from non-renewable sources, the design of products with Design for Environment principles in mind, reduction of the lifecycle impact of packaging, and improvement of efficient fleet fuel usage.

We are implementing a system to minimize negative impacts of our practices on the environment, both in our direct operations and with our suppliers. With more than 90% of the energy, water, and waste related to our products occurring through our suppliers and in our products, our environmental efforts are especially focused on working with our suppliers and during the design and development phase. We strive to collaborate with our suppliers to reduce excessive packaging and to use recycled/recyclable and low-impact materials and to become as resource efficient as possible. For fiscal 2022, we continued to implement several initiatives related to increasing recyclability and reducing single-use plastic in our packaging. These efforts are aligned with our participation in the New Plastics Economy of the Ellen MacArthur Foundation, a cross-sectoral and international effort to address plastic waste and pollution. In addition, where relevant⁷, we intend to implement the How2Recycle label on our packaging. This label is a standardized labeling system that communicates recycling actions to consumers. We also continue to work with several key suppliers to improve their energy and carbon efficiency during the manufacturing process.

We aim to design products that are intended to be energy and resource efficient, align with standards such as Energy Star if applicable, and where possible, use environmentally friendly or less harmful materials. Within our own facilities, we intend to implement sustainable design and operating practices where relevant and applicable. For example, for our new distribution facility in Gallaway, Tennessee that we expect to be operational by the end of fiscal 2023, we aim to achieve certification to the Building Design and Construction for Warehouse and Distribution Centers category of the Leadership in Energy and Environmental Design (“LEED”) standard, one of the world’s widely used green building standards. In fiscal 2021 and 2022, our distribution centers initiated the use of automated packaging machines which not only increased productivity and efficiency, but also decreased packaging material usage by around 70,000 lbs since implementation. At our offices, we updated our corporate lights to LED and achieved energy savings of around 196,700 kwh in 2021, while newly-acquired Osprey installed a 32.8 kWp rooftop solar system on their Vietnam office. We continued to implement relevant waste management programs in our operations, including recycling around 184,500 metric tons of metal, paper fiber, electronics, and other miscellaneous waste in our distribution centers. We participated in several waste recycling efforts, including those legally mandated in Canada, the United Kingdom, and the EU, and are assessing a potential expansion of our recycling efforts outside these regulated markets.

To strengthen our support of climate action, we became a signatory of We Mean Business, a coalition of organizations and businesses with a goal of catalyzing business action to accelerate the transition to a zero-carbon economy. With our participation in this coalition, we intend to: (1) report climate change data and measures to the CDP aligned with the guidelines of the TCFD (refer to page 37 for details), (2) implement a responsible climate policy, and (3) develop targets which were approved in October 2021 by the Science Based Targets (“SBT”) initiative⁸. This work is ongoing, and we intend to share our progress in future reports. In fiscal 2021, we continued to earn recognition as a ‘Gigaton Guru’ from key customer, Walmart, as part of their Project Gigaton, which focuses on engaging their suppliers in climate action.



Climate Change Emissions Data

214,449

metric tons CO₂e or total greenhouse gas (GHG) emissions

4,000

metric tons Scope 1⁹

6,051

6,051 metric tons Scope 2¹⁰

204,398

metric tons Scope 3¹¹

Energy Consumption Data

1,122.57

thousand GJ total energy consumed:
12% within company; 88% outside of company

279,815.53

MWhs total electricity consumed:
12% within company; 88% outside of company

1,980.59

Energy productivity (revenue per GJ)

7,945.79

electricity productivity (revenue per MWhs)

Water Consumption Data

369,740

thousand gallons total water withdrawn:
11% within company; 89% outside of company
8% of water withdrawn from High or Extremely High Baseline Water Stress Areas¹²

1,589

Water productivity
(revenue per cubic meter of water withdrawal)

Waste Produced and Diverted

15,734

metric tons non-hazardous waste:
8% within company;
92% outside of company
21.83% diverted and recycled
78.17% landfilled

2,553

metric tons solid hazardous waste¹³

Only outside company data is available

155,720

Waste productivity
(revenue per metric ton of non-recycled waste)

Refer to pages 43–45 for data assumptions and methodologies.

Did You Know?

Our business segments continued to work on addressing key environmental aspects specific to their products and packaging:

- Our Beauty segment implemented several initiatives including designing some of its hair dryers, such as its best-selling Volumizers, to use approximately 40% less energy against the industry average¹⁴; utilizing less amount of plastic in its products, while still meeting safety and quality requirements¹⁵, and using 30% recycled plastic in some of its packaging components¹⁶.
- Our Home & Outdoor segment launched its OXO Outdoor Campgrounds French Press product featuring a carafe made from 50% certified recycled content¹⁷, as part of a partnership with global materials supplier, Eastman. Hydro Flask replaced its woven polypropylene bags used in packing with recyclable cardboard material and began adding the How2Recycle label on the majority of its product packaging. Osprey continued using recycled and/or and Forest Stewardship Council (FSC)-certified paper and packaging, polybags from 100% recycled and recyclable content, and became a full bluesign® system partner.
- Our Health & Wellness segment aligned 95.93% of eligible products to Energy Star 2.0, and began replacing the window box, plastic clamshell, and blister packaging, instead using smaller-sized, universal closed boxes, and reducing single-use plastic packaging.





Social Performance

Associates

Our Approach

We are highly focused on our associates and believe that a great organization is powered by outstanding people. Our people feel and act like passionate owners. Their passion for excellence and winning is contagious. We invest in developing our people and cultivating rewarding careers. Together, we achieve what none of us can do alone.

We believe that an inclusive and diverse workforce is essential to the long-term success of our business and to the growth, and the well-being, of our associates. We celebrate the diversity of our people and value the unique perspectives they bring to the Company. We are committed to cultivating an inclusive culture where our associates can thrive. Our ESG Guiding Principles, available on our Website, outline our positions on labor and human rights, diversity and equal opportunity, non-discrimination, freedom of association and collective bargaining, no child labor, and no forced or compulsory labor.

Resources provided to enhance associates' total well-being include learning and development opportunities as part of our Helen of Troy Academy ("The Academy"), annual CEO awards that recognize excellence, a two-day charitable leave policy, financial advice programs, occupational health and safety programs, wellness programs, childcare assistance, and product/service discounts, including for fertility, legal, identity protection, and non-life insurance products and services, annual, and long-term incentive plans, and employee stock purchase plan.

Perks and benefits vary by region and office. At the end of fiscal 2022, we announced new benefits such as additional personal/sick days, an increase to parental leave, sabbatical policy implementation and office closures during the December holiday season, which we named as “Associate Appreciation Week”.

Aligning with our belief that our associates act like passionate owners, during special Company milestones such as our 50th Anniversary in fiscal 2019, or reaching \$2 billion in revenue in fiscal 2021, we awarded share grants as an additional reward to associates for their contributions to the Company’s success.

We monitor our culture and associate engagement through several methods, including a recurring culture survey that is reviewed and used to continuously refine our culture and policies. For fiscal 2022, due to the continued challenges and uncertainty posed by COVID-19, we postponed our culture survey to fiscal 2023. Results of our most recent engagement survey in fiscal 2021 indicated that associates felt highly valued, respected, and a high sense of pride working at Helen of Troy. Since the beginning of our culture transformation in 2017, our engagement scores have improved, with an average of an eight-point improvement across the 28 attributes we have been measuring.¹⁸



Table 3. Culture survey results from 2017 to 2020

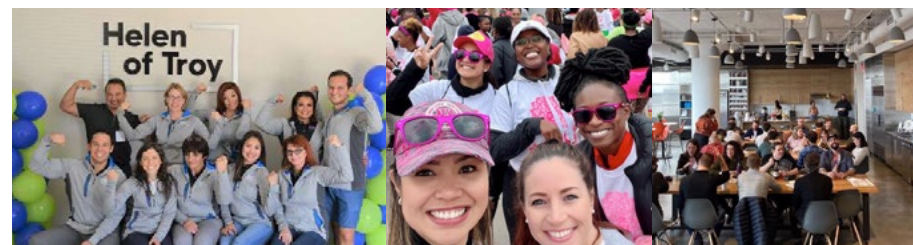
Points out of 100	Total 2020	Total 2018	Total 2017	Change Since 2017
Customer and Quality Focus	83	79	77	6.2
Ethics and Integrity	83	78	75	8.2
Positive Spirit and Vitality	82	78	74	8.4
Performance and Orientation	81	77	75	6.5
Direction/Purpose	80	75	71	9.2
Agility/Innovation/Growth	78	74	70	8.1
Appreciation/Recognition	77	70	66	11.1
Collaboration and Trust	76	71	67	9.4

The Academy provides associates with learning opportunities through in-person workshops, eLearning courses, and virtual micro-learning classes. The Academy’s blended learning solutions are a commitment to supporting associate career goals and skills development and allows our people to build their skill set while interacting with teammates outside of their own department or location and from across the globe with micro-learning workshops offered several times a year and in multiple time zones.

Training content is relevant to the needs of the organization and targets personal effectiveness, communication, meeting effectiveness, coaching and feedback, trust, innovation, and design thinking.

We believe that continuous development and *learning* is essential to empower all associates for growth and future opportunities within the Company, as well as for growing the Company itself. The resources available to all associates through The Academy begin soon after their first day of work, with New Hire Orientation. As part of this initial workshop, associates are introduced to the Company, our culture, our values, our brands, our policies and procedures, their new work environment and role, and to their rights and obligations. Associates are also introduced to our Code and other codes and policies.

Our corporate environment encourages collaborative working and open communication between management and associates. We have a performance evaluation and feedback program utilizing data analytics for all our associates and encourage career planning at all levels of the organization. We have a formal system for identifying and developing top talents within our organization and create development and succession plans for them across key positions in the Company. Our senior leadership team also develops and recommends to our CEO and Board of Directors succession plans for our senior management.



On occupational health and safety, we implement programs, relevant training, and provide safety equipment, including where applicable, assigning a safety officer for each of our work locations. We rolled out several precautionary measures to protect our associates from the spread of COVID-19, which included instituting a temporary work from home policy for the majority of our global associates, the temporary ban of nonbusiness-critical travel, and enhanced safety measures for workers in our offices and distribution centers. We recently announced a flexible, hybrid work approach whereby associates are encouraged to be in the office frequently, but only required to do so based on business needs. We continued to provide information from sources such as the US Centers for Disease Control and Prevention related to COVID-19 and opportunities to obtain the COVID-19 vaccine shots, including offering both cash and paid leave incentives to those who have been fully vaccinated against COVID-19. We also offered well-being programs from our existing employee assistance program to support associates and provided work from home care packages during this challenging period.





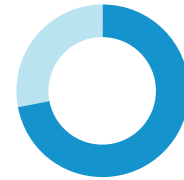
DE&I Efforts

At Helen of Troy, we are on a mission to build a workforce as diverse as our brands, where our differences are valued and embraced. Our culture of continuous improvement and remaining in touch enables us to learn from each other. We are committed to building a culture of belonging where every associate feels included and where they can operate at their best, every day. Through the years we have strengthened our DE&I work by formally recognizing the importance of DE&I in several foundational documents, including in our Phase II transformation strategy, our corporate identity statement, and our culture work. We also issued a statement about our commitment to DE&I, which is available on our Website. Our DE&I initiatives include assessing equitable opportunities in career advancement, rewards and recognition, health benefits that are designed to meet the needs of a diverse workforce, leadership development with a focus on coaching and feedback, behavioral interview workshops to build awareness and sponsorship, unconscious bias training offered to all associates across the globe, targeted recruitment actions to increase diversity of new hires, and listening sessions to foster a culture of inclusion and belonging. Our aim is to further advance our focus on attracting and retaining top talent from every background, and to help promote a work environment where everyone can engage, thrive, contribute, and grow to their fullest potential. Through these initiatives, we stay in touch with the needs of our associates. In external recruiting, we expanded outreach to minority candidates, with the goal of further increasing representation in our candidate pools. We offered donations of time and funds, provided two charitable leave days each year for our associates, and expanded the scope and funding of our charitable donations program to focus on DE&I causes that align with our values and strategic priorities. Using associate input and other key human capital data, we seek to adapt our approach and actions to continue to advance this top Company priority.

Data Highlights

2,147

Full-Time Associates Worldwide



72.9%
USA & Canada

27.1%
Other Regions & Countries

14.3%

Voluntary Turnover

OHS Data¹⁹

0%

0 fatalities & fatality rate
0.67 incident rate²⁰
0 OHS non-compliances

Demographic Data²¹

(Overall)

54.8%
Female

53.8%
Ethnically diverse²²

13.6%
<30 years old

Management

(Director level & above)

39.9%
Female

26.1%
Ethnically diverse

0.4%
<30 years old

Our 2021 US Equal Employment Opportunity (EEO)-1 form is available on our Website²³.

Did You Know?

In early 2022, we implemented a calendar of observances that will be celebrated through volunteerism, donation opportunities, educational/awareness videos, speakers, and panel interviews. This enables us to increase awareness of cultural traditions and celebrate diversity months across our global operations. One such example was when we hosted Dr. Bernice A. King, daughter of Dr. Martin Luther King Jr., for a fireside chat with our CEO titled “It Starts With Me.” This conversation was broadcast live to our associates throughout the US and Canada for Black History Month, as part of the Company’s celebration and appreciation of the great contributions that African Americans have made to society.



Apart from awareness raising and celebratory activities, in the past fiscal year, we also upgraded our hiring processes to include diverse hiring panels and improved our interviewing approach with the use of more inclusive language. We were encouraged to see a positive outcome through the increase in diverse hires:

Our New Hires (US only)

55.4%

Women

52.4%

People of color

57.7%

Women of color
(as a percentage of
people of color hired)

Supply Chain

Our Approach

We expect our suppliers to comply with local laws and regulations, and to conduct their activities, including those of their subcontractors, in line with our Supplier Code of Conduct, which is available on our Website.

Our Supplier Code of Conduct is aligned with our ESG Guiding Principles, which outline expected behaviors and standards of ourselves, our partners, and our suppliers globally on human rights and environmental protection. The Supplier Code of Conduct is included in relevant supplier contracts, where applicable.

New suppliers undergo environmental and social labor and human rights audits. Our suppliers are expected to designate management staff to monitor their factories, production facilities, subcontractors, key vendors, and compliance. We conduct announced or unannounced visits and/or have third-party audits to monitor compliance. We expect suppliers to provide us and our designated third-party auditors appropriate access, transparency, and documentation to enable the successful conduct of these audits.

The number of assessments/audits follows our risk-based approach and is dependent on the level of project activity awarded throughout the year. If gaps are identified, we work with suppliers to help them understand how to close those gaps or we may ultimately consider terminating the contract. Suppliers that are required to develop a corrective action plan may be subject to additional audits.

On regulatory requirements related to human trafficking and conflict minerals, we take affirmative steps to help prevent human rights violations in our operations and supply chains, including providing training and awareness (such as on human trafficking and slavery) to associates with direct responsibility for supply chain management and committing to sourcing conflict minerals from certifiable sources by 2025. Our anti-human trafficking and modern slavery statement and our detailed conflict minerals report (known as the US SEC Form SD) are both available on our Website.

Every quarter, our supply chain teams report progress on audit compliance and discuss gaps and improvement measures with relevant teams in each of our segments. We are committed to continually improving on the visibility and performance of our supply chain in the relevant ESG areas.

Conflict Minerals data

100%

Applicable suppliers responded

30.2%

Suppliers indicating conflict minerals were necessary to the functionality or production of our products

90.9%

Currently certified for these conflict minerals

95.1%

certified for tin;

95.7%

certified for tantalum;

93.9%

certified for tungsten;

86.7%

certified for gold

79.7%

of smelters or refiners (SORs) had no indication of sourcing from the covered countries²⁴, of which the remainder are currently certified

Did You Know?

Our business segments work closely with their key suppliers globally with the goal of improving their environmental and social impacts. Some of these initiatives include a focus on supplier energy efficiency and reporting on energy and climate data as part of our goals with our key customers, Walmart and Target. To improve on the overall social and environmental performance monitoring of our key suppliers, we are consolidating our approach to align with international standards such as the amfori BSCI and similar standards, as well as phasing in the implementation of the Higg Facility Environmental Module (“Higg FEM”) with all our business segments. The Higg FEM tool was collaboratively developed by the Sustainable Apparel Coalition and Outdoor Industry Association to measure the environmental impacts of suppliers more accurately and build awareness of best practice expectations. The aim is to better understand where targeted improvement opportunities lie within our broader key supplier base and prioritize work with suppliers to address them more effectively.



Consumer Centric Product Design

Our Approach

We are a consumer-centric company. Our purpose is to elevate lives with products that deliver high-quality solutions from our trusted, compelling portfolio of Leadership Brands. As a result, we listen deeply to consumers, study their habits and practices, and design product to delight them across the entire consumer journey. Doing this well is an obsession for us and central to our success.

We are committed to driving continuous improvement in every corner of the Company. Examples of how we implement this commitment include:

- **Our products are safe to use and are intended to improve the quality of life and health of our consumers:** Safety concerns, including electrical design and chemical/material use, are addressed as part of our overall management and identification of risks. We consolidate a list of product requirements from the design stage and conduct testing/validation throughout the product and manufacturing process, including undertaking a final residual risk assessment to mitigate risks identified before final sale to customers/consumers. To ensure electrical safety, we test to ensure battery compliance, electromagnetic compatibility (“EMC”) and compliance with other applicable standards. Implementation will vary depending on the needs of each segment and product. For example, our Health & Wellness segment aligns their process with ISO 14971, a risk management standard specific to medical devices, as well as testing for certain types of chemical compounds and heavy metals. Our Home & Outdoor segment conducts standard internal testing procedures including cycle and drop testing to help ensure product durability as applicable. We also perform, either through internal or third-party laboratories, various material tests to comply with food safety requirements and to cover other safety concerns, such as BpA²⁵, heavy metals, corrosion, and UV.
- **Our product labeling and marketing communications are intended to be clear, accurate and understandable:** Where possible and relevant, we provide sourcing information, safe usage instructions of products or services, and disposal options.
- **We take affirmative steps to help protect and secure relevant consumer data:** Along with our internal information security policy, our IT security is continually strengthened through vulnerability analysis/exercises, third-party audits and relevant certification, annual training, quarterly reporting to the Board on measures and incidents, and ensuring applicable insurance coverage.



Did You Know?

Our passion for our consumers keeps us innovating better ways to elevate the lives of consumers everywhere, every day. This passion requires that we are in touch with the needs of our consumers. For example, we take feedback from online reviews to identify how we can upgrade our existing products. In our Beauty Segment, one example is with the launch of the Revlon Volumizer Plus, with review feedback making this upgraded product now one of our top-selling Beauty products and receiving even higher reviews from our consumers who appreciated that we considered their feedback. Specifically, we redesigned the product to have a smaller barrel, implemented ceramic titanium tourmaline technology, a new medium heat setting to create better, heat with less damage, and added a slimmer, detachable handle for easier control, travel, and storage.

In our Health & Wellness segment, the presence of an in-house consumer laboratory helps us integrate consumer feedback into product improvements. Examples of this include our new product launches of our high-efficiency particulate air filter Tower Air Purifier adding volatile organic compound sensors, air quality indicator, auto mode and an aromatherapy tray, and the Braun Manual Aspirator that included easy to clean nose tips, helping to clear stuffy noses quickly and gently.

For our Home & Outdoor segment, we partnered with our key customer, REI, to curate a collection of must-have cooking and cleaning tools that deserve a spot in every camp kit. A group of OXO industrial designers, engineers and product managers helped bring OXO outdoor to life. Through consumer research, observation trips and user testing, the team discovered a kitchen hierarchy when it came to packing and setting up a camp kitchen, including packability and size. These tools not only respond to consumer needs, but also help create better meals in the outdoors.



Community Investment and Contributions

Our Approach

Over the course of our 54-year history, we have a longstanding tradition of supporting the communities where we live and work. Associates receive two charitable leave days to donate their time to organizations that matter most to them. We believe community engagement and good corporate citizenship leads to stronger communities and shared success that in turn further strengthens our Company and its connection to the communities in which we live and work. In general, we provide donations of cash, products, or discounts to selected charities and organizations, especially in our local communities or as part of the overall charitable efforts of specific Helen of Troy brands. Our corporate citizenship approach is focused on supporting (1) charities that serve the local communities in which we live and operate; (2) causes where our brands' products can provide a solution to a community need; and (3) corporate goals on DE&I.

Several of our Leadership Brands have community programs addressing environmental and social issues linking to their brand purpose such as *Hydro Flask's Parks for All Program*—supporting nonprofit organizations focused on building, maintaining, restoring, and improving equitable access to parks; *OXO's 1% for the Planet* giving commitment—donating 1% of annual sales to a selected group of nonprofits championing environmental causes; and *PUR's PUR Community*—designed to help American municipalities experiencing water quality issues with immediate and cost-effective point-of-use filtration solutions.

Fiscal 2022 marked Hydro Flask's fifth anniversary of giving through its Parks For All program. To date, through Parks for All, Hydro Flask has donated more than \$2.5 million in support of the green spaces that help us all feel happier, healthier, and more fulfilled. In January 2022, as part of its commitment to improving equity in the outdoors, Hydro Flask announced that over 13 of this year's grantees are led by people of color and other historically marginalized communities, including women, LGBTQ+, and disabled people.

OXO, in fiscal 2022, expanded its nonprofit grantees with four international partners from France, Germany, Japan, and the UK, and four additional grantees in the United States. These grantees work in OXO's key areas of focus for giving: sustainable food systems, cleaner air, land & water, and environmental education.





Data highlights

~\$4m

in charitable donations including community investment activities

\$242,732

to trade associations²⁶

\$0

on campaign, and political contributions as aligned with our Code of Conduct²⁷

700+

volunteer hours²⁸

As an example of our DE&I and community investment work in action, our Beauty Segment became a corporate partner of The Trevor Project in fiscal 2022. The Trevor Project is the world’s largest suicide prevention and crisis intervention organization for LGBTQ+ young people. The organization works to save young lives by providing support through free and confidential suicide prevention and crisis intervention programs on platforms where young people spend their time: a 24/7 phone lifeline, chat, and text. They also run TrevorSpace, the world’s largest safe space social networking site for LGBTQ+ youth, and operate innovative education, research, and advocacy programs.

In fiscal 2022, through our Giving Together program, associates were given the opportunity to donate to charities of their preference, with the Company matching donations dollar for dollar up to \$200,000, for selected charities aligned with the Company’s DE&I causes. We also provided several product donations as part of our effort to contribute to needs related to the COVID-19 pandemic, and humanitarian efforts in our key markets.

Did You Know?

We take great pride in investing in the communities where our associates live and work.

In fiscal 2022, we launched several community initiatives to strengthen our work in this area. To foster a culture of selfless community giving throughout the Company, we launched our Community Ambassadors Program to rally and inspire our fellow associates into participating in community fundraisers and volunteer campaigns that were organized either by the Company or among the associates themselves.



As a company founded in El Paso, Texas, we partnered with the Paso Del Norte Community Foundation for the second year in a row, as part of El Paso Giving Day, donating \$100,000 that was equally split among ten charities supporting causes from child protection and domestic violence, environmental education, LGBTQ+ center, and refugee needs. We also pledged a \$1 million donation to the new El Paso Children's Museum and Science Center, which will sponsor the Little Stars Café, a specially designed café not only for museum visitors, but also for the wider El Paso community.

“Helen of Troy has always been at the forefront of giving to great causes in our city, and their sponsorship of the Little Stars Café further demonstrates the company’s ongoing commitment to El Paso. The Café will be a tremendous addition to the venue and to downtown in general.”

Josh Hunt, Chairman of the Board for the El Paso Children’s Museum and Science Center



ESG Reporting Indices

This section outlines the data indices of the relevant Reporting Standards indicated in the *About this Report* section. Detailed data measurements and estimations are also provided after the different reporting indices tables. We endeavored to provide relevant information where possible. As a recent ESG reporter, we are still working on collecting reliable data. We intend to improve on our ESG disclosures, as appropriate, in future reports.

This table outlines the reporting indicators under the SASB standards: (1) Appliance Manufacturing Standard 2018, and (2) Household & Personal Products Standard 2018:

Reporting requirement	Ref	Details	Location/Page(s) or Explanation
Annual production	CG-AM-000.A	Number of units produced	page 17
Suppliers	CG-TS-000.B; CG-HP-000.B	Number of manufacturing facilities, % outsourced	page 17
Product Safety	CG-AM-250a.1; CG-TS-250a.1	Number of recalls issued and total units recalled	No recalls in fiscal 2022 but reporting on the closure of a recall from fiscal 2020 ²⁹
	CG-AM-250a.2	Discussion of process to identify and manage safety risks associated with the use of its products	page 30
Product Life Cycle Assessments	CG-AM-410a.3	Description of efforts to manage products' end of life impacts	page 20
	CG-AM-410a.1	% of eligible products by revenue certified to ENERGY STAR	page 17
Water Management	CG-HP-140a.1	(1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	page 21
	CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Assessment and strategy development is ongoing.
Product Environmental, Health, and Safety Performance	CG-HP-250a.1	Revenue from products that contain REACH substances of very high concern (SVHC)	We comply with relevant legislation, including EU REACH.
	CG-HP-250a.3	Discussion of process to identify and manage emerging materials and chemicals of concern	page 30
Packaging Lifecycle Management	CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Strategy development is ongoing.

Reporting Elements	Location	Additional Explanation
Governance		
Describe the board's oversight of climate-related risks and opportunities.	page 10	Our Board of Directors, through the Corporate Governance Committee, oversees climate change-related risks and opportunities through its own regularly scheduled meetings
Describe management's role in assessing and managing climate-related risks and opportunities.	page 10	The Senior Director, Global ESG coordinates with the ESG Task Force and other relevant senior management on the identification, assessment and management of climate-related risks and opportunities
Strategy		
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term.		Assessment ongoing
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.		Assessment ongoing
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.		Assessment of scenarios ongoing including a 2°C or lower scenario based on those from the <i>Network for Greening the Financial System</i>
Risk Management		
Describe the organization's processes for identifying and assessing climate-related risks.		<p>The Senior Director, Global ESG coordinates with the ESG Task Force and other relevant senior management on the identification and assessment of climate-related risks. We give highest focus to the risk areas where we can have the highest impact.</p> <p>Our ongoing assessment is a specific climate-related risk management process done at least annually and currently covers direct operations, upstream and downstream and short-term, medium-term, and long-term horizons³⁰.</p> <p>We are currently assessing these broad categories of climate-related risk as identified under TCFD: regulation (current/emerging), technology, legal, market, reputation, physical (acute/chronic), and transition.</p>
Describe the organization's processes for managing climate-related risks.		<p>Results from the ongoing assessment are shared with relevant senior management, and to the Board through the Corporate Governance Committee. Management measures will be identified and discussed as appropriate.</p> <p>Our business segments undertake their own specific supplier engagement, such as working closely with key suppliers with the goal of reducing their environmental impacts. These include focus on supplier energy efficiency and reporting on energy and climate change as part of our goals with our key customer(s).</p> <p>We plan to share a low-carbon transition plan before 2025, but we do not intend to include it as a scheduled resolution item at our Annual General Meeting of Shareholders.</p>
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.		Results from the ongoing assessment are shared with relevant senior management, and to the Board through the Corporate Governance Committee. Mitigation measures are developed and implemented by the Senior Director, Global ESG with the subject matter experts in the relevant functions within the Company.
Metrics and Targets		
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	pages 19-21	Assessment and development ongoing in accordance with the TCFD. Metrics include baseline water stress and water use, energy use, and waste management.
Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.	pages 20-21	
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.		Climate change targets approved in accordance with the Science Based Targets initiative. Refer to endnote 8.

GRI Content Index

This Report has been prepared in accordance with the GRI Standards: Core option

Disclosure		Location/ Page(s)
GRI 102: General Disclosures 2016		
102-1	Name of the organization	Annual Report pages 3 to 7
102-2	Activities, brands, products, and services	
102-3	Location of headquarters	
102-4	Location of operations	
102-5	Ownership and legal form	
102-6	Markets served	
102-7	Scale of the organization	
102-8	Information on employees and other workers	page 26
102-9	Supply chain	Annual Report page 6
102-10	Significant changes to the organization and its supply chain	None
102-11	Precautionary principle or approach	ESG Guiding Principles
102-12	External initiatives	None
102-13	Membership of associations	Major memberships include: Association of Home Appliance Manufacturers; Outdoor Industry Association; Professional Beauty Association; Water Quality Association. As part of Home & Outdoor's membership in the Outdoor Industry Association (OIA), Hydro Flask, Osprey, and OXO are also members of the OIA's Climate Action Corps. They work with companies across the outdoor industry to address climate change and measure, plan, reduce, and share their progress.
102-14	Statement from senior decision-maker	page 7
102-15	Key impacts, risks, and opportunities	pages 11-12
102-16	Values, principles, standards, and norms of behavior	page 10
102-17	Mechanisms for advice and concerns about ethics	page 10
102-18	Governance structure	Proxy Statement and Investor Relations Website: https://investor.helenofroy.com/governance
102-19	Delegating authority	
102-20	Executive level responsibility for economic, environmental, and social topics	page 10
102-21	Consulting stakeholders on economic, environmental, and social topics	pages 13-14
102-22	Composition of the highest governance body and its committees	Proxy Statement and Investor Relations Website: https://investor.helenofroy.com/governance
102-23	Chair of the highest governance body	
102-24	Nominating and selecting the highest governance body	
102-25	Conflicts of interest	
102-26	Role of highest governance body in setting purpose, values, and strategy	
102-27	Collective knowledge of highest governance body	
102-28	Evaluating the highest governance body's performance	
102-29	Identifying and managing economic, environmental, and social impacts	page 14
102-30	Effectiveness of risk management processes	refer to GRI 102-15
102-31	Review of economic, environmental, and social topics	page 14
102-32	Highest governance body's role in sustainability reporting	page 3
102-33	Communicating critical concerns	page 10

Disclosure		Location/ Page(s)
GRI 102: General Disclosures 2016 (Continued)		
102-34	Nature and total number of critical concerns	None
102-35	Remuneration policies	Proxy Statement
102-36	Process for determining remuneration	
102-37	Stakeholder involvement in remuneration	
102-38	Annual total compensation ratio	
102-39	Percentage increase in annual total compensation ratio	
102-40	List of stakeholder groups	page 13
102-41	Collective bargaining agreements	Annual Report page 10
102-42	Identifying and selecting stakeholders	page 13
102-43	Approach to stakeholder engagement	page 13
102-44	Key topics and concerns raised	page 14
102-45	Entities included in the consolidated financial statements	Annual Report pages 106-107
102-46	Defining report content and topic boundaries	pages 3, 14, 43-45
102-47	List of material topics	page 14
102-48	Reinstatements of information	No restatements; changes in data assumptions on pages 43-45
102-49	Changes in reporting	
102-50	Reporting period	page 3
102-51	Date of most recent report	June 2021
102-52	Reporting cycle	page 3
102-53	Contact point for questions regarding the report	page 3
102-54	Claims of reporting in accordance with the GRI Standards	page 3
102-55	GRI Content Index	pages 39-42
102-56	External assurance	page 49
GRI 103: Management Approach 2016		
103-1	Explanation of topic and its boundary	refer to GRI 102-46
103-2	The management approach and its components	pages 9-10
103-3	Evaluation of the management approach	pages 9-10
GRI 201: Economic Performance 2016		
201-1	Direct economic value (EV) generated and distributed	Annual Report page 72
201-2	Financial implications and other risks and opportunities due to climate change	page 37
201-3	Defined benefit plan obligations and other retirement plans	Annual Report page 95
GRI 202: Market Presence 2016		
202-2	Proportion of senior management hired from the local community	All of our Global Leadership Team are nationals or permanent residents (as defined by GRI) ³¹ in the countries or relevant regions (ie EU) in which they are currently based.

GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Not applicable
GRI 204: Procurement Practices		
204-1	Proportion of spending on local suppliers	Not applicable due to the global nature of our operations
GRI 205: Anti-corruption		
205-2	Communication and training about anti-corruption policies and procedures	Associates have received communication and training. <i>Our Code of Conduct</i> (pages 16, 26-27) clearly rules out any facilitation payments.
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Information not readily available. Assessing how to properly report in future.
301-2	Recycled input materials used	
301-3	Reclaimed products and their packaging materials	
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	page 21
302-2	Energy consumption outside of the organization	page 21
302-3	Energy intensity	page 21
302-4	Reduction of energy consumption	page 20
302-5	Reduction in energy requirements of products and services	page 20
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	De minimis
303-2	Management of water discharge-related impacts	De minimis
303-3	Water withdrawal	page 21
303-4	Water discharge	page 21
303-5	Water consumption	page 21
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable as none of our operations nor our outsourced supply chain locations are in these areas
304-2	Significant impacts of activities, products, and services on biodiversity	
304-3	Habitats protected or restored	
304-5	IUCN Red List species and national conservation list species with habitats in areas affected by operations	
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	page 21
305-2	Energy indirect (Scope 2) GHG emissions	page 21
305-3	Other indirect (Scope 3) GHG emissions	page 21
305-4	GHG emissions intensity	Scope 1 & 2: 4.52 metric tonsCO ₂ e/per million revenue; Scope 3: 91.9 metric tonsCO ₂ e/per million revenue
305-5	Reduction of GHG emissions	De minimis
305-6	Emissions of ozone-depleting substances (ODS)	De minimis
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	De minimis

GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	page 21	
306-2	Management of significant waste-related impacts	page 20	
306-3	Waste generated	page 21	
306-4	Waste diverted from disposal	page 21	
306-5	Waste directed to disposal	page 21	
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	page 28	
308-2	Negative environmental impacts in the supply chain and actions taken	page 28	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	page 26 Employee Hires ³² : - 56.3% female - 70% US & Canada, 17% Asia Pacific, 12% EMEA; 1% Latin America - 11.8%:>50 years old; 61.2%: 30-50 years old; 27%: <30 years old	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Since 90% of our staff are full time associates, this is de minimis.	
GRI 402: Labor/Management Relations 2016			
402-1	Minimum notice periods regarding operational changes	Due to the differing nature of our business segments, we provide varying notice periods depending on the nature of the role and the operation	
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	page 25 and ESG Guiding Principles	
403-2	Hazard identification, risk assessment, and incident investigation		
403-3	Occupational health services		
403-4	Worker participation, consultation, and communication on occupational health and safety		
403-5	Worker training on occupational health and safety		
403-6	Promotion of worker health		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
403-8	Workers covered by an occupational health and safety management system		
403-9	Work-related injuries		page 26
403-10	Work-related ill health		page 26
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	9,000 hours of e-learning completed, 2,500 courses completed, 330+ operational warehouse training	
404-2	Programs for upgrading employee skills and transition assistance programs	page 25 Career Transition Services are offered to support employees transitioning outside of the company and connect them to their next opportunity. Assistance includes access to job openings, resume support, career coaching, and personalized assessments.	
404-3	Percentage of employees receiving regular performance and career development reviews	100%	

GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	page 26 Detailed generation breakdown: - Overall: 22.3%: >50 years old; 64.1%: 30-50 years old; 13.6%: <30 years old - Management: 44.3%: >50 years old; 55.3%: 30-50 years old; 0.4%: <30 years old
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our policy is global and is aligned to applicable regulations
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Refer to 407-1
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Refer to 407-1
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Not applicable
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	Not applicable
GRI 412: Human Rights Assessment		
412-2	Employee training on human rights policies or procedures	page 28
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	pages 32-33
413-2	Operations with significant actual and potential negative impacts on local communities	None
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	page 28
414-2	Negative social impacts in the supply chain and actions taken	page 28
GRI 415: Public Policy 2016		
415-1	Political contributions	None
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	page 30
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	De minimis
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	pages 11-12, 36
417-2	Incidents of non-compliance concerning product and service information and labeling	pages 11-12
417-3	Incidents of non-compliance concerning marketing communications	None
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	De minimis
GRI 419: Socioeconomic Compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	None

ESG Data Methodologies and Assumptions

Reporting Principles

In developing this Report, we endeavored to implement the following reporting principles:

Reporting principles	Implementation details
Strategic focus and future orientation	page 15
Connectivity of information	pages 14-15
Stakeholder relationships	Page 13
Relevant topics	Page 14
Reliability, accuracy, and completeness	Provided scope, definitions, data assumptions, and methodologies
Balance	pages 11-12, 43-48
Clarity	pages 43-48
Consistency and comparability	Provided similar data timeframes as our financial year period, where this was not possible provided additional information on Scope, assumptions, and methodologies used.
Timeliness	Published this Report within six months from the end of the fiscal

Climate Change Emissions Data

All greenhouse gas data reporting follows the GHG Protocol, developed by the World Resources Institute ("WRI") and World Business Council for Sustainable Development ("WBCSD"), in accordance with the Climate Registry, Intergovernmental Panel on Climate Change ("IPCC") Guidelines, and the CDP.

The following notes disclose methodologies used as well as assumptions and estimations applied when primary data was not wholly or partially available. The reporting period follows Helen of Troy’s fiscal year (March 1, 2021 – February 28, 2022) unless otherwise noted. Overall, our approach to our climate change emissions data was to utilize data from invoices or similar documentation, when this was not available, we estimated data as outlined below.

Scope 1 Includes natural gas usage in our direct operations, including offices and owned warehouses as well as mobile fuel combustion from leased fleet vehicles. EPA and International Energy Agency ("IEA") emission factors used. International Building energy use intensity ("EUI") averages used to estimate natural gas volumes where the use of natural gas is known but primary usage data is unavailable. Leased fleet vehicles were calculated based on primary mileage data and average miles per gallon ("MPG") per vehicle make/model.

Scope 2 Includes electricity usage in our direct operations, including offices and owned warehouses. US EPA and IEA emission factors used to produce location-based data. International Building EUI averages used to estimate where primary data was unavailable.

Scope 3 At this time, Scope 3 accounting is limited to:

- C3.1 Purchased Goods and Services for contract factory energy used in the production of Helen of Troy products
- C2.3 Capital Goods
- C3.3 Fuel- and Energy-Related Activities for transmission and distribution ("T&D") losses from electricity consumed within the company
- C3.4 Upstream Transportation & Distribution
- C3.5 Waste Generated in Operations
- C3.6 Business Travel
- C3.7 Commuting
- C3.9 Downstream Transportation & Distribution

Category	Boundary	Notes on Methodology
Scope 1 & 2 Energy Use in Direct Operations (within Company)	Global office and warehouse locations (leased and owned).	<p>In fiscal 2022, 13 out of 29 sites supplied real data. Only 15% of total kWhs and 31% of therms of natural gas (from total applicable sites) were estimated. When data was not available for a specific period of time, usage was estimated based on averaging available data.</p> <p>In all leased third-party logistics ("3PL") warehouses, a 50% reportable indicator was used. Helen of Troy did not make up more than 50% of business in any of its third-party warehouses, therefore they were excluded from the analysis. Emission Factors Used:</p> <ul style="list-style-type: none"> • Natural Gas: EPA Climate Leaders, March 2018, Table 1: Stationary Combustion Emission Factors • Electricity: <ul style="list-style-type: none"> – Domestic: eGRID 2018, Table 1, Subregion Output Emission Rates, Mar 2020 – International: IEA, "CO₂ Emissions from Fuel Combustion," 2018 Edition, Year 2016 Data
Scope 1 Fleet Vehicles	Global fleet vehicles	Helen of Troy operates a small supply of leased fleet vehicles. Primary data was provided for all vehicles.
C3.1 Energy Use in Supply Chain (outside of Company)	Tier 1 Supplier energy use	<p>45% of Tier 1 suppliers by spend participated in reporting primary data on fuel, natural gas, and electricity usage. By spend, 30% reported through Higg FEM (15.5% verified, 14.5% non-verified) and 15% reported usage directly to Helen of Troy. Energy data reported was then allocated to account for only the percent of total production attributable to Helen of Troy in each factory (as self-reported by the suppliers). Primary reported data was then extrapolated to 100% of total spend to represent Helen of Troy's complete volume of production.</p> <p>Note on Improved Methodology: The transition to Higg FEM methodology resulted in improved data quality as compared to previous years given the nature of using a third-party platform vs. self-reported data and built-in verification processes; however, these improvements make it difficult to compare to historical years (fiscal 2020 and fiscal 2021) due to the variances in methodology. Helen of Troy intends to maintain this new methodology in future years to provide consistency in annual reporting. Alignment with industry standards such as Higg is part of Helen of Troy's ESG strategy to improve data quality and transparency.</p> <p>Note on Reporting Period: Use of verified FEM data requires Helen of Troy to report supplier data on a delayed time period. For fiscal 2022, Helen of Troy is reporting calendar year 2020 supplier data.</p> <p>Emission Factors Used:</p> <ul style="list-style-type: none"> • Primary: Higg FEM Methodology • Electricity: IEA, "CO₂ Emissions from Fuel Combustion," 2018 Edition, Year 2016 Data • Natural Gas: EPA Climate Leaders, March 2018, Table 1: Stationary Combustion Emission Factors • Other Fuel Use: Federal Register EPA; 40 CFR Part 98; e-CFR, (see link below). Table C-1, Table C-2 (as amended at 81 FR 89252, Dec. 9, 2016), Table AA-1 (78 FR 71965, Nov. 29, 2013)
C3.2 Capital Goods	Machinery and equipment	Helen of Troy reports its total spend (\$USD) on machinery and equipment under capital goods. This is the first year Helen of Troy is reporting this category. Emissions are calculated by feeding primary spend data through the <i>EPA Scope 3 Evaluator tool</i> .
C3.3 Fuel- and Energy-Related Activities	T&D Losses from direct operations	<p>T&D Losses (also known as grid losses from electricity usage) are calculated by multiplying electricity usage from Helen of Troy's global direct operations by country- or region-specific emission factors from IEA. T&D losses were applied to both real and estimated kWhs per facility for completeness.</p> <p>Emission Factors Used:</p> <ul style="list-style-type: none"> • Domestic: eGRID 2018 • International: IEA, "CO₂ Emissions from Fuel Combustion," 2018 Edition, Year 2016 Data

Category	Boundary	Notes on Methodology
C3.4 & C3.5 Upstream and Downstream Transportation & Distribution	Global inbound and outbound shipping managed by Helen of Troy	<p>Inbound/Upstream – Primary data (weight, origin, and destination) was provided for all Helen of Troy-managed shipments from factory origin city to warehouse destination city (port to port boundary, ocean, and air freight). Primary data was also provided for intra-China ground transport. Outbound/Downstream – Primary data (weight, origin, and destination) was provided for all Helen of Troy-managed outbound shipments. Less than 0.05% of erroneous shipments were removed from the data set. No estimations were required.</p> <p>Note on Improved Methodology: In fiscal 2022, Helen of Troy was able to attain primary data for shipment weights (inbound and outbound) as opposed to using industry average proxies. While these improvements make it difficult to compare absolute emissions to historical years (fiscal 2020 and fiscal 2021) due to variances in methodology, Helen of Troy is committed to increasing data quality in its ESG reporting and intends to maintain this improved methodology in future years to provide consistency in annual reporting.</p> <p>Emission Factors Used: EPA Climate Leaders, April 2021</p>
C3.5 Waste	Global office and warehouse locations (leased and owned)	<p>Only primary waste data (landfill and recycling) was accounted for in the fiscal 2022 inventory (no estimations were applied for facilities who did not provide primary data, which was done in previous years' inventories). This represents an improvement in methodology given the increased percentage of primary data that was available in fiscal 2022.</p> <p>Emission Factors Used: EPA, Office of Resource Conservation and Recovery (February 2016) Documentation for Greenhouse Gas Emission and Energy Factors used in the Waste Reduction Model (WARM) Version 15, November 2020 Update.</p>
C3.6 Business Travel	Global employee travel	<p>Majority of our air travel and car rentals are booked through a central travel agency. Primary data provided for air travel; car rentals estimated based on total spend.</p> <p>Emission Factors Used: EPA Climate Leaders, April 2021, Table 10: Scope 3 Business Travel and Commuting</p>
C3.7 Commuting	Global employee commuting	<p>Commuting data was estimated using total full-time employee ("FTE") count per region. Calculated using an average distance traveled and average MPG for a standard car. Drive alone single occupancy vehicle ("SOV") was assumed for all regions except for Asia Pacific ("APAC"), which was assumed as all public transit.</p> <p>For fiscal 2022, only essential workers and APAC FTEs were included in the commuting estimation based on qualitative information about employee commute behavior.</p> <p>Emission Factors Used: EPA Climate Leaders, April 2021, Table 10: Scope 3 Business Travel and Commuting</p>

Note: Data changes from previous fiscal can be attributed to either using more accurate data sources and/or increased operational activities. Osprey's environmental data was not included in this Report as we wait to add full year data under our acquisition for consistency in methodology.

Water Consumption Data

All water data provided in this Report from within the Company and outside of the Company refers to withdrawn water as reported through utility bills. At this time Helen of Troy is not able to report on water consumption, water released/discharged, or wastewater.

For Helen of Troy offices and warehouses, 82% of the reported water use is based on primary data, while the remaining 18% was estimated using EPA average water use per sq ft for office buildings and warehouses, respectively. Forty-five percent of Tier 1 suppliers by spend provided primary water use data. Supplier data reported was allocated to account for only the percent of total production attributable to Helen of Troy in each factory. This data was then used to extrapolate to 100% of total spend.

Waste Data

For Helen of Troy offices and warehouses, only 7 out of 27 sites were able to supply primary data for landfill disposal, the remaining locations were estimated using average office waste per employee multipliers. Forty-five percent of Tier 1 suppliers by spend provided primary solid hazardous and non-hazardous waste. Supplier data reported was allocated to account for only the percent of total production attributable to Helen of Troy in each factory. This data was then used to extrapolate to 100% of total spend.

Glossary

Terms	Definitions
Baseline Water Stress	Measures total annual water withdrawals or demand (municipal, industrial, and agricultural) expressed as a percent of the total annual available flow or supply
bluesign®	A third-party standard that certifies and assesses environmental and social impacts of specific textiles and accessories from raw material to product assembly. It supports decisions around natural resource use, occupational health & safety, water and air emissions, and chemical safety requirements in the manufacturing of a product.
Carbon Disclosure Project (CDP)	A not-for-profit organization that runs the global disclosure system for investors, companies, cities, states, and regions to manage their environmental impacts
CO₂e or carbon dioxide equivalent	Measure used to compare emissions from various types of greenhouse gas emissions based on their global warming potential, which describes the radiative forcing impact of one unit of a given greenhouse gas relative to one unit of carbon dioxide over a given period
Design for Environment principles	Refers to a design approach comprised of a set of principles that integrate lower environmental impact considerations in a product or service. The use of this term in this Report does not refer to the US EPA's program that has now been renamed "Safer Choice"
Energy Star	Refers to a symbol representing energy efficient products in the United States and other countries such as Canada, Australia, Japan, New Zealand, Switzerland, and Taiwan
Environmental, Social, and Governance (ESG)	Refer to non-financial performance indicators used by investors to screen potential investments
Ethnically diverse	Refers to associates (or employees) with racial or ethnic background different to that of the majority; in the United States this would be non-Caucasian or non-white
Forest Stewardship Council (FSC)–certified	A third-party standard that certifies products coming from responsibly managed forests
GJ or Gigajoules	Commonly used to measure overall energy usage, including electric and fuel consumption; also refers to one thousand million joules
Global Reporting Initiative (GRI)	An international standards organization that sets standards on ESG and sustainability disclosures reporting
Greenhouse gas (GHG) emissions	Emissions that contribute to the greenhouse effect—trapping of the sun's heat by gases in the Earth's atmosphere—such as, most commonly, carbon dioxide ("CO ₂ ") emissions
Hazardous waste	Waste as defined in Annex III of the United Nation's international treaty on the "Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal" (also known as the Basel Convention), or as defined by the relevant national legislation
Incident rate	Refers to the United States Occupational Safety and Health Administration OSHA formula on total recordable incident rate ("TRIR"): (number of injuries/illnesses x 200,000)/Employee hours worked. It refers to the number of recordable injuries for every 100 workers
International Integrated Reporting Framework (IIRF)	An ESG reporting standard set by the International Integrated Reporting Council in 2010. Now merged with SASB as part of the International Sustainability Standards.
MWhs or megawatt-hours	One thousand kilowatt-hours; the unit of kilowatt hours is commonly used as a billing unit for energy delivered to consumers by electric utilities

Terms	Definitions
Leadership Brands	Refers to the Company's key brands that are number-one or number-two positions in their respective categories: OXO, Hydro Flask, Osprey, Vicks, Braun, Honeywell, PUR, Hot Tools, and Drybar brands
LEED (Leadership in Energy and Environmental Design)	Designed by the United States Green Building Council and is one of the most widely used green building certification standards in the world. There are four levels of certification: Certified, Silver, Gold, and Platinum.
Non-hazardous waste	Waste that has not been defined hazardous in Annex III of the United Nation's international treaty on the Basel Convention, or by the relevant national legislation
REACH regulation	A European Union regulation known as "Registration, Evaluation, Authorization, and Restriction of Chemicals", which addresses the production and use of certain chemical substances
Recyclable	Refers to materials that can be easily recycled in a specific area or location
Recycled content	Refers to the percentage of material that replaces virgin materials
Scope 1 emissions	Direct greenhouse gas emissions that are owned or controlled by the Company, such as direct fuel consumption; commonly measured in metric tons
Scope 2 emissions	Indirect greenhouse gas emissions resulting from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the Company; commonly measured in metric tons
Scope 3 emissions	Indirect greenhouse gas emissions not part of Scope 2 and occurs outside of the Company, including both upstream and downstream emissions; commonly measured in metric tons
Smelters or refiners (SORs)	Refers to the entity that produces base metal from its ore; part of the reporting requirements under Rule 13p-1 under the United States Securities Exchange Act of 1934 (added by Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act)
Sustainability Accounting Standards Board (SASB)	A not-for-profit organization that sets standards on ESG reporting and sustainability accounting. Now merged with the IIRF as part of the International Sustainability Standards
Task Force on Climate-related Financial Disclosures (TCFD)	An international task force established by the Financial Stability Board to develop recommendations for climate-related disclosures
Voluntary turnover	Associates (or employees) who leave the Company of their own volition, does not include dismissal, retirement, or death in service

Endnotes:

- ¹ In fiscal 2022, we interviewed members of our ESG Task Force to represent our internal responders; and several trade organizations, the sustainability teams of our key shareholders and customers, and a sustainability think tank to represent our external responders. These engagements formed our ESG prioritization assessment.
- ² Refers to the units of finished goods purchased from our suppliers, all of which are outsourced.
- ³ Refers to our key Tier 1 supplier manufacturers that have direct supplier contracts with Helen of Troy affiliates; covers 141 factories, of which 26% are ISO 14001 certified systems; and 9% with ISO OHS certifications. For consistency, the scope of this data set aligns with our climate change data for Tier 1 suppliers. Refer to pages 43-45 of this Report for more details.
- ⁴ Revenue related to social issues (27.31%) such as sale of basic sanitary products such as water filters, supporting the treatment/diagnosis of major diseases of the world such as hypertension; related to environmental issues (14.23%) such as sale of items that help to contribute towards reducing single-use plastics such as reusable water bottles and storage containers.
- ⁵ Relates only to air purifiers sold in the US and Canada meeting Energy Star version 2, as this standard is primarily applicable in these markets.
- ⁶ Acronym that refers to individuals who identify as lesbian, gay, bisexual, transgender, queer/questioning, and other sexual identities.
- ⁷ The How2Recycle label is only applicable in the US and Canada markets.
- ⁸ Helen of Troy commits to reduce absolute scope 1 and 2 GHG emissions 46.2% by fiscal 2030 from a fiscal 2020 base year. Helen of Troy also commits to reduce absolute scope 3 GHG emissions 42% by fiscal 2030 from a fiscal 2021 base year.
- ⁹ Direct emissions that are within our operational control e.g., on-site fossil fuel combustion.
- ¹⁰ Indirect emissions that are within our operational control e.g., electricity, heat, steam.
- ¹¹ Emissions that are not within our operational control e.g., supply chain.
- ¹² Based on categories outlined in the World Resources Institute *Aqueduct* tool.
- ¹³ All hazardous waste is disposed in accordance with regulations; detailed data is available only for outside the Company.
- ¹⁴ ~40% is measured against the industry average of 1800 watts for hair dryers.
- ¹⁵ Refers to part wall thickness required to meet UL requirements.
- ¹⁶ Refers to some units sold in the United Kingdom.
- ¹⁷ Made from Tritan™ Renew; made from third-party certified recycled content through a mass balance allocation process; the 50% content is based on weight.
- ¹⁸ When we began the culture survey in 2017, scores ranged from 66 to 77; for fiscal 2021 scores ranged from 77 to 83
- ¹⁹ Refers only to full time associates in the US, which includes our distribution centers; our associates outside of the US are mostly in office-based roles; also based on 2021 calendar year, same reporting timeframe as our reporting to OSHA.
- ²⁰ Refers to the US OSHA formula on total recordable incident rate (TRIR): (number of injuries/illnesses x 200,000)/Employee hours worked. This means that for every 100 workers, there were 0.67 injuries in our US operations.
- ²¹ For detailed board diversity data, refer to our Proxy Statement.
- ²² Data only available for US operations; based on self-identification and refers to data as of end fiscal 2022, February 28, 2022.
- ²³ Refer to data as of last pay period of 2021, as per EEO-1 requirements.
- ²⁴ Covered countries and conflict minerals as defined in Section 1502(e)(4) of the Dodd-Frank Wall Street Reform and Consumer Protection Act.
- ²⁵ All food contact items are tested for Bisphenol A or BpA.
- ²⁶ We monitor the positions taken by trade associations in which we are active members. Currently, based on our own assessment, these trade associations are consistent with our major policy positions.
- ²⁷ As a matter of strict principle, we do not make any political or campaign contributions globally, including to political action committees ("PACs"). We spent a de minimis amount on lobbying (\$11,192.50).
- ²⁸ Refers to calendar year 2021 data.
- ²⁹ Recall initiated in January 2020 related to our Sure antiperspirant product with total recovery percentage of approximately 97%. The products were removed from the market and reported voluntarily to the US Food and Drug Administration (FDA) as they contained the wrong active ingredient even though this mislabeled ingredient is approved by the FDA as an active ingredient in antiperspirants and was within the allowable percentages set forth in regulations. Costs associated were de minimis. Root cause was determined, and a corrective and prevention actions (CAPA) procedure has been written with several new incoming raw material processes now in place. We *announced* the divestiture of our mass market personal care business, including Sure, on June 8, 2021.
- ³⁰ The Company defines short-term as one fiscal year; medium term from 1-5 years, aligned with the timeline of our strategic transformation plan and long-term from 6 years and above, which is greater than the number of years in our strategic transformation plan.
- ³¹ According to the GRI, "The geographical definition of 'local' can include the community surrounding operations, a region within a country, or a country". This is the definition we refer to.
- ³² New hires include interns and associates acquired as part of the *acquisition* of Osprey, announced on December 30, 2021.

Report of Independent Certified Public Accountants

Board of Directors and Management of Helen of Troy Limited

We have reviewed the Scope 1 and Scope 2 greenhouse gas (GHG) emissions of Helen of Troy Limited (“Helen of Troy” or the “Company”) for the year ended February 28, 2022 as reported in the Company’s fiscal year 2022 Environmental, Social, and Governance Report (“Subject Matter”). Helen of Troy’s management is responsible for presenting the Subject Matter based on the standards and guidelines for the Subject Matter established by the International Sustainability Standards, Sustainability Accounting Standards Board (“SASB”), the Global Reporting Initiative (“GRI”), Carbon Disclosure Project (“CDP”), or the Task Force on Climate-related Financial Disclosure (“TCFD”) (collectively, the “Criteria”) as described in the Company’s fiscal year 2022 Environmental, Social, and Governance Report. Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be in accordance with the Criteria. A review is substantially less in scope than an examination, the objective of which is to obtain reasonable assurance about whether the Subject Matter is in accordance with the Criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. We believe that our review provides a reasonable basis for our conclusion.

The other information included in the Company’s fiscal year 2022 Environmental, Social, and Governance Report is presented by management of the Company and is not part of the Subject Matter. Such information has not been subjected to the procedures applied in the review engagement and accordingly, we do not conclude, express an opinion or provide assurance on it.

The preparation of GHG emissions requires management to evaluate the Criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect reported information. Measurement of certain amounts and sustainability metrics, some of which may be referred to as estimated, is subject to substantial inherent measurement uncertainty. Obtaining sufficient appropriate review evidence to support our conclusion does not reduce the inherent uncertainty in the amounts and metrics. The selection by management of different but acceptable measurement techniques could result in materially different amounts or metrics being reported.

Based on our review, we are not aware of any material modifications that should be made to the Subject Matter of Helen of Troy for the year ended February 28, 2022, in order for it to be in accordance with the Criteria.



GRANT THORNTON LLP

Dallas, Texas

May 25, 2022

Forward-Looking Statement

This report covers our owned and operated businesses and does not address the performance or operations of our suppliers, contractors, and partners unless otherwise noted.

Some of the statements in this report may be “forward-looking statements” as defined under the U.S. Private Securities Litigation Reform Act of 1995. Generally, the words “anticipates”, “believes”, “expects”, “plans”, “may”, “will”, “would”, “should”, “seeks”, “estimates”, “target”, “project”, “predict”, “setting up”, “beginning to”, “potential”, “currently”, “resume”, “continue”, “intends”, “outlook”, “forecasts”, “could”, and other similar words identify forward-looking statements. All statements that address operating results, events or developments that we expect or anticipate may occur in the future, including statements expressing general expectations about business performance and objectives, future operating results and future goals, commitments, and programs, are forward-looking statements and are based upon its current expectations and various assumptions. We believe there is a reasonable basis for these expectations and assumptions, but there can be no assurance that we will realize these expectations or that these assumptions will prove correct. Forward-looking statements are subject to risks that could cause them to differ materially from actual results. Accordingly, we caution readers not to place undue reliance on forward-looking statements. The forward-looking statements contained in this report should be read in conjunction with, and are subject to and qualified by, the risks described in our Annual Report, and in our other filings with the SEC.

As a result, the actual conduct of our activities, including the development, implementation or continuation of any program, policy or initiative discussed or forecasted in this report, may differ materially in the future. As with any projections or estimates, actual results or numbers may vary. Many of the standards and metrics used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation but should not be considered guarantees. Accordingly, we caution readers not to place undue reliance on forward-looking statements. The statements of intention in this report speak only as of the date of this report. We undertake no obligation to publicly update or revise any forward-looking statements as a result of new information, future events or otherwise.

We use the standards and guidelines of the Global Reporting Initiative, SASB industry specific standards and the TCFD to inform our sustainability and ESG disclosures. Some of our ESG disclosures are included in our Annual Report, our Proxy Statement for our Annual General Meeting of Shareholders and this Report. The “materiality” thresholds in those standards and guidelines may differ from the concept of “materiality” for purposes of the federal securities laws and disclosures required by the US SEC rules in our Annual Report. The inclusion of sustainability and ESG disclosures in this Report and in our other filings with the US SEC does not necessarily mean or imply that we consider them to be material for purposes of the federal securities laws or the US SEC’s rules and regulations governing such disclosure.

Helen of Troy

Elevating Lives, Soaring Together

