

Helen of Troy

FISCAL YEAR 2023

Environmental, Social, and Governance Report



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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 (NASDAQ: HELE) 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”) 2023: March 1, 2022 to February 28, 2023 All data is reflected as fiscal, unless otherwise indicated
Frequency	Annually, following the end of each fiscal year relevant updates are available in the ESG section on our website: www.helenoftroy.com/esg (“Website”)
Report approval	The Board of Directors’ (“Board”) Corporate Governance Committee and the Chief Executive Officer (“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"> · Appliance Manufacturing Standard 2018 · Household & Personal Products Standard 2018 · International Integrated Reporting Framework (“IIRF”) · Global Reporting Initiative (“GRI”): Helen of Troy has reported in reference with the GRI Standards for the period from March 1, 2022 to February 28, 2023 · Carbon Disclosure Project (“CDP”) · Task Force on Climate-related Financial Disclosures (“TCFD”) <p>The relevant data tables and details are on page 36.</p>
Assurance	Grant Thornton LLP completed limited assurance review procedures on the Company’s carbon emissions data for Scope 1 and Scope 2 (location-based greenhouse gas emissions). Refer to page 43 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 2023 Annual Report on Form 10-K (“Annual Report”) · Our Proxy Statement scheduled to be filed at the end of June 2023 (“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@helenoftroy.com

Forward-looking statement is on page 42.



About Helen of Troy

We incorporated as Helen of Troy Corporation in Texas in 1968 and were reorganized as Helen of Troy Limited in Bermuda in 1994. We are a leading global consumer products company offering creative products and solutions for our customers through a diversified portfolio of brands. 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 generally have number-one or number-two positions in their respective categories and include the OXO, Hydro Flask, Osprey, Vicks, Braun, Honeywell, PUR, Hot Tools and Drybar brands.



Segment Information

During the fourth quarter of fiscal 2023, we made changes to the structure of our organization in connection with our global restructuring plan (as further described below) that resulted in our previous Health & Wellness and Beauty operating segments being combined into a single reportable segment, which is referred to herein as “Beauty & Wellness.”

We currently operate in two business segments:

- Home & Outdoor
- Beauty & Wellness

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.

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



**Home &
Outdoor**



**Beauty &
Wellness**

Our Leadership Brands

Helen of Troy



Home & Outdoor

This segment provides a broad range of outstanding world-class brands that help consumers enjoy an outdoor lifestyle and make everyday living better. Our innovative products for home activities include food preparation, cooking, cleaning, organization, and beverage service. Our outdoor performance range includes hydration products, backpacks, and travel gear to ease your journey and inspire your next adventure. Sales for this global segment are primarily to online and brick and mortar retailers and direct-to-consumer channel.

Beauty & Wellness

This segment provides consumers with a broad range of outstanding world-class brands for beauty and wellness. In Beauty, we deliver innovation through products such as hair styling appliances, grooming tools, and liquid-, solid-, and powder-based personal care products that help make everyone look and feel more beautiful. On the Wellness side, we are there when you need us most with highly regarded humidifiers, thermometers, water and air purifiers, heaters, and fans. Sales for this global segment are primarily to online and brick and mortar retailers, distributors, and direct-to-consumer channel.

CEO Statement

To our Stakeholders,

I am very pleased to share our ESG report for fiscal year 2023, which marks our third year disclosing our ESG performance. I am proud of our progress to date. That progress demonstrates our core cultural values of In Touch, Ingenuity, Shared Success. It also showcases our commitment to continuously driving improvements in every corner of the Company and sets us up well as we move to the next phase of our ESG journey.

Despite the challenging macroeconomic environment we faced in fiscal 2023, ESG continues to be a strategic priority for our business. Our efforts are focused on those initiatives we believe will contribute to our current and long-term success. We do this by aligning to our ESG priority assessment, while keeping sight of the differing, and sometimes competing needs of our key stakeholders, all of whom are looking to us for sustained success. Our five key stakeholder groups include:

1. **Shareholders** who entrust us with their capital;
2. Retail **customers** who support our brands and business;
3. **Consumers** who believe in and trust all that our brands and Company stand for;
4. Talented worldwide **associates** who seek us out as their employer of choice, and
5. The **communities** in which we are proud to live and work.

This approach to our stakeholders best reflects our Company's purpose: *Elevate Lives and Soar Together.*

Over the last few years, we formalized and cascaded our ESG strategy, which is rooted in serving the needs of our key stakeholders. Progress is tracked by our cross-functional ESG Task Force ("ESG Task Force"), assessed by me personally, as well as our full Board quarterly. With our Board's support, we continue to make progress as we implement our multi-year objectives, goals, strategies, and measures for ESG. In this Report, we share our work across each stakeholder group, and discuss how we navigated and managed the many challenges of fiscal 2023 as we and the rest of the world continue to rebalance and normalize from the impacts of Covid-19.

In fiscal 2023, we completed Stage 1 of our three-stage ESG strategy. This included setting our emission reduction targets, which have been approved by the Science Based Targets initiative. To support our environmental and social commitments, we became members of key packaging and recycling organizations such as the New Plastics Economy and How2Recycle®, as well as supplier engagement organizations such as CDP's Supply Chain Program. In addition to our corporate initiatives, our brands continued to make strides on environmental stewardship. As an example, several of our brands are using alternative materials with some of our paper packaging and main body fabric coming from certified sustainable sources. Some of our brands have also implemented recycled content material in selected products and packaging. You will find details on page 22 and many more examples throughout this Report.

With Diversity, Equity, Inclusion & Belonging ("DEI&B") tied closely to the social aspects of ESG, we consolidated this work under the leadership of our Vice President, Global ESG. Throughout Phase II of our transformation, our focus has been to attract, retain, include, unify, include, and train the best talent. We believe that by embracing the power of diversity of thinking, experience, gender, and ethnic background, we are multiplying the effectiveness of our organization, and



“Over the last few years, we formalized and cascaded our ESG strategy, which is rooted in serving the needs of our key stakeholders. Progress is tracked by our cross-functional ESG Task Force (“ESG Task Force”), assessed by me personally, as well as our full Board quarterly.”



cultivating a rich and inclusive environment that benefits all stakeholders. As part of our inclusion work, we continued to seek diverse candidates in searches to fill roles on the management team and Board of Directors. We added a Chief Operating Officer (COO) to our senior management team in fiscal 2023, which increased the gender diversity split to 50/50 among our named executive officers. We also added two outstanding female Hispanic directors to our Board of Directors in fiscal 2023, bringing the gender split to 50/50 among our independent directors, while also raising ethnic diversity to 25% and adding significant work experience outside the United States. Internally, we continued with unconscious bias training for all associates, and ongoing listening sessions for associates to share their thoughts and feedback.

In April 2023, we announced that I intend to retire from the Company at the end of fiscal 2024, which is at the end of my employment agreement. This timing will mark what will be 10 years as Helen of Troy's CEO and 34 years in the global consumer products industry. Our current COO, Noel Geoffroy, has been appointed to succeed me as CEO at that time. She will be the third CEO in Helen of Troy's 55-year history and the first woman to lead the Company. I believe the Company will be in excellent hands under Noel's leadership. I also believe Helen of Troy is well-positioned for long-term sustained growth and to continue advancing our ESG initiatives for the benefit of all stakeholders.

As we wrap up Phase II of our transformation in fiscal 2024, I am proud of the exceptional work of our passionate, dedicated associates. They have given their all to build our business and brands, while creating strong global shared services and a scalable operating platform. Since the start of our transformation in 2014, the Company's net sales more than doubled to over \$2 billion, and adjusted earnings per share more than tripled. Its portfolio of Leadership Brands has improved and expanded, adding Outdoor and Prestige Beauty as growth drivers that further leverage the platform built during the transformation. Culturally, we have propelled the Company to the top of our peer group across a wide range of metrics and driven exceptional levels of engagement that have made the Company an employer of choice. We did this by uniting under a common consumer-centric vision and bedrock core values that enable us to elevate lives and soar together.

Looking ahead, our ESG focus for the next three years is designed to deliver Stage 2 of the plan outlined in this Report. It concentrates on transitioning the majority of our packaging to be sustainably sourced with recyclable and/or recycled content, deepening our engagement and partnership with key suppliers on ESG topics, and integrating relevant ESG standards into product design, materials, and energy efficiency.

We recognize that staying in touch and deeply connecting with our key stakeholders is an important source of competitive advantage for Helen of Troy. So much so that it is also one of our core cultural values. We believe that delivering on improvements to our ESG and DEI&B performance will provide long-term benefits to our business, brands, and all of five stakeholder groups. We also simply believe these initiatives are the right thing to do.

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 new position to lead our ESG efforts across Helen of Troy and oversee the ESG Task Force. In fiscal 2023, this position was promoted to Vice President, Global ESG with additional oversight of our DEI&B work. Together, the Vice President, Global ESG, and the ESG Task Force continue to identify the Company's key ESG topics and implement a global 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, DEI&B, and human rights. Our ESG Task Force, whose members include representatives from our business segments and global shared services, in conjunction with our Vice President, Global ESG, leads the development and implementation of our strategic ESG plan. Our Vice President, 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 our 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 toward 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 various 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](#). 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 of 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 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 the 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, DEI&B, human rights, and environmental and natural capital management.

The Chief Financial Officer (CFO) 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 DEI&B to our stated strategic goal to attract, retain, unify, include, and train the best people.

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. For example, some of our Beauty & Wellness segment's customers require that our hair appliances comply with various safety certifications, including UL certifications. Similarly, thermometers distributed by our Beauty & Wellness segment must comply with various regulations governing the production and distribution of medical devices. Additionally, some product lines within our Beauty & Wellness segment are subject to product identification, labeling and claim requirements, which are monitored and enforced by regulatory agencies, such as the US Environmental Protection Agency (the "EPA"), US Customs and Border Protection, the US Food and Drug Administration, and the US Consumer Product Safety Commission.

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 Beauty & Wellness segment that are sold in the US. 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 on the impacted products as we worked with the EPA toward an expedient resolution. Our fiscal 2022 consolidated, and Beauty & Wellness segment's, net sales revenue, gross profit, and operating income were materially and adversely impacted by the stop shipment actions and the time needed to execute repackaging plans. We resumed normalized levels of shipping of the affected inventory during fiscal 2022 and we completed the repackaging of our existing inventory of impacted products during fiscal 2023. Additionally, as a result of continuing dialogue with the EPA, we executed further repackaging and relabeling plans on certain additional humidifier products and certain additional air filtration products, which were also completed during fiscal 2023. Although we are not aware of any fines or penalties related to this matter imposed against us by the EPA, there can be no assurances that such fines or penalties will not be imposed. 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 Vice President, Global ESG and ESG Task Force, it is our objective to not only manage these risks, but also seize any identified opportunities to help with the Company's long-term success.



Stakeholder Engagement

We seek to maintain a best-in-class level of corporate governance on behalf of our stakeholders, including our associates, customers, consumers, communities, and shareholders. We also recognize the importance of environmental and social factors related to how we operate our business. We identified these stakeholders as critical to the successful delivery of our business strategy. Table 1 summarizes how we engage 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, and holiday parties/celebrations
Customers: our retail partners	Provide Leadership Brands that we believe can deliver sustained and profitable growth	<ul style="list-style-type: none"> Ongoing and annual 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 (examples: phone, email, websites) around the world, and social listening Pre-market and after-market product testing Relevant consumer market research surveys which assess attitude and usage, qualitative, sustainability preferences and package research
Communities: our local communities where we live and operate	Facilitate 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 Periodic: Investor Days to introduce or update on long-term strategic planning and progress

*Note: these engagements happen throughout the fiscal year, including in fiscal 2023, unless otherwise indicated

In general, the key ESG topics raised by our stakeholders related to strengthening our overall ESG practices, including our DEI&B efforts, and the rollout of these practices and efforts. 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 DEI&B, this included seeing progress on diversity in our organization and helping our associates 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 recent fiscal years, we completed our formal ESG prioritization process in fiscal 2022. We believe this assessment remained valid for fiscal 2023. This assessment, which is the basis of our ESG strategy and topics covered in this ESG Report, included several internal and external interviews 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	✓	✓	✓
DEI&B	✓	✓	✓
Chemical Management	✓	✓	✓
Packaging	✓	✓	✓
Product Impacts	✓		✓
Product Quality & Safety	✓	✓	✓
Responsible Sourcing of Raw Materials	✓	✓	
Supplier Engagement		✓	
Talent Recruitment & Retention	✓		

*in alphabetical order

ESG Strategy

Our ESG strategy focuses primarily on 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 cascaded this strategy through the relevant areas of the Company and completed our Stage 1 actions, as described further in this Report. Moving forward, we will continue to implement management approaches to 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

Fiscal 2019 marked the completion of Phase I of our transformation, which delivered improved organic sales growth by focusing on our Leadership Brands, strategic acquisitions, becoming a more efficient operating company with strong global shared services, upgrading our organization and culture, improved inventory turns and return on invested capital, and returning 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 US, and adding new brands through acquisition. We are building further shared service capability and operating efficiency, as well as focusing on attracting, retaining, unifying, and training the best people. Additionally, we are continuing to enhance and consolidate our ESG efforts and accelerate programs related to DEI&B to support our Phase II transformation.

During the second quarter of fiscal 2023, we focused on developing a global restructuring plan intended to expand operating margins through initiatives designed to improve efficiency, effectiveness, and reduce costs (referred to as “Project Pegasus”). Project Pegasus includes initiatives to further optimize our brand portfolio, streamline and simplify the organization, accelerate cost of goods savings projects,

Our Phase II Transformation Strategy



enhance the efficiency of our supply chain network, optimize our indirect spending, and improve our cash flow and working capital, as well as other activities. We anticipate these initiatives will create operating efficiencies, as well as provide a platform to fund future growth investments. As part of our initiative focused on streamlining and simplifying the organization, we made further changes to the structure of our organization, which include the creation of a North America Regional Market Organization (“RMO”) responsible for sales and go-to-market strategies for all categories and channels in the US and Canada, and further centralization of certain functions under shared services, particularly in operations and finance to better support our business segments and RMOs. This new structure, inclusive of the organizational structure changes described earlier (refer to Segment Information on page 5) resulting in the reportable segment change, will reduce the size of our global workforce by approximately 10%. We believe that these changes better focus business segment resources on brand development, consumer-centric innovation and marketing, the RMOs on sales and go to market strategies, and shared services on their respective areas of expertise while also creating a more efficient and effective organizational structure.

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

Data highlights

158.3

million units of production²

41

strategic and preferred supplier manufacturers, all outsourced³

40%

revenue from products that support environmental and social issues⁴

94.9%

of eligible products (by revenue) certified by 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.

For example, several of our products, such as thermometers, blood pressure monitors, nasal aspirators, humidifiers, vaporizers, air purifiers, and water filters, are intended to help manage the symptoms of various illnesses, such as colds and flu, as well as other conditions. While our other products, such as Hydro Flask’s innovative bottles, drinkware, and food products, help reduce single-use plastics usage, with OXO products like GreenSavers and Compost Bins helping to reduce food waste. Our acquisition of Osprey in fiscal 2022 demonstrated an acquisition of a brand that is expected to be financially accretive but also closely align and further contribute to our ESG goals for example, through their environmental and social work around use of alternative materials and becoming a bluesign® system partner.





Environmental Performance

Our Approach

We seek 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 seek 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 designed to minimize the 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 resource efficient. For fiscal 2023, 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/Global Commitment of the Ellen MacArthur Foundation, a cross-sectoral and international effort to address plastic waste and pollution, and our corporate membership with How2Recycle⁶, a standardized labeling system that communicates recycling actions to consumers in North America. We also continued 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, aligning with standards such as Energy Star if applicable, and where possible, using environmentally friendly or less harmful materials. Within our own facilities, we intend to implement sustainable design and operating practices where relevant and applicable, such as:

- Our recently opened Gallaway, Tennessee, distribution center features technology automation and scalable direct-to-consumer capability. Our packaging can also be used for returns, perfect for retailers and direct-to-consumer orders, further reducing the use of unnecessary materials. This project is registered under the LEED® green building program⁷ and is pursuing certification in the Building Design and Construction for Warehouse and Distribution Centers category. LEED, or Leadership in Energy & Environmental Design, is one of the world’s widely used green building standards.
- We completed the upgrade to our corporate lights to LED in 2021 which has led to a yearly energy savings of around 430,682 kWh.
- Osprey installed and is utilizing its 32.8k Wp rooftop solar system on their Vietnam office.
- We continued to implement relevant waste management programs in our operations, including recycling around 13.42 metric tons of metal, paper fiber, electronics, and other miscellaneous waste in our distribution centers.

- In March 2023, Hydro Flask launched a water bottle trade-in program in the United States. This trade-in program provides customers in the United States the option to return old, unwanted or non-functioning Hydro Flask bottles, tumblers, and stainless steel products in exchange for redeemable store credit to be used exclusively on their website: www.hydroflask.com.
- We continued to participate 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.

We are implementing a system designed to help minimize negative impacts of our practices on the environment and continue to work on initiatives to reduce emissions in our supply chain and product use. As part of these efforts and in order 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 Carbon Disclosure Project aligned with the guidelines of the TCFD (refer to page 38 for further information), (2) implement a responsible climate policy, and (3) develop targets which were approved in October 2021 by the SBT initiative⁸. This work is ongoing, and we intend to share our progress in future reports. In fiscal 2023, we earned 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

221,177.5

metric tons CO₂e or total greenhouse gas (GHG) emissions

3,291

metric tons CO₂e Scope 1⁹

7,419.9

metric tons CO₂e Scope 2¹⁰ (location-based)

210,466.6

metric tons CO₂e Scope 3¹¹

Energy Consumption Data

123.2

thousand GJ total energy consumed: 54.7% within company; 45.3% outside of company

116,097.9

MWh total electricity consumed: 15.8% within company; 84.2% outside of company

16.8

Energy productivity (thousand revenue per GJ)

17.85

electricity intensity (thousand revenue per MWh)

Water Consumption Data

510,623.8

thousand gallons total water withdrawn: 9.9% within company; 90.1% outside of company
3.3% of water withdrawn from High or Extremely High Baseline Water Stress Areas¹²

4.06

Water productivity (revenue per gallons of water withdrawal)

Waste Produced and Diverted

9,747.4

metric tons non-hazardous waste: 72.1% within company; 27.9% outside of company; 39.4% diverted and recycled; 60.6 landfilled and incinerated

73.7

metric tons solid hazardous waste¹³

Only outside company data is available

350.6

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

* Scope 1 and Scope 2 GHG emissions of the Company have been reviewed by Grant Thornton LLP. Refer to page 43 for the Report of Independent Certified Public Accountants.

Refer to pages 39-41 for data assumptions and methodologies.

Did You Know?

In the past several years, our business segments continued to work on addressing key environmental aspects specific to their products and packaging. The infographic below summarizes some of our initiatives:



*Percentages based on the number of styles in the season.
 **Made from third-party certified recycled content through a mass balance allocation process; the 50% content is based on weight



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.

We provide diverse benefits and programs to support the well-being of our associates. Our investment in benefits continues to evolve over time to address the new and shifting challenges of our associates. Our spectrum of diverse benefits and programs, which vary by region and office, includes healthcare benefits, a variety of emotional & mental health resources, programs on wellness, financial advice, occupational health and safety, enhanced leave programs, including office closures during the December holiday season, referred to as “Associate Appreciation Week.”

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 the first time, our culture survey in fiscal 2023 included associate sentiment related to DEI&B in the workplace. Results indicated associates value a diverse and inclusive culture and are excited about our efforts related to diversity and inclusion. 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.

Since the beginning of our culture transformation in 2017, fiscal 2023 is the first time our results showed a decline in scores across the organization¹⁴. We aim to leverage this time of transformation as an opportunity to continue to assess our engagement, culture, and policies in order to meet or exceed the needs of associates, such as increased appreciation/recognition while we continue to build upon our core ethics, integrity, and positive spirit.

The Helen of Troy Academy provides associates with learning opportunities through in-person workshops, self-paced eLearning courses, and micro-learning content. 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 & feedback, trust, innovation, and design thinking. In 2022, our associates completed 2,821 courses through The Academy for a total of 10,137 learning hours.



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. This orientation introduces associates to the Company, our culture, our values, our brands, and work life at Helen of Troy. As part of initial onboarding to the Company, associates are also introduced to 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.

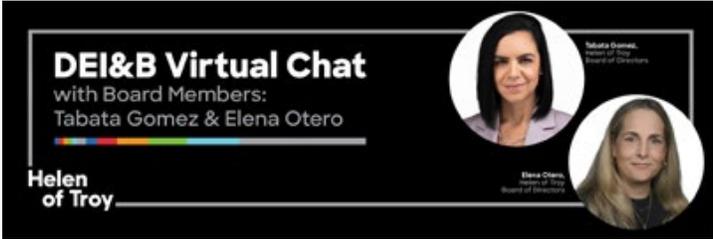
Our corporate environment encourages collaborative working and open communication between management and associates. We have a performance evaluation and feedback program utilizing data analytics for all our associates and encourage career planning at all levels of the organization. We have a formal 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 the CEO and Board of Directors succession plans for our senior management.

On occupational health and safety, we implement programs, facilitate and track relevant training, and provide safety equipment, including assigning a safety officer for each of our work locations, where applicable. Between our two biggest distribution centers that were fully operational in fiscal 23, both located in Mississippi, 1,616 safety training-related hours were completed in fiscal 2023. We continued to implement several precautionary measures to protect our associates from the spread of infectious diseases like COVID-19, and enhanced safety measures for workers in our offices and distribution centers. We currently have a flexible, hybrid work approach whereby most office associates are encouraged to be in the office frequently and required to do so based on business needs. We offer well-being and wellness programs globally, including an employee assistance program to support our associates.



Did You Know?

In celebration of Hispanic Heritage Month, to mark the addition of our Latina directors to our Board of Directors, we organized a virtual conversation with Elena Otero and Tabata Gomez. Over 200 associates tuned in for the inspirational and insightful discussion centered around the importance of diversity and representation in leadership roles and how to show up as their authentic selves in the workplace.





DEI&B Efforts

At Helen of Troy, we are on a mission to build a workforce as diverse as our brands, where our differences are valued & embraced. Our culture of continuous improvement and remaining in touch enables us to learn from each other. In fiscal 2023, we broadened our Diversity, Equity & Inclusion (DE&I) journey to include to the term “Belonging.” We now refer to this as DEI&B. 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 DEI&B work by formally recognizing the importance of DEI&B 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 DEI&B, which is available on our Website. Our DEI&B initiatives include assessing equitable opportunities in career advancement, rewards & recognition, health benefits that are designed to meet 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 & 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. Using associate input and other key human capital data, we seek to adapt our approach and actions to continue to advance this work.

Data Highlights

1,903

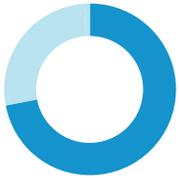
Full-Time Associates
Worldwide

14

Part-Time
Associates

1,917

Total Associates
Worldwide



■ **71.1%**
USA &
Canada

■ **28.9%**
Other Regions
& Countries

14.1%

Voluntary Turnover

11.5%

Involuntary Turnover

OHS Data¹⁵

0%

0 fatalities and fatality rate
0.92 incident rate¹⁶
0 OHS non-compliances

Demographic Data¹⁷(Overall)

57.1%

Female

54.2%

Ethnically diverse¹⁸

13%

<30 years old

Management (Director level & above)

40.9%

Female

28.1%

Ethnically diverse

0%

<30 years old

64%

women new hires
(US Only)

28.1%

increase in ethnically
diverse Management
level new hires from
FY22 to FY23
(US Only)

Our US Equal Employment
Opportunity (EEO)-1 is available on
our Website.¹⁹

Did You Know?

In fiscal 2023, Helen of Troy was recognized as #47 in the 2022 Healthiest 100 Workplaces in America, an awards program created to honor people-first organizations that prioritize the well-being of their employee population.

Companies were recognized because of their commitment to workplace wellness and their health and benefits offerings. In the same fiscal year, we also earned gold recognition as part of the American Health Association Workforce Well-being Scorecard. Organizations were recognized by the American Heart Association for their implementation of quality workplace health programs and culture of health best practices.



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 the ESG section of our Website. Our Supplier Code of Conduct is aligned with our ESG Guiding Principles, which outline expected behaviors and standards that we require of ourselves, our partners, and our suppliers globally on human rights and environmental protection. We strive to include our Supplier Code of Conduct in relevant supplier contracts, where applicable.

Each of our suppliers has its own supply chain, and we recognize that each level in the supply chain is responsible for ensuring compliance with applicable laws and regulations and for respecting human rights. We expect suppliers to consistently implement compliance throughout their own supply chains.

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 may conduct a mix of announced or unannounced visits and/or have independent third-parties audit to help determine 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 and the terms of our contract with the supplier. 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 as part of our monitoring efforts. In addition, if permitted under our contract terms, we may seek to terminate contracts with immediate effect if suppliers breach, or we suspect they are in breach, of Helen of Troy's Supplier Code of Conduct.

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. We are also committed 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 the visibility and performance of our supply chain in the relevant ESG areas.

Conflict Minerals Data

98.4%

Applicable suppliers responded

24%

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

90.2%

Currently certified for these conflict minerals

90%

certified for tin;

100%

certified for tantalum;

89.2%

certified for tungsten;

87.6%

certified for gold

80%

of smelters or refiners (SORs) had no indication of sourcing from the covered countries²⁰

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. To improve on the overall social and environmental performance monitoring of our key suppliers, we consolidated our approach to align with relevant international standards. In fiscal 2023 this included memberships in the amfori BSCI, SEDEX, and Higg FEM tool across our business segments. We also developed a company-wide set of guidelines related to supplier audits and expectations with the aim of standardizing this approach and providing clarity to our suppliers. Working with a consultant, we completed a human rights risk assessment, with findings and recommendations feeding into our guidelines to support proactive risk management. 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 products 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 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 and compliance with other applicable standards. Implementation varies depending on the needs of each segment and product. For example, our Beauty & 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 BPA²¹, heavy metals, corrosion, and UV.
- **Our product labelling 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 protect and secure relevant consumer data:** Along with our internal information security policy, our IT security is periodically strengthened through vulnerability analysis/exercises, third-party audits and relevant certification, annual training, quarterly reporting to the Board on measures and incidents, and applicable insurance coverage.



Did You Know?

Our passion for our consumers keeps us innovating with 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, our Wellness business, which is part our Beauty & Wellness segment, the presence of an in-house consumer laboratory continues to support the integration of consumer feedback into product improvements.

In our Beauty business, which is part of our Beauty & Wellness segment, we strive to deliver high-performing products in line with current trends and respond to consumer demands. One such example is the consumer demand for “hair health” products. This is why we launched Drybar’s Crown Tonic Pre-Shampoo Scalp Balancing Cleanser, which helps create the perfect hair blowout starting with a clean and well-balanced scalp. Key ingredients such as probiotic complex, AHA/BHA complex and mango leaf extract gently exfoliate and help eliminate excess oil while improving overall scalp condition. We also included an innovative scalp massaging applicator to help support circulation and remove impurities.

For our Home & Outdoor segment, Osprey will repair any damage or defect to its covered products for any reason free of charge—regardless of when the item was produced. This offer, known as the All Mighty Guarantee, will also replace a covered item if functional repair is no longer feasible. HydroFlask’s Let’s Go! Promise guarantees all products against manufacturer’s defects for the life of the product, or within respective product time period warranties. Hydro Flask will replace any product found to be defective within the scope of normal and appropriate use. Replacement parts will be utilized to address defects when available. Finally, OXO’s Better Guarantee assures consumers that if they are not satisfied with a purchase, it will be replaced or refunded. Conditions for these warranties are outlined on the respective brand websites.



Community Investment and Contributions

Our Approach

Over the course of our 55-year history, we have a long-standing 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 lead 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 DEI&B.

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 non-profit 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 non-profits 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 2023 marked Hydro Flask's sixth anniversary of giving through its Parks for All program. To date, through Parks for All, Hydro Flask has donated more than \$3.1 million dollars since the program started in support of the green spaces that help us all feel happier, healthier, and more fulfilled.

OXO's carefully curated group of grantees has steadily grown since joining 1% for the Planet in 2020, from five to now a total of 20 nonprofit partners globally. With this growth comes a refined focus on the strategic areas for giving, partnering specifically with nonprofits working to improve sustainable food systems, food education, recovery, and access.





Data highlights

\$1.85M

in charitable donations, including community investment activities

\$615,924

to trade associations²²

\$0

on campaign and political contributions as aligned with our Code of Conduct²³

5,028

volunteer hours²⁴

As an example of our commitment to fostering a culture of community giving throughout the Company, we continued with the second year of our Community Ambassadors Program. This program is structured 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. In fiscal 2023, 607 associates spent 5,028 hours volunteering, where we partnered with around 50 non-profit organizations through giving and volunteering.

Since June 2022, Helen of Troy associates from our Mississippi distribution centers have spent every Tuesday and Thursday pitching in at Heartland Hands Food Pantry. The team packs and loads boxes of food for those in need throughout DeSoto County, Mississippi, area. For Earth Day, our Community Ambassadors coordinated several events in the US and global locations such as:

- Adopt-a-highway cleanup near our Olive Branch, Mississippi, location;
- OXO associates spent a morning with GrowNYC at McCarren Park in Brooklyn, New York, where associates built and painted benches, constructed garden beds, and beautified the surrounding area;
- Associates at our China office organized a trash cleanup of Yin Hu Mountain trail; and,
- Cleaning up of the Lost Dog Trail with the Frontera Land Alliance in El Paso, Texas.

Did You Know?

In recent years, several of our brands have partnered with non-profits to raise awareness around causes with our consumers:



Hydro Flask and Osprey participated in the fall 2022 Conservation Alliance's *We Keep It Wild* Campaign. As member companies, 5% of online sales up to \$25,000 for Hydro Flask and up to \$10,000 for Osprey from October 21 to November 5, 2022, were donated to support the work of the Alliance, using the collective power of member companies to further efforts to protect North America's wild places and outdoor spaces. For the campaign, a total of \$35,000 was donated between both brands.



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. We intend to improve on our ESG disclosures, as appropriate, in future reports.

SASB

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 2023
	CG-AM-250a.2	Discussion of process to identify and manage safety risks associated with the use of its products	page 31
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 31
Packaging Lifecycle Management	CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	pages 19-20, 22

Reporting Elements	Location	Additional Explanation
Governance		
Describe the Board's oversight of climate-related risks and opportunities.	page 11	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 11	The Vice President, 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.	page 11	Assessment ongoing
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	page 11	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 Network for Greening the Financial System
Risk Management		
Describe the organization's processes for identifying and assessing climate-related risks.	page 11	<p>The Vice President, 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 horizons.²⁵</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.	page 11	<p>Results from the ongoing assessment are shared with relevant senior management and 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 improving 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.	page 11	Results from the ongoing assessment are shared with relevant senior management and the Board through the Corporate Governance Committee. Mitigation measures are developed and implemented by the Vice President, 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.	page 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.	page 21	Emissions intensity: metric ton CO ₂ e/per million revenue Scope 1 & 2: 5.17 Scope 3: 101.54
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	page 46	Climate change targets approved in accordance with the Science Based Targets initiative. Refer to endnote 8.

GRI Content Index

Statement of Use	Helen of Troy has reported in reference with the GRI Standards for the period from March 1, 2022 to February 28, 2023
GRI 1 Used	GRI 1: Foundation 2021
Refer to GRI content index table on our Website.	

ESG Data Methodologies and Assumptions

Reporting principles	Implementation details
Strategic focus and future orientation Connectivity of information	Pages 14–15
Stakeholder relationships	Page 13
Materiality	Page 14
Reliability, accuracy, and completeness Balance Clarity	Provided scope, definitions, data assumptions, and methodologies
Consistency and comparability	Provided similar data time frames as our financial year period, where this was not possible, provided additional information on time scope, assumptions, and methodologies used.
Timeliness	Published this Report within six months of the end of the fiscal year

Climate Change Emissions Data Approach

All greenhouse gas data reporting follows the GHG Protocol, developed by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD).

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, 2022 – February 28, 2023) 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 in the table 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. This number is independent of any GHG trades such as sales, purchases, transfers, or banking of allowances.
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. This number is independent of any GHG trades such as sales, purchases, transfers, or banking of allowances.
Scope 3	At this time, Scope 3 accounting is limited to: <ul style="list-style-type: none"> • 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 2023, 69% of total kWhs and 79% of therms of natural gas (from total applicable sites) were actuals, the rest were estimated. When data was not available for a specific period of time, usage was estimated based on averaging available data.</p> <p>Scope 2 is location-based emissions.</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"> o Domestic: eGRID 2021, January 2023 o International: IEA, “CO₂ Emissions from Fuel Combustion,” 2021
Scope 1 Fleet Vehicles	Global fleet vehicles	Helen of Troy operates a small supply of leased fleet vehicles. Primary data (mileage) was provided for all vehicles and was converted based on miles per gallon from www.fueleconomy.gov
C3.1 Energy Use in Supply Chain (outside of company)	Tier 1 Supplier energy use	<p>51% of Tier 1 suppliers by spend participated in reporting primary data on fuel, natural gas, and electricity usage. By spend, all were reported through Higg FEM (52% verified, 48% non-verified). 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).</p> <p>Primary reported data was then extrapolated to 100% of total spend to represent Helen of Troy’s complete volume of production.</p> <p>Osprey data was not yet included in this inventory for fiscal 2023 as we fully integrate their operations with the rest of the Company’s.</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. We continued this methodology in fiscal 2023.</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 2023, Helen of Troy is reporting calendar year 2021 supplier data.</p> <p>Emission Factors Used: Primary - Higg FEM Methodology</p>
C3.2 Capital Goods	Machinery and equipment	Helen of Troy reports its total spend (\$USD) on machinery and equipment under capital goods. Emissions are calculated by feeding primary spend data through the EPA Scope 3 Evaluator tool.
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 2021, January 2023 · International: IEA, “CO₂ Emissions from Fuel Combustion,” 2021
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.</p> <p>Outbound/Downstream – Primary data (weight, origin, and destination) was provided for all Helen of Troy-managed outbound shipments. No erroneous shipments were removed from the data set. Some estimates were required, but this was approximately less than 1% of cargo weight.</p> <p>Osprey data was not yet included in this inventory for fiscal 2023 as we fully integrate their operations with the rest of the Company’s.</p>

Category	Boundary	Notes on Methodology
C3.4 & C3.5 Upstream and Downstream Transportation & Distribution (cont.)	Global inbound and outbound shipping managed by Helen of Troy	<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. We continued this methodology in fiscal 2023.</p> <p>Emission Factors Used:</p> <ul style="list-style-type: none"> · EPA Climate Leaders, April 2021 · BSR Clean Cargo Emissions Report, 2019
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 2023 inventory (no estimations were applied for facilities who did not provide primary data, which was done in fiscal 2021 inventory).</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:</p> <ul style="list-style-type: none"> · EPA Climate Leaders, April 2021, Table 10: Scope 3 Business Travel and Commuting · Transportation emission factors as per 2018 Emission Factors for GHG Inventories by EPA
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 travelled 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. For fiscal 2023, only essential workers and APAC FTEs were included in the commuting estimation based on qualitative and estimated information about employee commuting behavior.</p> <p>Emission Factors Used: EPA Climate Leaders, April 2021, Table 10: Scope 3 Business Travel and Commuting</p>

Notes:

- 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 included in this Report where possible. Where it was not, it is included in the table above. We aim to include the rest of their data as we fully integrate their operations with the rest of the Company's.
- We only cover CO₂, CH₄, N₂O in our calculations. We did not calculate for HFCs, PFCs and SF₆ and believe these gases are de minimis.
- Our emissions profile over time is reported in our CDP response.

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, 59% of the reported water use is based on primary data, while the remaining 41% was estimated using EPA average water use per sq. ft. for office buildings and warehouses, respectively. Fifty-one 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 9 out of 27 sites (representing 92.5% of total area) were able to supply primary data for landfill disposal, the remaining locations were not included as it only represents a minority area of 7.5%. Fifty-one 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.

Forward-Looking Statements and Disclaimer

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 US Private Securities Litigation Reform Act of 1995. Generally, the words “anticipates,” “believes,” “expects,” “plans,” “may,” “will,” “might,” “would,” “should,” “seeks,” “estimates,” “project,” “predict,” “potential,” “currently,” “continue,” “intends,” “outlook,” “forecasts,” “targets,” “could,” “setting up,” “beginning to,” 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 concerning ESG targets, goals, commitments and programs or 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 US SEC.

As a result, the actual conduct of our activities, including the development, implementation, continuation or achievement of any program, policy, initiative, target, commitment, or objective 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 shift and evolve and are based on management assumptions believed to be reasonable at the time of preparation but should not be considered guarantees. Additionally, our goals and commitments include specific achievements we seek to accomplish that have aspirational components that may take years or decades to achieve. 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.

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Dallas, TX 75201**D** +1 214 561 2300**F** +1 214 561 2370**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 (location-based) greenhouse gas (“GHG”) emissions included in the 2023 Environmental, Social, and Governance Report (the “Subject Matter”) of Helen of Troy Limited (“Helen of Troy” or the “Company”) for the year ended February 28, 2023. Helen of Troy’s management is responsible for preparing and presenting the Subject Matter in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and GHG Protocol Scope 2 Guidance (collectively, the “Criteria”) as described in the Company’s 2023 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. The procedures performed in a review vary in nature and timing from, and are substantially less in extent 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. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The procedures we performed were based on our professional judgment and consisted primarily of analytical procedures and inquiries. In addition, we obtained an understanding of the Company’s business processes relevant to the review in order to design appropriate procedures.

The other information included in the Company’s 2023 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 the Subject Matter 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, 2023, in order for it to be in accordance with the Criteria.

Dallas, Texas
May 25, 2023

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)	Refers 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-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 Standards)	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 US 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.
MWh 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
Leadership Brands	Refers to the Company's key brands that are licensed and or owned; and 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

Glossary

Terms	Definitions
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, 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; excludes Osprey.
- ³ Refers to our key strategic Tier 1 supplier manufacturers that have direct supplier contracts with Helen of Troy affiliates; of which 41.46% are ISO 14001 certified systems and 17.07% are ISO OHS certified.
- ⁴ Revenue related to social issues (26.85%) 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 (13.16%) such as sale of items that help to contribute toward 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 The How2Recycle label is only applicable in the US and Canada markets.
- ⁷ USGBC® and the related logo are trademarks owned by the US Green Building Council® and are used with permission.
- ⁸ Helen of Troy commits to reduce absolute Scope 1 and 2 GHG emissions by 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. Refer to pages 39-41 for climate change emissions data approach.
- ¹⁰ Indirect emissions that are within our operational control, e.g., electricity, heat, steam. Refer to pages 39-41 for climate change emissions data approach.
- ¹¹ Emissions that are not within our operational control, e.g., supply chain. Note that this does not include "Use of Sold Products". Refer to pages 39-41 for climate change emissions data approach.
- 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 When we began the culture survey in 2017, scores ranged from 66 to 77; for fiscal 2023 scores ranged from 71 to 80.
- ¹⁵ 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 2022 calendar year, same reporting time frame as our reporting to the US Occupational Safety and Health Administration ("OSHA").
- ¹⁶ 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 0.92 injuries in our US operations.
- ¹⁷ For detailed board diversity data, refer to our Proxy Statement.
- ¹⁸ Data only available for US operations, based on self-identification and refers to data as of end fiscal 2023, February 28, 2023.
- ¹⁹ Refer to data as of last pay period of calendar year 2022, as per EEO-1 requirements.
- ²⁰ Of those SORs that show indication of sourcing from the DRC/Covered Countries, all but 3 are currently certified or actively moving through the certification process. Related to the 3 SORs, we required the relevant suppliers to cease any more purchases from these SORs for our products, and they have confirmed Covered countries and conflict minerals as defined in Section 1502(e)(4) of the Dodd-Frank Wall Street Reform and Consumer Protection Act.
- ²¹ All food contact items are tested for Bisphenol A or BPA.
- ²² 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.
- ²³ As a matter of strict principle, we do not make any political or campaign contributions globally, including to political action committees (PACs). There is no reportable lobbying activity for fiscal 2023.
- ²⁴ Refers to calendar year 2022 data.
- ²⁵ 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.



**Helen
of Troy**



PUR

BRAUN



Honeywell

HOT TOOLS

drybar

Elevating Lives, Soaring Together