

**Helen
of Troy**



**Environmental, Social
and Governance Report**
Fiscal Year 2021



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About this Report

Welcome to Helen of Troy’s first Environmental, Social and Governance (ESG) Report (“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 (“Company”), we are committed to providing certain ESG information with the following reporting elements:

Report Elements	Details
Period	Fiscal year (“fiscal”) 2021: March 1, 2020 to February 28, 2021 All data is reflected as fiscal, unless otherwise indicated
Frequency	Annually, end of fiscal for the ESG Report Relevant updates available in the ESG section on our website: www.helenoftroy.com/esg (“Website”)
Report Approval	The Board of Directors (“Board”)-level Corporate Governance Committee and the CEO formally approved this Report
Reporting standards and principles	This Report refers to the following ESG standards, including its reporting principles: <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 <IR> • Global Reporting Initiative (GRI): This report has been prepared in accordance with the GRI Standards: Core option • Carbon Disclosure Project (CDP) • Task Force on Climate-related Financial Disclosures (TCFD) The relevant data tables and details are on page 26.
Complementary disclosures	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: <ul style="list-style-type: none"> • Helen of Troy Limited’s Fiscal Year 2021 Annual Report on Form 10-K (“Annual Report”) • Helen of Troy Limited’s 2021 Proxy Statement to be filed at the end of June 2021 (“Proxy Statement”) • ESG Section on our Website However, this Report is not, and should not be considered, incorporated or otherwise part of any filings or reports by Helen of Troy with the United States Securities and Exchange Commission (US SEC).
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 43.

About Helen of Troy

Helen of Troy Limited (NASDAQ: HELE) is a leading global consumer products company offering creative products and solutions for our customers and consumers through a diversified portfolio of well-recognized and widely-trusted brands.



We incorporated in Texas in 1968 and were reorganized in Bermuda in 1994. We go to market under a number of brands, some of which are licensed. Our Leadership Brands are brands which have leading market positions in their respective categories and include OXO®, Hydro Flask®, Vicks®, Braun®, Honeywell®, PUR®, Hot Tools® and Drybar®.

Segment Information

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

- Housewares
- Health & Home
- Beauty

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

We are proudly powered by our exceptional people, who feel and act like passionate owners. Every day, their experience and skills build superb businesses and create best-in-class capabilities in every corner of our Company. Our effectiveness is multiplied by the power of our diversity and inclusiveness. We cultivate careers and

celebrate our shared success as we strive to create long-term sustainable value together.

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

Our Leadership Brands and Business Segments

Housewares

Provides a broad range of innovative consumer products for the home and on the go to help with food preparation, cooking, cleaning, organization, beverage service, and other tasks to ease everyday living for families. This segment sells primarily to retailers as well as through our direct-to-consumer channel.



Health & Home

Provides healthcare and home environment products including health care devices, water filtration systems and small home appliances. Sales for the segment are primarily to retailers, with some direct-to-consumer channel sales.



Beauty

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



CEO Statement

To Our Stakeholders,

It is with great pleasure that we share our ESG approach and performance through this publication of our first Helen of Troy ESG Report. We see ESG as a strategic priority for our business and one that we believe will contribute to continued success. With ESG fundamentally intertwined into so many aspects of our business, organization, and purpose, in fiscal 2019 we began to embed it into the broader Phase II strategic transformation plan that drives all we do at Helen of Troy. We believe this approach best reflects our purpose as a Company, which is to ***Elevate Lives and Soar Together***.

We also believe that an integrated approach to ESG within our overall strategic plan best serves our key stakeholders, which include ***shareholders*** who trust us with their assets, ***customers*** who support our business, ***consumers*** who believe in and trust what our brands and Company stand for, talented worldwide ***associates*** who seek us out as their employer of choice, and the ***communities*** in which we are proud to live and work. Our associates around the world fully support our ESG efforts, which is in turn critical to our success. We outline our work with them and our communities in this report, especially the extra precautions we have taken to reduce and manage the challenges and impacts that COVID-19 has posed.

We believe that staying in touch and deeply connecting both internally and externally with our key stakeholders will be a key source of competitive advantage for Helen of Troy. We also simply believe these initiatives are the right thing to do.

We recognize that broader ESG trends are having a general impact on our businesses, specifically in the areas of climate change and diversity, equity, and inclusion (DE&I). As such, we have chosen climate change as one of the primary focus areas of our ESG efforts and have built a formal DE&I program. We are allocating relevant management resources to address both areas and progress is assessed by me personally, as well as our full Board quarterly. With our Board's support and a cross-functional ESG Task Force ("Task Force") working in conjunction with our newly hired ESG Director, we are currently in the process of finalizing our multi-year objectives, goals, strategies, and measures for ESG.

In keeping with our commitment to ESG, we believe that a strong and transparent ESG plan will provide lasting long-term benefits and continuous improvement to our key stakeholders as we respond to their interests and evolving needs.

As this is our first year disclosing our ESG performance, I am encouraged to see a variety of our ESG initiatives and statistics highlighted in this report. While we are still developing our formal ESG targets, I am proud that our Helen of Troy team is embodying our core cultural value of ingenuity, continuously driving improvements in every corner of the Company. This is especially timely as we celebrated the milestone of reaching \$2 billion in revenue for the first time in our 53-year history for fiscal 2021.

I am also proud to share that our work on ESG has already earned industry recognition, demonstrating that we are on the right path as we accelerate our journey in this area.

In fiscal 2021, our MSCI ESG rating was elevated to AA, putting us in the Leader Category in the Household Durables sector. We are also a constituent member of several MSCI ESG Leaders Indices: USA Small Cap, Small SMID, USA Broad and USA IMI, as well as the Vanguard ESG US Stock ETF iNAV Index. In March 2021, Helen of Troy was named by *Institutional*

Investor as a Most Honored Company with a 1st Place overall designation in several categories, two that were relevant ESG measures: *Financially Material ESG Disclosures*, and *Communication of Crisis Management Amid COVID-19* in the Mid Cap Beverage, Household & Personal Care Products Sector.

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



Sincerely,

A handwritten signature in black ink, appearing to read "Julien R. Mininberg". The signature is fluid and cursive, written over a light gray rectangular background.

Julien R Mininberg
Chief Executive Officer

ESG Foundations

ESG at Helen of Troy

Since fiscal 2019, we began developing our ESG strategy by implementing a cross-functional, company-wide Task Force to accelerate and bring focus to the many grassroots efforts that have been underway at Helen of Troy over the years.

In fiscal 2020, we formalized our ESG efforts by expanding Board oversight through the Corporate Governance Committee. In fiscal 2021, the Task Force, with our ESG Director, identified the Company's key ESG topics and began implementing a consolidated approach to address actual, emerging, and potential risks.



ESG Governance

Our Board of Directors, through the Corporate Governance Committee, oversees ESG-related matters, including those related to climate change, DE&I, and human rights. Our Task Force, whose members include representatives from our business segments and global shared services, in conjunction with our ESG Director, leads the development and implementation of our strategic ESG plan. Our ESG Director, who reports to the General Counsel, reports regularly to the Board on these matters, with ESG as a standing agenda item at scheduled quarterly board meetings.

Detailed information on Board composition and other details are available in our Proxy Statement and on our Website.

Ethical Standards and Fair Operating Practices

In addition to our expectation that our Company, associates, suppliers, and partners globally comply with relevant and applicable legal and professional requirements and regulations, our [Code of Conduct](#) ("Code") sets forth our ethical expectations towards all those who conduct business on behalf of Helen of Troy. Our Code is available in multiple languages including English, Spanish, and Chinese, and was developed through a collaborative effort by different departments and approved by our CEO. Our Code pertains to all Helen of Troy, suppliers, associates, executive officers and Board members, regardless of seniority or location. By setting



forth the standards we are expected to uphold, with training mandated, 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 supplementary requirements to our Code, including our [ESG Guiding Principles](#) and our [Supplier Code of Conduct](#), which both specify our commitment to human rights and environmental protection, and take into account relevant stakeholder feedback and international standards and guidelines such as the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization’s Standards in the development, implementation, and evaluation of these documents.

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.

ESG Risk and Opportunities

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

Risk discussions are periodically scheduled for specific committees’ meetings, with reporting from the associated risk owners in the Company. These discussions include risk identification, management, and mitigation strategies, with Board members having the opportunity to seek clarification and provide feedback.

On ESG matters, we recognize the importance of environmental and social factors on our business, including the

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

Our operations are subject to federal, state, local, and provincial jurisdictions' ESG-related laws and regulations. Many of the products we sell are subject to several product safety laws and regulations in various jurisdictions. These laws and regulations, for example, 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 and labeling requirements.

Additionally, an emerging trend with both governments and our retail customers is to prescribe public and private social accountability reporting requirements regarding our worldwide business activities. 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.

Due to the nature of our operations and the frequently changing nature of compliance and social reporting standards and technology, we cannot yet predict with any certainty that future material capital or operating expenditures may be required in order to comply with applicable laws, regulations and other reporting mandates.

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



Stakeholder Engagement

We seek to adhere to the highest level of corporate governance on behalf of our stakeholders, including our associates, customers, consumers, communities, and shareholders. We identified these stakeholders as critical to the successful delivery of our business strategy. Table 1 summarizes how we engage with them 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 (virtually or socially distanced) 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, listening sessions, lunch and learns, conferences, holiday parties/celebrations
Customers: our retail partners	Provide Leadership Brands that deliver sustained and profitable growth	<ul style="list-style-type: none"> • Ongoing and yearly meetings with retail customers, wholesalers, and distributors at multiple levels, including buyers and senior management • Ongoing outreach and reviews on licensor brand goals
Consumers: our product end-users	Elevate lives every day with high-quality solutions from trusted, compelling brands	<ul style="list-style-type: none"> • Ongoing monitoring of sales, ratings and reviews, formal interaction through our after-sale service lines (phone, email, websites) around the world, social listening • Pre-market and after-market product testing • Relevant consumer market research surveys: attitude and usage; qualitative; sustainability preferences; package research
Communities: our local communities where we live and operate	Ensure mutually beneficial and supportive relationships in the communities where we live and operate	<ul style="list-style-type: none"> • Ongoing throughout the year: Employee recruiting, volunteering through multiple charitable leave days, product donations, financial support, and strategic partnerships
Shareholders: our owners and investors	Strive to deliver superior long-term performance	<ul style="list-style-type: none"> • Ongoing throughout the year: quarterly earnings conference calls, individual and group meetings, investor conferences, non-deal roadshows • Occasional: Investor Days to introduce or update on long-term strategic planning and progress

In general, the key ESG topics raised by our stakeholders dealt with the need to strengthen our overall ESG and DE&I practices. In ESG, this included further strategic action plans and public disclosure, improvements on sustainability initiatives in relation to our products and packaging, as well as the mitigation and adaptation of climate change impacts to our businesses. In DE&I, this included further progress on diversity in our organization and ensuring that our associates can continue to thrive in an inclusive work environment.

ESG Priority Assessment

Building on the earlier grassroots efforts and initial work to formalize a consolidated ESG approach in fiscal 2019 and 2020,

we initiated the formal ESG prioritization process in fiscal 2021. This assessment included several internal and external interviews to identify and prioritize ESG topics, considering both the needs of the business and of our key stakeholders. This work is ongoing, with results to further strengthen and improve on our ESG risks and opportunities management approach, the ESG strategy, as well as future reporting and disclosures.

ESG Strategy

Under the leadership of our ESG Director, we developed our ESG framework that outlines our strategies in three areas: (a) embedding ESG into the business, (b) engaging our people and communities, and (c) enhancing our products and services:



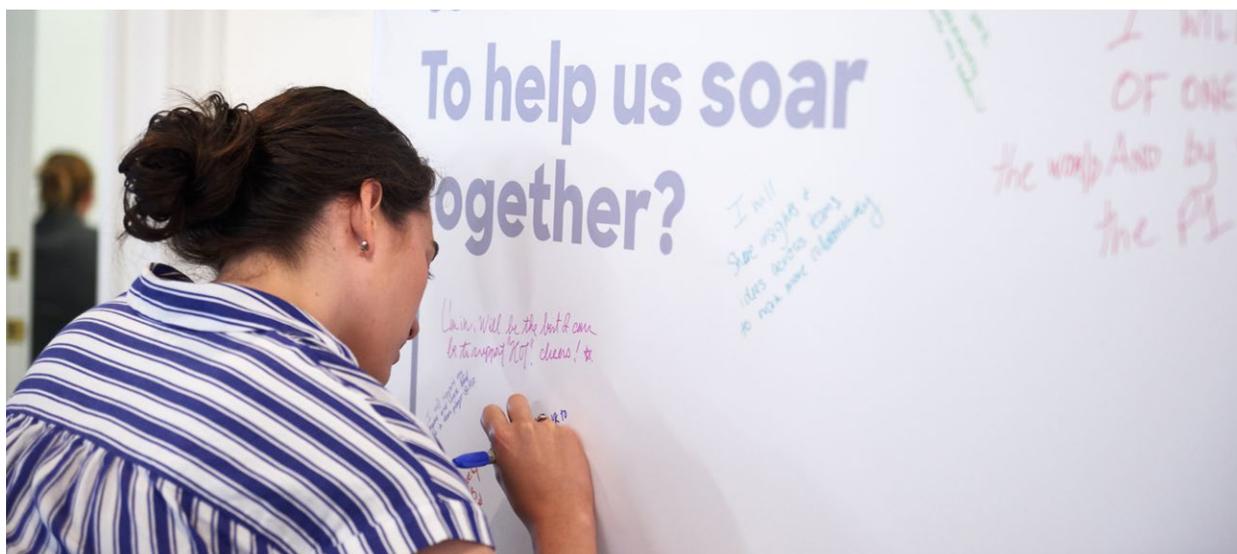
In fiscal 2022, we are further refining our overall ESG strategy, as we cascade and implement management approaches and

responses to our key ESG topics. We intend to provide further updates in the future as our implementation progresses.

Financial Performance

Our approach

In fiscal 2015, we launched a five-year Transformation Plan designed to improve the performance of our business and create a world-class organization and culture capable of delivering sustained results for our stakeholders.



Fiscal 2019 marked the completion of Phase I of our Transformation Plan, which delivered superior performance across a wide range of measures. We invested in our Leadership Brands, made strategic acquisitions, became a more efficient operating company with strong global shared services, upgraded our organization and culture, improved inventory turns and return on invested capital, and returned capital to shareholders.

Fiscal 2020 began our Phase II Transformation which is designed to drive the next five years of progress. The long-term objectives of Phase II include further organic sales growth, continued margin expansion, further progress on our organization and culture, and strategic and effective capital deployment. Phase II also includes continued investment in our Leadership Brands, with a focus on growing them

through consumer-centric innovation, expanding them more aggressively outside the United States, and adding new brands through acquisition. We are building further shared service capability and operating efficiency, as well as attracting, retaining, unifying, including, and training the best people. Our Phase II plans also include enhancing and consolidating ESG efforts and accelerating programs related to DE&I.

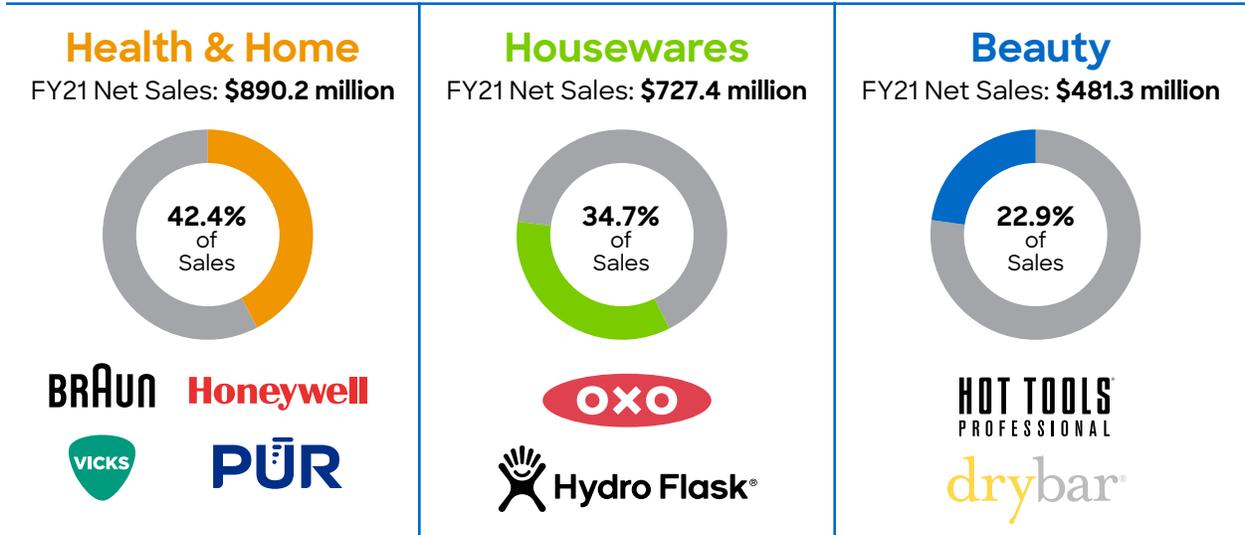
Fiscal year 2021 was another very successful year for the Company. We surpassed the \$2 billion sales milestone, further expanded operating margin, grew earnings per share, and delivered growth in cash provided by operating activities.

Additional information of our financial performance and Phase II Transformation is included in our Annual Report and in our Proxy Statement.

Our Phase II Transformation Strategy



FY21 Total Consolidated Net Sales: \$2.1 Billion



Data highlights

233.77 million
units of production¹

119 key
supplier manufacturers,
all outsourced²

36% revenue
from products that contribute to social
issues (known as total social revenue)

30% revenue
from eligible products certified
to ENERGY STAR³

DID YOU KNOW?

36% of our revenue is derived from products that contribute to social issues, such as basic sanitation and health.

Several of our products sold by our Health & Home segments, such as thermometers, blood pressure monitors, nasal aspirators, humidifiers, vaporizers, air purifiers and water filters, are helping to diagnose or manage the symptoms of respiratory illnesses, such as colds and flu, as well as other diseases such as heart illnesses, high blood pressure and the like.

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



Environmental Performance

Our approach

We aim to minimize our impact on the environment, and in general, intend to manage our environmental impacts where possible and as appropriate.

These include mitigating climate and water risks, reducing hazardous and non-hazardous waste, decreasing energy usage from non-renewable sources, designing products with “Design for Environment” in mind, reducing the impact of packaging throughout its lifecycle and improving efficient fleet fuel usage.

We are working to implement a system to minimize negative impacts of our practices on the environment, both in our direct operations and with our suppliers. With more than 90% of the energy, water, and waste related to our products occurring through our suppliers, our environmental efforts are especially focused on working with them. We strive to collaborate with our suppliers to reduce excessive packaging and to use recycled/recyclable and low-impact materials and to become as resource efficient as possible. For fiscal 2021, we implemented several initiatives related to increasing recyclability and reducing single use plastic in our packaging. We also worked with several key suppliers to improve their energy and carbon efficiency.

In our direct operations, this is reflected in designing products that are intended to be energy and resource efficient, and where possible, using environmentally friendly or

less harmful materials. We continued to implement relevant waste management programs in our operations, including recycling around 180,000 metric tons of metal, paper fiber, electronics, and other miscellaneous waste in our distribution centers. We participated in several waste recycling efforts, including those legally mandated in Canada, the United Kingdom, and the EU, and are assessing a potential expansion of our recycling efforts outside these regulated markets.

To formalize our commitments on climate change, we became a signatory of We Mean Business, a coalition of organizations and businesses where we committed to: (a) report climate change data and measures to the Carbon Disclosure Project (CDP) aligned with the guidelines of the Task Force on Climate-related Financial Disclosures (TCFD), (b) implement a responsible climate policy, and (c) develop targets aligned with the Science Based Targets standards. This work is ongoing, and we intend to share our progress in future reports. In fiscal 2020, 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.

Data highlights

Climate Change Emissions Data

356,853 metric tons CO₂e or total greenhouse gas (GHG) emissions

2,189 metric tons Scope 1⁴

5,627 metric tons Scope 2⁵

349,037 metric tons Scope 3⁶

Energy Consumption Data

1,210.33 thousand GJ total energy consumed:

7.31% within company; **92.69%** outside of company

222,244.88 MWhs total electricity consumed:

6.52% within company; **93.48%** outside of company

105.89 electricity intensity (MWhs per \$M revenue)

Water Consumption Data

307,131.85 thousand gallons total water withdrawn:

5.55% within company; **94.45%** outside of company

9.27% of water withdrawn in High or Extremely High Baseline Water Stress Areas⁷

Waste Produced and Diverted

28,397 tons non-hazardous waste:

5.55% within company; **94.45%** outside of company

31.44% diverted

12,060 tons solid hazardous waste⁸: Only outside company data is available

DID YOU KNOW?

With over 233 million items produced last year, sustainable packaging has been one of our key focus areas.

This challenging initiative requires cross-functional teams from our creative and marketing associates, our suppliers and our engineers working hand in hand to develop and implement solutions that work for both our consumers and key customers. For our Housewares Segment, Hydro Flask and OXO became members of the Sustainable

Packaging Coalition, with Hydro Flask adopting the How2Recycle label on some of its product packaging. For our Beauty Segment, they are assessing the use of recyclable cardboard packaging and plastic bag packaging with 30% recycled content in several of our top-selling Revlon products. Our Health and Home Segment is piloting a lifecycle assessment tool to understand the best options for shifting to more sustainable packaging materials.

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 a 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. Across our global Company, we are committed to cultivating an inclusive culture where our associates can thrive. Our ESG Guiding Principles, available on the Website, outline our positions on labor and human rights, diversity and equal opportunity, non-discrimination, freedom of association and collective bargaining, no child labor, and no forced or compulsory labor.

Resources provided to enhance associates' "total well-being" include learning and development opportunities as part of our Helen of Troy Academy, charitable leave policy, financial advice, employee stock purchase plan, occupational health and safety programs, wellness programs, and product discounts. Perks and benefits vary by region and office. During special Company milestones such as our 50th

Anniversary in fiscal 2019, or reaching \$2 billion in revenue in fiscal 2021, we awarded share grants as an additional reward to associates for their contributions to the Company's success. We also 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. In fiscal 2021, results of our engagement survey indicated that associates feel they are highly valued, respected, and have a high sense of pride working at Helen of Troy, which contributed to our voluntary turnover. Our engagement scores have improved, with an average of an eight-point improvement across the 28 attributes we have been measuring since the beginning of our culture transformation in 2017.⁹

Our corporate environment encourages collaborative working and open communication between management and associates. We have a performance evaluation and feedback program 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, relevant training and provide safety equipment, including where applicable, assigning a safety officer for each of our work locations. We rolled out several precautionary measures to protect our associates from the spread of COVID-19, which included instituting a temporary work from home policy for the majority of our global associates, the temporary ban of non-business critical travel, and enhanced safety measures for essential workers in our offices and distribution centers. We also provided information from sources such as the US Centers for Disease Control and Prevention (CDC) related to COVID-19, as well as offered wellbeing programs from our existing employee assistance program to support associates during this challenging period.



Across our global Company, we celebrate the diversity of our people and value the unique perspectives they bring. We are committed to cultivating an inclusive culture where our associates can thrive. We believe our effectiveness is multiplied by the power of our diversity and inclusiveness. Our DE&I initiatives include leadership coaching and workshops to build awareness and sponsorship, targeted recruitment actions to increase diversity of new hires, and associate learning programs and listening sessions to foster inclusion. 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. Using associate input and other key human capital data, we seek to adapt our approach and actions to continue to advance this top Company priority.

Data highlights

1,769 full time associates worldwide
77.2% USA
22.8% other countries and regions

7% voluntary turnover

OHS data¹⁰

0 fatalities and fatality rate

1.69 incident rate¹¹

36% of safety incidents were COVID-19 related¹²

0 non-compliances

Demographic data¹³

Overall:

54.3% female

56.3% ethnically diverse¹⁴

45.8% < 40 years old

Management: (Director level and above)

40.5% female

25.3% ethnically diverse

13.2% < 40 years old

DID YOU KNOW?

In fiscal 2021, we upgraded several ongoing DE&I initiatives into a set of major investments in this area. These changes formally recognized the importance of DE&I in several foundational documents, including in our Phase II Transformation Plan, our Corporate Identity statement, and our Culture program.

We also issued a statement about our commitment to DE&I, which is available on our Website. We launched a compulsory DE&I workshop on unconscious bias, with about 900 associates completing the training and others scheduled to do so by the end of June 2021. In external recruiting, we expanded outreach to minority candidates, with the aim of further increasing representation in our candidate

pools. We increased donations of time and funds, adding a second paid charitable leave day each year for our associates and expanding the scope and funding of our charitable donations program to focus on apolitical DE&I causes.

Internally, for International Women's Day we held a company-wide broadcast of a conversation between our CEO and Reshma Saujani, Founder and CEO of Girls Who Code. All 75 of our senior leaders (Vice President level and above) attended our yearly leadership conference with this year's theme of "Many Faces, ONE Mission", to learn best practices from colleagues and industry leaders in the areas of culture, engagement, coaching, DE&I, and executing business results.

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 and key vendors, 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.

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

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

On regulatory requirements related to human trafficking and conflict minerals, we take the necessary steps to help prevent them in our operations and supply chains. Our anti-human trafficking and modern slavery statement and our detailed conflict minerals report (known as the US SEC Form SD) are both available on our Website.

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

Data highlights

Conflict Minerals data

99% applicable suppliers responded

30.53% suppliers indicating conflict minerals

were necessary to the functionality or production of our products

85.10% of smelters or refiners (SORs) had

no indication of sourcing from the covered countries; of which the remainder are either certified, under certification process or further assessment

DID YOU KNOW?

Our Health and Home Segment works closely with their key suppliers in China with the goal of improving their environmental impacts. These include focus on supplier energy efficiency and reporting on energy and climate data as part of our goals with our key customer, Walmart.

Our Housewares Segment has been phasing in the implementation of the Higg Facility Environmental Module (Higg FEM) and the Higg Facility Social and Labor Module (Higg FSLM). These multi-industry tools were collaboratively developed by the Sustainable Apparel Coalition and Outdoor Industry Association to measure the environmental and social impacts of suppliers more accurately and build awareness of best practice expectations. The aim is to better understand where targeted improvement opportunities lie and prioritize work with suppliers to address them more effectively.

Consumer Issues

Our approach

Our purpose is to elevate lives with products that deliver high-quality solutions from our trusted, compelling portfolio of Leadership Brands. Delighting consumers across the entire consumer journey is central to our success. Our passion for our consumers keeps us innovating with better ways to elevate the lives of consumers everywhere, every day.

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 (EMC) and compliance with other applicable standards. Implementation will vary depending on the needs of each segment and product. For example, our Health and Home 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 Housewares 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 BpA¹⁵, 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 the necessary steps to protect and secure relevant consumer data:** IT security is continually strengthened through third-party audits, annual training, quarterly reporting to the Board on measures and incidents, and ensuring applicable insurance coverage.

Community Investment and Contributions

Our approach

Over the course of our 53-year history, we have a longstanding tradition of supporting the communities where we live and work.

Associates receive two charitable leave days to donate their time to organizations that matter most to them. We believe community engagement and good corporate citizenship leads to stronger communities and shared success that in turn further strengthens our Company and its connection to the communities in which we live and work. In general, we provide donations of cash, products, or discounts to selected charities and organizations, especially in our local communities or as part of the overall charitable efforts of specific Helen of Troy brands. Those efforts include initiatives such as [Hydro Flask's Parks for All Program](#), [OXO's 1% for the Planet giving commitment](#) and [PUR's PUR Community](#).

In fiscal 2021, through our Giving Together program, associates were given the opportunity to donate to charities of their preference, with the Company matching donations dollar for dollar, up to \$200,000, for selected charities aligned with the Company's DE&I causes. We also provided several product donations as part of our effort to contribute to needs related to the COVID-19 pandemic.

Data highlights

~\$7 million in charitable donations including community investment activities

\$302,849 to trade associations¹⁶

\$0 on lobbying, campaign, and political contributions as aligned with our Code of Conduct¹⁷



DID YOU KNOW?

As an example of our DE&I and community investment work in action, our Beauty Segment became a corporate partner of The Trevor Project, through a donation of \$75,000. The Trevor Project is the world's largest suicide prevention and crisis intervention organization for LGBTQ (Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning) young people.

The organization works to save young lives by providing support through free and confidential suicide prevention and crisis intervention programs on platforms where young people spend their time: a 24/7 phone lifeline, chat, and text. They also run *TrevorSpace*, the world's largest safe space social networking site for LGBTQ youth, and operate innovative education, research, and advocacy programs.

ESG

Data Tables

ESG Reporting Indices

This section outlines the data indices of the relevant Reporting Standards indicated in the About this Report section. Detailed data measurements and estimations are also provided after the different reporting indices tables.

We endeavored to provide relevant information where possible. As a new ESG reporter, we are still working on collecting reliable data, as well as finalizing our ESG prioritization matrix. We intend to improve on our ESG disclosures, as appropriate, in future reports.

1) SASB

This table outlines the reporting indicators under the SASB standards: a) Appliance Manufacturing Standard 2018, and b) 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 15
Suppliers	CG-TS-000.B; CG-HP-000.B	Number of manufacturing facilities, % outsourced	page 15
Product Safety	CG-AM-250a.1; CG-TS-250a.1	Number of recalls issued and total units recalled	1 number of recalls issued ¹⁸ (voluntarily reported related to a labeling issue with de minimis cost) 563,280 total units recalled ~97% recovery rate
	CG-AM-250a.2	Discussion of process to identify and manage safety risks associated with the use of its products	pages 23-24
Product LCAs	CG-AM-410a.3	Description of efforts to manage products' end of life impacts	page 17
	CG-AM-410a.1	% of eligible products by revenue certified to ENERGY STAR	page 15

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 18
	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	pages 23-24
Packaging Lifecycle Management	CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Strategy development is ongoing.

2) TCFD

Reporting Elements	Location	Additional Explanation
Governance		
Describe the board's oversight of climate-related risks and opportunities.	pages 8-10	Our Board of Directors, through the Corporate Governance Committee, oversees climate change-related risks and opportunities through its own regularly scheduled meetings
Describe management's role in assessing and managing climate-related risks and opportunities.	pages 8-10	The ESG Director 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.	pages 8-10, 17	Assessment ongoing
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	pages 8-10, 17	Assessment ongoing
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	page 17	Assessment of scenarios ongoing

Risk Management

Describe the organization's processes for identifying and assessing climate-related risks.	pages 8-10	The ESG Director 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.
Describe the organization's processes for managing climate-related risks.	pages 8-10	Results from the ongoing assessment are shared with relevant senior management, and to the Board through the Corporate Governance Committee. Management measures will be identified and discussed as appropriate.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	pages 8-10	Results from the ongoing assessment are shared with relevant senior management, and to the Board through the Corporate Governance Committee. Mitigation measures are developed and implemented by the ESG Director 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 17	Assessment and development ongoing in accordance with the Task Force on Climate-related Financial disclosures. 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 18	
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	page 17	Assessment and development ongoing in accordance with the Science Based Targets Standards.

3) GRI Content Index

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

	Disclosure	Location / Page(s)
GRI 102: General Disclosures 2016		
102-1	Name of the organization	Annual Report pages 3 to 7
102-2	Activities, brands, products, and services	
102-3	Location of headquarters	
102-4	Location of operations	
102-5	Ownership and legal form	
102-6	Markets served	
102-7	Scale of the organization	
102-8	Information on employees and other workers	page 21
102-9	Supply chain	Annual Report page 6 pages 22-23
102-10	Significant changes to the organization and its supply chain	None
102-11	Precautionary principle or approach	ESG Guiding Principles
102-12	External initiatives	None
102-13	Membership of associations	Major memberships include: Association of Home Appliance Manufacturers; Outdoor Industry Association; Professional Beauty Association; Water Quality Association
102-14	Statement from senior decision-maker	pages 6-7
102-15	Key impacts, risks, and opportunities	pages 8-10
102-16	Values, principles, standards, and norms of behavior	pages 8-9
102-17	Mechanisms for advice and concerns about ethics	page 9
102-18	Governance structure	Proxy Statement and Investor Relations Website: https://investor.helenoftroy.com/governance
102-19	Delegating authority	
102-20	Executive level responsibility for economic, environmental, and social topics	pages 6, 8
102-21	Consulting stakeholders on economic, environmental, and social topics	pages 11-12

102-22	Composition of the highest governance body and its committees	Proxy Statement and Investor Relations Website: https://investor.helenoftroy.com/governance
102-23	Chair of the highest governance body	
102-24	Nominating and selecting the highest governance body	
102-25	Conflicts of interest	
102-26	Role of highest governance body in setting purpose, values, and strategy	
102-27	Collective knowledge of highest governance body	
102-28	Evaluating the highest governance body's performance	
102-29	Identifying and managing economic, environmental, and social impacts	page 12
102-30	Effectiveness of risk management processes	pages 9-10
102-31	Review of economic, environmental, and social topics	page 12
102-32	Highest governance body's role in sustainability reporting	page 3
102-33	Communicating critical concerns	page 3
102-34	Nature and total number of critical concerns	None
102-35	Remuneration policies	Proxy Statement
102-36	Process for determining remuneration	Proxy Statement
102-37	Stakeholder involvement in remuneration	Proxy Statement
102-40	List of stakeholder groups	page 11
102-41	Collective bargaining agreements	Annual Report page 8
102-42	Identifying and selecting stakeholders	page 11
102-43	Approach to stakeholder engagement	pages 10-11
102-44	Key topics and concerns raised	page 12
102-45	Entities included in the consolidated financial statements	Annual Report pages 97-98
102-46	Defining report content and topic boundaries	pages 3, 12, 36-39
102-47	List of material topics	page 12
102-48	Reinstatements of information	Not applicable, this is our first year of reporting
102-49	Changes in reporting	
102-50	Reporting period	page 3
102-51	Date of most recent report	June 2021
102-52	Reporting cycle	page 3
102-53	Contact point for questions regarding the report	page 3
102-54	Claims of reporting in accordance with the GRI Standards	page 3

102-55	GRI Content Index	page 3
102-56	External assurance	None
GRI 103: Management Approach 2016		
103-1	Explanation of topic and its boundary	pages 3,12, 36-39
103-2	The management approach and its components	pages 8-9, 13-14, 17, 19-20, 22-24
103-3	Evaluation of the management approach	page 12
GRI 201: Economic Performance 2016		
201-1	Direct economic value (EV) generated and distributed	Annual Report page 67
201-2	Financial implications and other risks and opportunities due to climate change	page 17
201-3	Defined benefit plan obligations and other retirement plans	Annual Report page 88
201-4	Financial assistance received from government	None
GRI 202: Market Presence 2016		
202-2	Proportion of senior management hired from the local community	Our Global Leadership Team are nationals or permanent residents (as defined by GRI) ¹⁹ in the countries or relevant regions (ie EU) in which they are currently based.
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Not applicable
203-2	Significant indirect economic impacts	We operate in locations where we tend to be one of the biggest employers in that area
GRI 204: Procurement Practices		
204-1	Proportion of spending on local suppliers	Not applicable due to the global nature of our operations
GRI 205: Anti-corruption		
205-2	Communication and training about anti-corruption policies and procedures	All have received communication and training
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None

GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Information not readily available. Assessing how to properly report in future.
301-2	Recycled input materials used	
301-3	Reclaimed products and their packaging materials	
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	page 18
302-2	Energy consumption outside of the organization	page 18
302-3	Energy intensity	page 18
302-4	Reduction of energy consumption	Information not readily available. Assessing how to properly report in future.
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	De minimis
303-2	Management of water discharge-related impacts	De minimis
303-3	Water withdrawal	page 18
303-4	Water discharge	page 18
303-5	Water consumption	page 18
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable as none of our operations nor our outsourced supply chain locations are in these areas
304-2	Significant impacts of activities, products, and services on biodiversity	
304-3	Habitats protected or restored	
304-5	IUCN Red List species and national conservation list species with habitats in areas affected by operations	
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	page 18
305-2	Energy indirect (Scope 2) GHG emissions	page 18
305-3	Other indirect (Scope 3) GHG emissions	page 18
305-4	GHG emissions intensity	Scope 1 & 2: 3.72 MTCO ₂ e/revenue; Scope 3: 166 MTCO ₂ e/revenue
305-5	Reduction of GHG emissions	De minimis
305-6	Emissions of ozone-depleting substances (ODS)	De minimis
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	De minimis

GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	page 18
306-2	Management of significant waste-related impacts	page 18
306-3	Waste generated	page 18
306-4	Waste diverted from disposal	page 18
306-5	Waste directed to disposal	page 18
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	page 22
308-2	Negative environmental impacts in the supply chain and actions taken	pages 17-18, 22
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	page 21 Employee Hires: - 51.8% female - 86% US & Canada, 9% Asia Pacific, 5% EMEA; 0% Latin America - 5.6% baby boomers; 32.1% Gen X; 55% millennial; 7.4% Gen Z ²⁰
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Since 99% of our staff are full time associates, this is de minimis.
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	Due to the differing nature of our business segments, we provide varying notice periods depending on the nature of the role and the operation
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	page 20
403-2	Hazard identification, risk assessment, and incident investigation	page 20
403-3	Occupational health services	page 20
403-4	Worker participation, consultation, and communication on occupational health and safety	page 20
403-5	Worker training on occupational health and safety	page 20

403-6	Promotion of worker health	page 20
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	page 20
403-8	Workers covered by an occupational health and safety management system	page 20
403-9	Work-related injuries	page 21
403-10	Work-related ill health	page 21
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	23,161 training videos, eBooks and online courses completed, 94 face to face virtual workshops completed, 1800+ eLearning hours completed, 700+ hours operational warehouse training
404-2	Programs for upgrading employee skills and transition assistance programs	page 20
404-3	Percentage of employees receiving regular performance and career development reviews	100%
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	page 21 Detailed generation breakdown: - Overall: 0.1% silent; 12.5% baby boomers generation; 41.6% Gen X; 43.8% millennial; 2% Gen Z - Management: 20.5% baby boomers generation; 66.4% Gen X; 13.2% millennial generation
GRI 406: Non-Discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	page 9
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our policy is global and is aligned to applicable regulations
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Refer to 407-1
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Refer to 407-1

GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Not applicable
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	Not applicable
GRI 412: Human Rights Assessment		
412-2	Employee training on human rights policies or procedures	None. Assessing future implementation
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Not applicable
GRI 413: Local communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	pages 24-25
413-2	Operations with significant actual and potential negative impacts on local communities	None
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	page 22
414-2	Negative social impacts in the supply chain and actions taken	page 22
GRI 415: Public Policy 2016		
415-1	Political contributions	None
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	pages 23-24
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	De minimis
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	page 24
417-3	Incidents of non-compliance concerning marketing communications	None
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None
GRI 419: Socioeconomic Compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	None

ESG Data Methodologies and Assumptions

A. Reporting Principles

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

Reporting principles	Implementation details
Strategic focus and future orientation Connectivity of information	Shared information on ESG strategy development pages 12-14
Stakeholder relationships	page 11
Materiality	pages 12 and 43
Reliability, accuracy, and completeness Balance Clarity	Provided scope, definitions, data assumptions and methodologies pages 36-42
Consistency and comparability	Provided similar data timeframes 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 from the end of the fiscal year

B. Climate Change Emissions Data

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

This is the first time Helen of Troy is reporting greenhouse gas data. The following notes disclose methodologies used as well as assumptions and estimations applied when primary data was not wholly or partially available.

Scope 1

Includes natural gas usage in our direct operations, including offices and owned warehouses as well as mobile fuel combustion from fleet vehicles. EPA and IEA factors used. International Building energy use intensity (EUI) averages used to estimate where applicable.

Scope 2

Includes electricity usage in our direct operations, including offices and owned warehouses. US Environmental Protection Agency (EPA) and International Energy Agency (IEA) factors used to produce location-based data. International Building EUI averages used to estimate where applicable.

Scope 3

At this time, Scope 3 accounting is limited to:

- C3.1 Purchased Goods and Services for contract factory energy used and waste generated in the production of Helen of Troy products
- C3.3 Fuel- and Energy-Related Activities
 - for T&D losses from electricity consumed within the company
 - as well as electricity associated with our remote workforce in FY2021 only (due to the COVID-19 pandemic)
- 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
Energy Use in Direct Operations (within company)	Global office and warehouse locations (leased and owned).	<p>In FY2021, 15 out of 24 sites supplied real data. Only 5% of total kWhs were estimated.</p> <p>Remote office electricity use in FY2021 was estimated using region-specific average home electricity consumption and assuming 15% occupancy used for an office space, applied to the relevant months of the year for all non-essential workers.</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 leased warehouses, therefore they were excluded from the analysis.</p>
Fleet Vehicles	Global fleet vehicles	Helen of Troy operates a small supply of fleet vehicles. Primary data was provided for all vehicles.

Energy Use in Supply Chain (outside of company)	Tier 1 Suppliers	<p>70% of Tier 1 suppliers by spend participated in reporting primary data on fuel, natural gas, and electricity usage. Energy data reported was allocated to account for only the percent of total production attributable to Helen of Troy in each factory.</p> <p>The Housewares Segment utilized emissions data as calculated through the Higg FEM, while the Beauty and Health & Home Segments utilized GHG Protocol methodologies to calculate emissions. This data was then used to extrapolate to 100% of total spend.</p>
Shipping	Global inbound and outbound shipping managed by Helen of Troy	<p>Inbound/Upstream – Partial primary data was provided for all Helen of Troy-managed shipments from factory origin city to warehouse destination city. Weight was estimated using container size provided (assumed maximum weight limit for all shipments per container size). Intra-China ground transport was estimated using partial weight data and average distance per provided number of shipments.</p> <p>Outbound/Downstream – Complete primary data was provided for all Helen of Troy-managed outbound shipments. No estimations were required.</p>
Business Travel	Global employee travel	All air travel and car rentals are booked through a central travel agency. Primary data provided.
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 miles per gallon (MPG) for a standard car. Drive alone single occupancy vehicle (SOV) was assumed for all regions except for Asia Pacific (APAC), which was assumed as all public transit.</p> <p>For FY2021, only essential workers and APAC FTEs were included in the commuting estimation.</p>

C. 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, 75% of the reported water use is based on primary data, while the remaining 25% was estimated using EPA average water use per sq ft for office buildings and warehouses, respectively. Seventy 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.

D. Waste Data

For Helen of Troy offices and warehouses, only 3 out of 24 sites were able to supply primary data for landfill disposal, the remaining locations were estimated using average office waste per employee multipliers. Seventy percent of Tier 1 suppliers by spend provided primary solid hazardous and non-hazardous waste. Supplier data reported was allocated to account for only the percent of total production attributable to Helen of Troy in each factory. This data was then used to extrapolate to 100% of total spend.

Glossary

Terms	Definitions
Baseline Water Stress	Measures total annual water withdrawals or demand (municipal, industrial, and agricultural) expressed as a percent of the total annual available flow or supply
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
CO ₂ e 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
Energy Star	Refers to a symbol representing energy efficient products in the United States and other countries such as Canada, Australia, Japan, New Zealand, Switzerland, and Taiwan
Environmental, Social and Governance (ESG)	Refer to non-financial performance indicators used by investors to screen potential investments
Ethnically diverse	Refers to associates (or employees) with racial or ethnic background different to that of the majority; in the United States this would be non-Caucasian or non-white
GJ or Gigajoules	Commonly used to measure overall energy usage, including electric and fuel consumption; also refers to one thousand million joules
Global Reporting Initiative (GRI)	An international standards organization that sets standards on ESG and sustainability disclosures reporting
Greenhouse gas (GHG) emissions	Emissions that contribute to the greenhouse effect - trapping of the sun's heat by gases in the Earth's atmosphere - such as, most commonly, carbon dioxide (CO ₂) emissions
Hazardous waste	Waste as defined in Annex III of the United Nation's international treaty on the "Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal" (also known as the Basel Convention), or as defined by the relevant national legislation
Incident rate	Refers to the United States Occupational Safety and Health Administration (OSHA) formula on total recordable incident rate (TRIR): (number of injuries/illnesses x 200,000)/employee hours worked. It refers to the number of recordable injuries for every 100 workers

International Integrated Reporting Framework	An ESG reporting standard set by the International Integrated Reporting Council in 2010
MWhs or megawatt-hours	One thousand kilowatt-hours; 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: OXO, Honeywell, Braun, PUR, Hydro Flask, Vicks, Hot Tools and Drybar
Non-hazardous waste	Waste that has not been defined hazardous in Annex III of the United Nation's international treaty on the Basel Convention, or by the relevant national legislation
REACH regulation	A European Union regulation known as "Registration, Evaluation, Authorization and Restriction of Chemicals", which addresses the production and use of certain chemical substances
Recyclable	Refers to materials that can be easily recycled in a specific area or location
Recycled content	Refers to the percentage of material that replaces virgin materials
Scope 1 emissions	Direct greenhouse gas emissions that are owned or controlled by the Company, such as direct fuel consumption; commonly measured in metric tons
Scope 2 emissions	Indirect greenhouse gas emissions resulting from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the Company; commonly measured in metric tons
Scope 3 emissions	Indirect greenhouse gas emissions not part of scope 2 and occurs outside of the Company, including both upstream and downstream emissions; commonly measured in metric tons
Smelters or refiners (SORs)	Refers to the entity that produces base metal from its ore; part of the reporting requirements under Rule 13p-1 under the United States Securities Exchange Act of 1934 (added by Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act)
Sustainability Accounting Standards Board (SASB)	A not-for-profit organization that sets standards on ESG reporting and sustainability accounting
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 Refers to the units of finished goods purchased from our suppliers, all of which are outsourced
- 2 Refers to our key Tier 1 supplier manufacturers that have direct supplier contracts with Helen of Troy affiliates; covers 141 factories, 23.4% of which have environmental management systems in place.
- 3 Relates only to air purifiers in the US and Canada, as Energy Star is primarily applicable in these markets
- 4 Direct emissions that are within our operational control e.g., on-site fossil fuel combustion
- 5 Indirect emissions that are within our operational control e.g., electricity, heat, steam
- 6 Emissions that are not within our operational control e.g., supply chain
- 7 Based on categories outlined in the World Resources Institute [Aqueduct](#) tool
- 8 All hazardous waste is disposed in accordance with regulations; detailed data is available only for outside the Company
- 9 When we began the culture survey in 2017, scores ranged from 66 to 77; for fiscal 2021 scores ranged from 77 to 83
- 10 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 2020 calendar year, same reporting timeframe as our reporting to the US Occupational Safety and Health Administration (OSHA)
- 11 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 1.69 injuries in our US operations, which is 53.1% below the US national average of 3.6.
- 12 We reported 8 COVID-19 related cases, which were dealt with accordingly. We also continued to strengthen our measures to help prevent further infections.
- 13 For board diversity data, refer to our Proxy Statement
- 14 Data only available for US operations; based on self-identification
- 15 All food contact items are tested for Bisphenol A or BpA
- 16 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.
- 17 As a matter of strict principle, we do not make any political, lobbying or campaign contributions globally.
- 18 Recall initiated in January 2020 related to our Sure antiperspirant product with total recovery percentage of approximately 97%. The products were removed from the market and reported voluntarily to the US Food and Drug Administration (FDA) as they contained the wrong active ingredient even though this mislabeled ingredient is approved by the FDA as an active ingredient in antiperspirants and was within the allowable percentages set forth in regulations. Costs associated were de minimis. Root cause was determined, and a corrective and prevention actions (CAPA) procedure has been written with several new incoming raw material processes now in place. We [announced](#) the divestiture of our mass market personal care business, including Sure, on June 8, 2021
- 19 According to the GRI, “The geographical definition of ‘local’ can include the community surrounding operations, a region within a country, or a country”. This is the definition we refer to.
- 20 We categorize age data based on generation: Silent: 1928-1945; Baby boomers: 1946-1964; Gen X: 1965-1980; Millennial: 1981-1996; Gen Z: > 1997

Forward Looking Statement

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

Some of the statements in this report, particularly those related to future goals, commitments, and programs as well as business performance and objectives are forward- looking statements within the meaning of the U.S. Private Securities Litigation Reform Act of 1995. These statements generally can be identified by the use of words or phrases, including, but not limited to, “intend,” “anticipate,” “believe,” “estimate,” “project,” “target,” “plan,” “expect,” “setting up,” “beginning to,” “may,” “will,” “should,” “seek,” “would,” “resume,” “predict,” “potential”, “continue”, or and other similar words identify forward-looking statements. We caution that forward-looking statements are not guarantees because there are inherent difficulties in predicting future results. Actual results may differ materially from those expressed or implied in the forward-looking statements. Important risk factors that could cause actual results to differ materially from those suggested by the forward looking statements can be found in our current and periodic reports filed with the U.S. Securities and Exchange Commission, including with limitation our 2021 Annual Report on Form 10-K (“Annual Report”) and that are otherwise described from time to time in our reports as filed with the Securities and Exchange Commission (“Commission”).

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

We use the standards and guidelines of the Global Reporting Initiative, Sustainability Accounting Standards Board industry specific standards and the Task Force on Climate-related Financial Disclosures 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 Commission rules in our Annual Report. The inclusion of sustainability and ESG disclosures in this report and in our other filings with the Commission does not necessarily mean or imply that we consider them to be material for purposes of the federal securities laws or the Commission’s rules and regulations governing such disclosure.

Helen of Troy

Elevating Lives, Soaring Together

