

Helen
of Troy

Sustainability Report

Fiscal Year 2026

OXO

Hydro Flask

OSPREY

BRAUN

PUR

Honeywell

VICKS

HOT TOOLS

drybar

CURLSMITH

REVLON

OLIVE & JUNE



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Helen
of Troy

Helen of Troy

Who We Are

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.



Who We Are

We currently operate in two reportable business segments:



Home & Outdoor

Offers a broad range of outstanding world-class brands that help consumers enjoy everyday living inside their homes and outdoors. Our innovative products for home activities include food preparation and storage, cooking, cleaning, organization, and beverage service. Our outdoor performance range, on-the-go food storage, and beverage ware includes lifestyle hydration products, coolers and food storage solutions, backpacks, and travel gear. Sales for this global segment are primarily to online and brick & mortar retailers and through our direct-to-consumer channel.

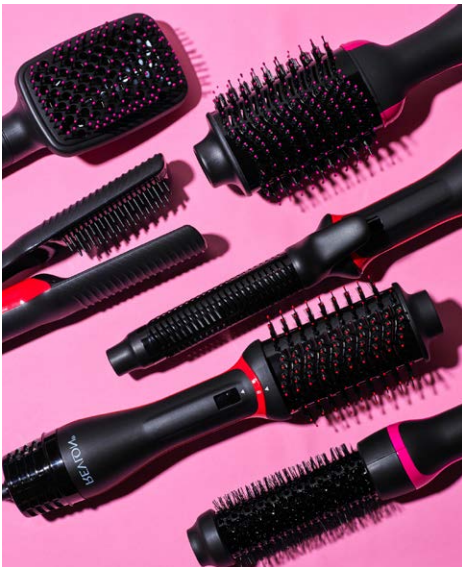


Beauty & Wellness

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, liquid and aerosol personal care products, and nail care solutions that help consumer's look and feel more beautiful. In Wellness, 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 & mortar retailers, distributors, and through our direct-to-consumer channel.



Additional information about our Company and our business, strategy, governance, and financial performance can be found in our most recent [Annual Report](#) and [Proxy Statement](#).



Who We Are (continued)

Our portfolio of brands is available in approximately 100 countries, reaching consumers across North America, Latin America, Europe, the Middle East, Africa, and the Asia-Pacific region. Guided by our purpose to Elevate Lives, sustainability is woven into virtually every aspect of our business—from the materials we source to the partnerships we build, ensuring our brands inspire trust and loyalty around the world.

Our brands continue to earn external accolades, highlighting our commitment to deliver thoughtful solutions for home, health, wellness, and beauty while meeting the evolving needs of consumers worldwide. Notably, the Company jumped in ranking from #16 to #12 in the 2025 Healthiest 100 Workplaces in America, which recognizes people-first organizations for their commitment to employee well-being and exceptional health and wellness programming. And, we were named again by Newsweek as one of “America’s Most Responsible Companies,” earning a spot on their 2026 list. For the first time, we were also included on Newsweek’s Most Charitable Companies list highlighting our commitment to corporate philanthropy, supporting communities, championing causes and giving back in ways that create real and lasting impact.

Here are some highlights from fiscal 2026:

Olive & June – Fast Company’s 2025 Most Innovative Company list

PUR – Gear Lab Best Water Filters of 2026

Braun – CNN Best Thermometer

Vicks – Good Housekeeping Best for Kids Vicks 3-in-1 Sleepytime Humidifier

Osprey – Good Housekeeping 2025 Parenting Award Best Adventure-Ready Carrier

Hydro Flask – Zoe Report 2026 Reader’s Choice Award #2 Best Sustainable Travel Gear Brand

OXO – Forbes' Accessibility 100 List



A Message From Our CEO

G. Scott Uzzell
Chief Executive Officer



To Our Valued Stakeholders,

Welcome to our fiscal 2026 sustainability report. I am proud to share this report which marks an important moment for our Company and for me personally as I continue in my tenure as the new Helen of Troy CEO. I’m thrilled to be part of this leading global consumer products company with over 55 years of offering creative products and solutions across our portfolio of brands. During my first few months, I traveled around the globe visiting our offices, and the conversations reinforced my commitment to improving how we operate, sharpen our priorities, and amplify our focus on consumers.

At a time of rapid change and rising expectations, we are building on organizational changes put in place last summer, and we’ve made strides to prepare for success. We are reaffirming our belief that long-term success depends on staying true to our North Star – the consumer. We recognize that today’s consumers expect more, not only from the products they choose but from the companies behind them. This fuels our commitment to innovating products that meet consumers’ evolving needs. So much so, our consumer-first approach has been recognized for the fourth consecutive year, with Newsweek naming us one of America’s Most Responsible Companies. This recognition demonstrates our commitment to live our principles and embeds them consistently in our operations, business, and culture. Through this work, we aim to consistently earn the engagement, loyalty, and pride of our five key

stakeholders: **consumers, associates, customers, shareholders, and the communities in which we live and operate.**

Our Product Portfolio

A majority of our revenue is driven by products aligned with everyday consumer needs, such as water filtration with PUR, the detection of fever using Braun and Vicks thermometers, and the relief of allergy symptoms using our Vicks Humidifiers, Vaporizers and Sinus Inhalers. Our portfolio also includes products such as Hydro Flask reusable water bottles, Osprey bluesign® PRODUCTS, and OXO kitchen storage containers. Our portfolio of brands continues to earn industry recognition, including Olive & June being named one of Fast Company’s Most Innovative Companies in 2025. These are just a few examples of how our remarkable brands impact everyday lives.

A Message From Our CEO (continued)

Our Exceptional People

At Helen of Troy, our brands are powered by exceptional people. We realize a healthy, engaged, and collaborative workforce is a key element to our success, so we are re-energizing our organization to ensure we have the right capabilities to win. Across North America, Asia, and Europe, our teams bring diverse perspectives that deepen our understanding of consumers and inspire creativity, empathy, and innovation. These varied viewpoints enable us to develop products that meet the distinct needs of the markets and communities we serve, while driving growth and effective problem-solving. Now entering their third year, our six Associate Resource Groups (ARGs) continue to strengthen an inclusive workplace culture, creating spaces for connection, learning, and support across teams, functions, and locations and celebrating the unique lived experiences of our associates.

Supporting our Communities

Community initiatives extend our impact beyond our products to the people and places where we live and work—whether by supporting efforts to safeguard wild land and rivers, providing cleaner water, or empowering underserved communities.

Our associates continued the tradition of volunteerism by utilizing their two-volunteer time off days to donate their energy, skills, and heart to community organizations that matter most to them. Across the globe, over 8,000 hours of volunteer time was used highlighting a growing culture of service, connection, and community partnership.

Macro challenges and proactive action

We continue to navigate a dynamic global landscape shaped by evolving trade policies, macroeconomic uncertainty, and increasing regulatory expectations across packaging, product lifecycles, and sustainability disclosures. These forces affect our entire value chain and reinforce the importance of disciplined, enterprise wide sustainability governance. Our centralized sustainability strategy, overseen by our Board, strengthens accountability, drives continuous improvement, and ensures alignment with our business and stakeholder priorities. By proactively embedding sustainability across our operations, we are taking steps to build resilience and readiness, advancing responsible sourcing, increasing supply chain transparency, and systematically managing environmental impacts from raw material procurement through product end

of life. From previous experience, I have seen and believe sustainability is a critical path to our growth.

What’s clear is inspiring: we have cherished brands, deep expertise, and a team that cares deeply about delivering excellence. By staying true to our Purpose, Vision, and Values, our company can successfully adapt to the current environment while continuing to offer our consumers innovative products that elevate lives, in moments that matter. We have a solid foundation in place that will help ensure sustainability remains integral to our success. With this team, I am confident that we are taking the right steps to position us to deliver sustained revenue and profit growth and create long-term value for all stakeholders.

Sincerely,



G. Scott Uzzell,
Chief Executive Officer

Enhance

We enhance our impact by continuously improving our environmental and social performance. Through innovation, data-driven action, and measurable commitments, we reduce risk, unlock opportunities, and strengthen outcomes for the planet and society. This focus on progress and improvement helps build a more sustainable, equitable future while supporting business success.



Our Brands and Products

Helen of Troy’s Portfolio

Our portfolio includes trusted brands that deliver thoughtful solutions for home, health, wellness, and beauty, meeting the evolving needs of consumers worldwide. We take a holistic approach to product development, embedding safety, durability, and efficiency at each stage. From product testing to the adoption of user design principles, we intend to address key consumer concerns like material specification, effective packaging and product reliability while ensuring compliance with ever-changing global regulations.

Helen of Troy



Our brands and products (continued)



OXO crafts durable products that solve real day-to-day problems for real people in innovative and satisfying ways. Through the decades, our R&D team has honed their problem-solving design approach, producing timeless products that have earned the brand a loyal following.

Today, OXO channels that expertise into minimizing environmental impacts by, where possible, incorporating recycled content and optimizing product designs to reduce plastic use and improve energy efficiency in our appliances.



In 2025, OXO **expanded its use of responsibly sourced, Forest Stewardship Council (FSC™)** certified packaging and product materials through a new line of essential wood kitchen utensils and tools.



Our brands and products (continued)



Hydro Flask

With its iconic stainless-steel bottles, Hydro Flask has put more than 50 million reusable bottles in the hands of consumers. Committed to reducing the dependency on single-use plastics, Hydro Flask goes beyond bottles, with 100%* of its soft goods crafted of third-party certified 100% recycled main body fabric, 89% containing bluesign® APPROVED fabric. In 2026, 84% of Hydro Flask soft goods met the strict environmental bluesign® PRODUCT criteria.

In 2026, Hydro Flask announced its partnership with Ocean Conservancy as a "Team Ocean Platinum Champion" for the Protect Where We Play initiative to reduce single-use plastic waste in sports and entertainment venues. This multi-year effort focuses on community cleanups, educational campaigns, and promoting reusable products at major events to protect oceans, beaches, and trails.

84% of Hydro Flask soft good products meet the strict environmental bluesign® PRODUCT criteria.



*Learn more at hydroflask.com/bluesign
**Based on total number of styles in the season bluesign® PRODUCTS

Our brands and products (continued)



A new milestone in **reducing waste**, Osprey Arcane™ Earth combines beautiful design with **innovation and recycled materials**.



Osprey designs high-performance gear tailored to the diverse needs of outdoor enthusiasts, delivering comfort, durability and functionality for every adventure. The brand continually evolves processes and finds ways to keep the high-quality products in use for as long as possible. Osprey’s All Mighty Guarantee reflects these efforts to extend product life. Any reason, any product, any era*, Osprey will repair any damage or defect free of charge, reducing waste and giving repairable packs a second life.

Osprey prioritizes responsible sourcing by requiring material suppliers to use credible third-party standards, is a bluesign® SYSTEM PARTNER, and uses 100% recycled polybags and FSC-certified cartons and hangtags across product packaging. In Spring 2026, bluesign® PRODUCTS made up 89% of the brand’s full product line and 100% recycled main body fabric was used in 97% of products. In addition, the Osprey Arcane Earth collection advances the brand’s commitment to sustainable innovation by

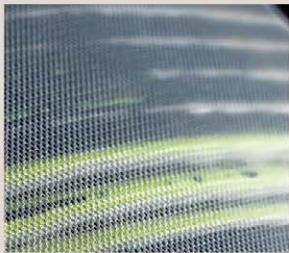
using own cutting scraps of material from factories to create ReComp fabric, a step forward in reducing waste and promoting sustainable production practices.

Osprey actively promotes inclusivity in the outdoors by supporting initiatives to increase access and offering Extended Fit sizing across multiple categories to ensure that our customers can experience uncompromised performance.



RECOMP™

70% post-consumer recycled polyester combined with 30% pre-consumer recycled polyester from factory cutting scraps.



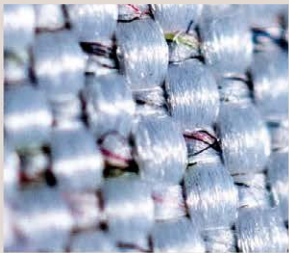
FACTORY WASTE FOAM

Made from 85% pre-consumer recycled foam, sourced from factory waste.



LABELS AND ZIPPER PULLS

Constructed from recycled TPU and scrap yarn for added sustainable detail.



MINIMAL DYEING PROCESS

The off-white fabric is undyed, while the contrast fabric uses a sublimation print for reduced water and energy consumption.



END-OF-USE RECYCLING

We offer product repairs, and if items are beyond repair, they can be downcycled through our U.S.-based partnership with Looptworks.

*Excludes Poco Child Carrier and Accessories, Raptor Pro and Soelden/Sopris Pro, which carry a limited five- or seven-year guarantee depending on their practical lifespan.

Our brands and products (continued)



Braun designs products that combine technical innovation with intuitive, user-friendly design to deliver precise results and reliable performance. The brand strives to continuously respond to evolving consumer needs while reducing the environmental impact of our products.

By removing plastic clamshells and unnecessary polybags, the brand makes it easier for consumers to choose packaging with less plastic.



Braun also incorporates cardboard packaging certified by PEFC, a globally recognized standard that supports responsible forestry. Our thoughtful changes and choices helped to earn us the Excellence Award in 2023.



Efforts to **reduce the use of plastic** in packaging earned us the 2023 Excellence Award for achievement in innovation and sustainability.

Our brands and products (continued)

Honeywell

From air purifiers and fans to heaters and humidifiers, Honeywell offers consumers a broad range of energy-efficient products in moments when you need us most. The Honeywell Allergen Plus HEPA Air Purifier, helps capture up to 99.97% of the following microscopic airborne allergens and particles such as dust, pollen, pet dander, dust mite debris, and smoke. The air purifier is energy-efficient, meeting Energy Star standards, helping ensure consumers breathe cleaner air every day.

HEPA filtration **helps capture 99.97% of microscopic airborne allergens*** and particles such as dust, pollen, pet dander, dust mite debris, and smoke**



*Non-living allergens
**From the air that passes through the filter, 0.3 microns and larger.

Our brands and products (continued)



Vicks delivers trusted solutions that support healthy living and peace of mind while making sustainability simpler for consumers. The Vicks Warm Steam Vaporizer (V150) is thoughtfully designed with modular components and clear instructions to enable easy disassembly and recycling at the end of the product’s life, where facilities exist.

This intentional approach helps reduce waste while maintaining the effective humidification consumers expect from Vicks.

Intentionally designed for **easy tank disassembly** for **end of product life recycling***.



*Learn how to prepare your humidifier for recycling at vickshumidifiers.com/recycle.

Our brands and products (continued)



PUR’s advanced filtration systems are designed to reduce harmful contaminants. The brand introduced the new PUR Faucet Mount filter, made from a paper-based filter instead of a carbon block, that helps remove total PFAS, lead, microplastics and more contaminants certified by IAPMO R&T to NSF/ANSI 42, 53, 401 (for the reduction of the claims specified in the performance data sheet). This new product helps deliver safer drinking water and addresses critical health concerns associated with water quality that can be found in contaminated drinking water.

By promoting reusable filtration solutions, PUR empowers consumers to significantly reduce plastic waste. We estimate that each PUR filter replaces over 303 single-serve bottles. Together with its innovative filter recycling program and meaningful community outreach, PUR delivers not only cleaner water but also a positive impact on the environment.



The new PUR Faucet Mount filter **removes total PFAS, lead, microplastics and more contaminants** as certified by IAPMO R&T to NSF/ANSI 42, 53, 401 (for the reduction of the claims specified in the performance data sheet).

Our brands and products (continued)



Curlsmith champions superfood-inspired formulations, crafting high-performance products that deliver professional curl results without compromise. Each product undergoes rigorous testing, including expert evaluation across all curl types, comprehensive clinical testing, consumer perception studies, and ongoing community testing and feedback from Curlsmith’s engaged curly-hair community, to ensure the highest standards of efficacy and quality.

The brand’s commitment to gentle, nourishing formulas is reinforced through the elimination of harsh ingredients. Curlsmith is proud to be part of Ulta Beauty’s Conscious Beauty program and is certified cruelty-free and vegan.



Curlsmith is **certified cruelty-free and vegan.**

Our brands and products (continued)

drybar

Drybar's philosophy is rooted in unlocking the best blowout for every individual. To support salon-quality results at home, the brand offers professional-grade products, tools, and expertise designed to help consumers achieve and maintain an everyday, gorgeous blowout tailored to their unique hair type. Drybar's liquid product formulations are cruelty-free and are formulated without gluten, parabens, phthalates, and sulfates.

Designed with a consumer-first approach, Drybar develops innovative tools that streamline routines while delivering high-performance results. The Drybar All-Inclusive 8-in-1 Air & Active Heat Multi-Styler is a versatile hair styling tool designed to take hair from wet to dry, styled, or curled using one device. It combines heated airflow with traditional ceramic heating plates to create long-lasting, voluminous styles.

Drybar complies with Leaping Bunny's Cruelty-Free guidelines, ensuring that no raw materials or finished products have been tested on animals for cosmetic purposes since the brand's cutoff date in 2013.

The **All-Inclusive 8-in-1** Air & Active Heat Multi-Styler combines both heated airflow and heated styling plates to take hair from wet to dry to styled with just one tool.



Our brands and products (continued)



Olive & June joined our family of brands with a carefully curated selection of premium products that not only meet the needs but also reflect the unique taste of consumers. With intuitive tools, high-performing cleaner formulas, and responsibly sourced materials, the brand cracked the code on beautiful nails that are accessible to everyone, everywhere while considering the environment.

Olive & June press-ons are not only the most size-inclusive on the market and last up to 14 days, but they are made with up to 94% post-consumer recycled materials. When the collection was launched, they were the first and only brand to take this approach. In addition, the HEMA-free gel system delivers up to 21 days of professional-level wear while cutting out the irritation that comes with traditional gels.



Press-ons made with up to **94% post-consumer recycled materials.**

HEMA-free gel formula gives up to 21 days of wear with **zero irritation.**

Engage

We engage our people, partners, and communities to drive meaningful and shared progress. Through collaboration, education, and transparent dialogue, we empower associates and external stakeholders to inform and contribute to our sustainability goals. By working together across our value chain, we amplify our impact and create solutions that are inclusive, practical, and lasting.



Our People and Communities

We are highly focused on our associates and believe that a great organization is powered by exceptional people.

By embracing unique perspectives, fostering a culture of belonging, and empowering our associates to bring their authentic selves to work, we create an environment that sparks innovation and creativity. A workforce that reflects our consumers ensures we remain aligned with their needs and expectations. We are committed to cultivating an inclusive culture where our associates can thrive. Our [Sustainability Guiding Principles](#), 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 are committed to supporting the overall well-being of our associates through our My Total Well-Being philosophy, which focuses on fostering a culture of care, advancing total health, and promoting financial well-being.

We offer a comprehensive suite of benefits and resources designed to meet the diverse and evolving needs of our global workforce. These offerings—tailored by region—include healthcare coverage, disability and life insurance, retirement programs, equity and discount programs, educational assistance, family-friendly benefits, and mental health and emotional well-being support.

Our approach extends beyond traditional benefits to include wellness and financial planning programs, occupational health and safety initiatives, and enhanced leave options that support associates through key life events. To further promote work-life balance and sustainable performance, we offer a hybrid work model that enables flexibility and collaboration, along with company-wide office closures during the December holiday season (“Associate Appreciation Week”) to encourage rest, recovery, and renewal.



Our people and communities (continued)

Our well-being program, a core component of our My Total Well-Being global strategy, is designed to support associates holistically through accessible resources, engagement initiatives, and a strong culture of health. To support daily well-being, our offices feature dedicated wellness rooms, and our global network of wellness champions plays a key role in driving engagement, awareness, and participation across our programs.

The effectiveness of our well-being program is reflected in external recognition, including being named among the Top 100 Healthiest Employers in America, receiving Gold-level recognition from the American Heart Association, and earning the Outcomes Award from Personify Health for measurable improvements in associate health outcomes.

We monitor our culture and associate engagement through recurring pulse checks, digital conversations, and other feedback channels. Insights gathered are used to continuously refine our policies, enhance engagement strategies, and strengthen our culture, keeping us connected to the needs and expectations of our associates.

At Helen of Troy, we believe that the growth and development of our people is essential to our success. That’s why we invest in a holistic learning approach designed to enhance knowledge, build capability, and support every associate throughout their professional journey.

Our Learning Hub offers a rich library of courses, handouts, and practical tools- accessible to all associates embedded into the employer experience from day one, beginning with New Hire Orientation. Whether developing new skills, deepening expertise, or exploring leadership capabilities, our learning resources empower associates to thrive and contribute at their best. Associates also receive periodic training relating to our Code of Conduct and our 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.

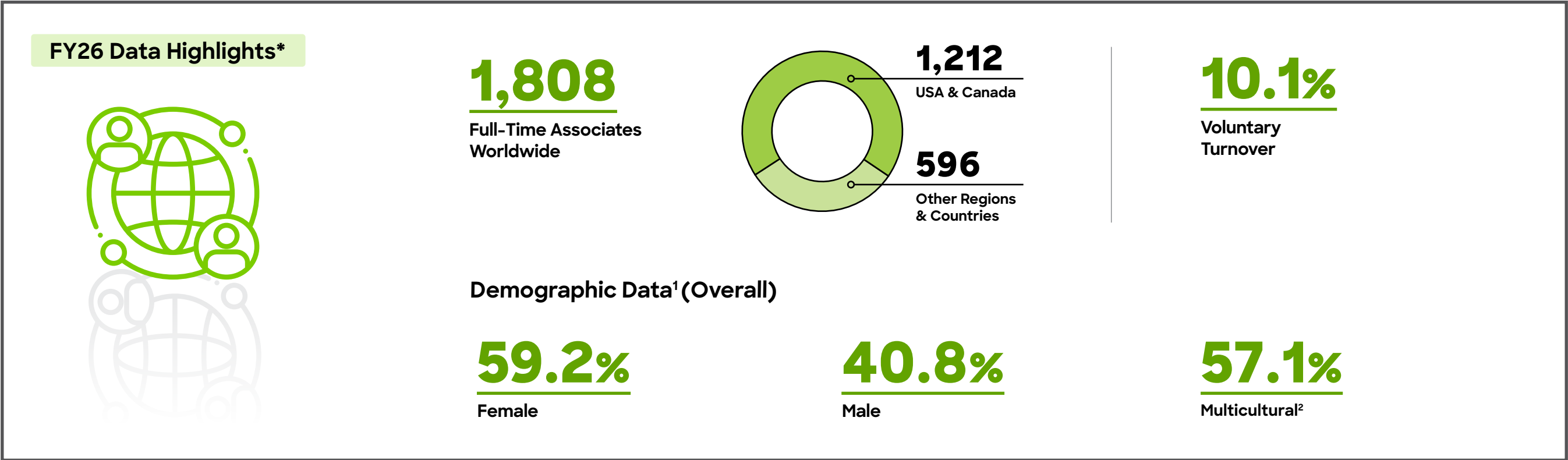


Our people and communities (continued)

INCLUSION

At Helen of Troy, we are on a mission to cultivate a winning culture and build a workforce as diverse as our brands. We believe that an inclusive workforce is essential to fostering innovation, driving growth, and meeting the evolving needs of global consumers. By valuing and celebrating the unique perspectives of our associates, we strengthen our ability to develop products that resonate with diverse markets, enhance our global competitiveness, and align with consumer demand. This gives us a competitive edge in attracting and retaining top talent, fostering an environment where associates feel empowered to contribute their best.

Through the years we have strengthened our inclusion work by formally recognizing the importance of inclusion in several foundational documents, our corporate identity statement, and our culture work. We are advancing initiatives to foster inclusion. These initiatives include: leadership coaching and training to build awareness and sponsorship, recruitment actions, associate learning programs to develop skills, ARGs, ongoing dialogue sessions with our associates and charitable donations to non-profit organizations whose missions and values align with our culture.



*Data does not include Olive & June as they are not yet fully integrated into our operations. Additional information on Board composition is available in our Proxy Statement and on our [website](#).

 Our U.S. Equal Employment Opportunity (EEO)-1 is available on our [website](#).³

Our people and communities (continued)

We view inclusivity as our differentiator and driver of innovation, creativity, and business performance. We prioritize hiring and talent practices designed to attract top talent, ensuring equal opportunities for all. Guided by associate feedback and other key human capital data, we seek to adapt our approach and actions to continue to advance this work. Our Board and leadership team exemplify the power of representation, helping to shape decisions that align with the expectations of our global community.

Our ARGs play a vital role in fostering inclusion, allyship, and engagement across the Company. These groups create spaces for associates to connect, share experiences, and champion initiatives that advance diversity and inclusion in the workplace. In fiscal 2026, we were thrilled to introduce a new group to the Company - Unidos (Latino and allies) - to further advance our focus on attracting and retaining top talent from every background. ARGs also hosted over 10 impactful events highlighting and educating on the unique lived experiences of associates.

FY26 Management

Director level & above



Demographic Data

55.3%

Female

44.7%

Male

36%

Multicultural

Our people and communities (continued)

EXCEPTIONAL PEOPLE

At Helen of Troy, we are proudly powered by our exceptional people, who feel and act like passionate owners. Across our teams, associates bring deep expertise and creativity to think differently and design with intention. By putting associates at the center of our strategy, it strengthens our ability to innovate responsibly. Their passion, ideas, and shared commitment power the creation of trusted products that serve our consumers while supporting a more sustainable future.

“

I started with Helen of Troy seven years ago and was originally drawn in by the Glove Wall in the OXO New York Office that serves as a reminder of the diversity of the customers who use our products and the idea of universal design to make every day better. I truly believe this philosophy is seen in every meeting, project, and task not only in the OXO office but with every brand I get the great chance to work with. And this energy along with the great people I work with keeps me energized every day. ”

—Maggie Weigel, Sr. Operations Project Manager

“

Sustainability is how we protect the health of our environment and well-being of our fellow humans. I have been a witness to our company’s amazing efforts over the years to ensure we use fewer plastics and offer our consumers more energy-efficient options for their homes and lifestyles. ”

—Catherine Confer, Senior Manager, Accounts Payable

“

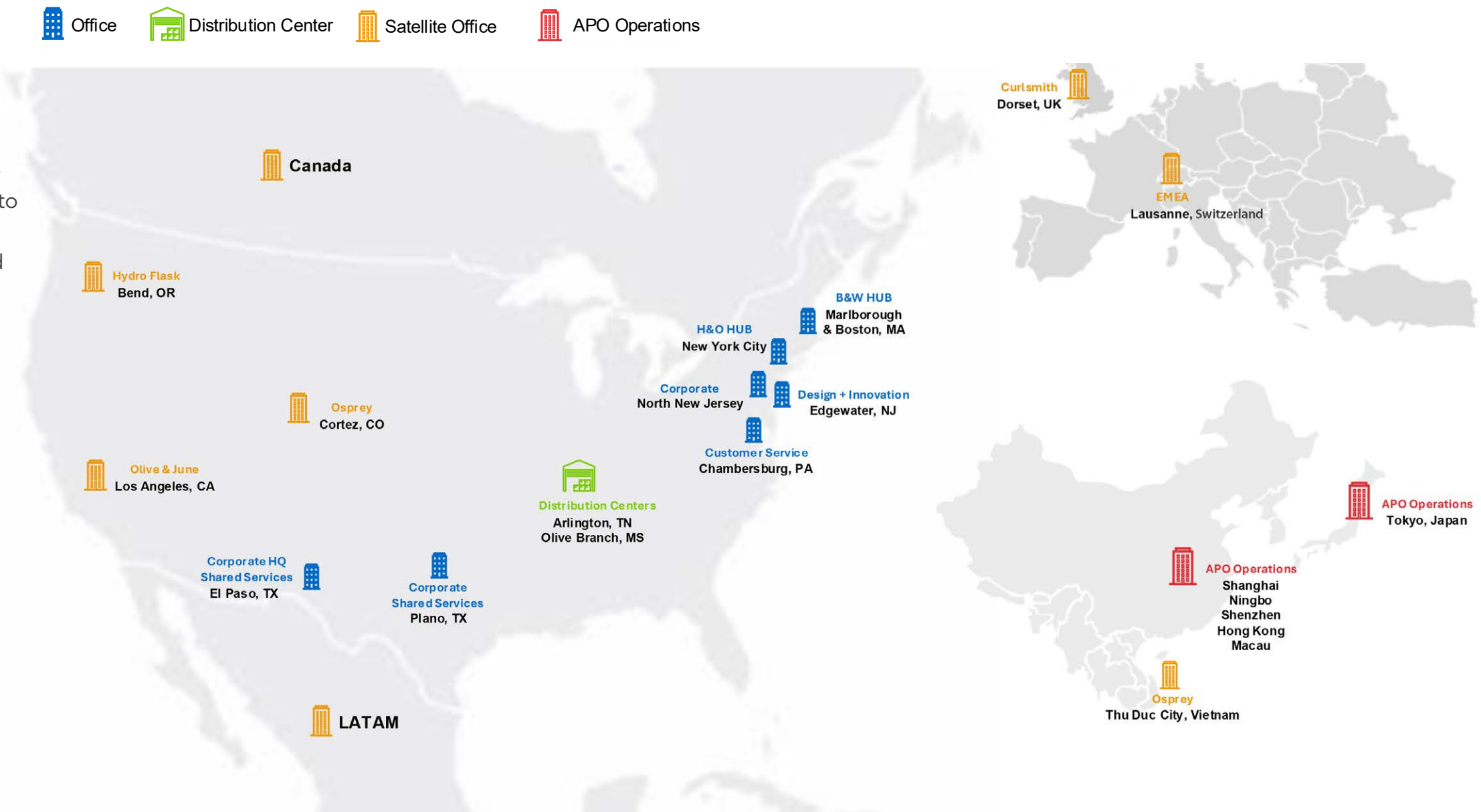
I am inspired by so many of the dedicated employees I have encountered over 19 years. From the ones who are tenured, have been through so much and continue to keep moving in a positive direction - to the new young employees who are here with fresh perspectives, so full of energy and eager to learn - and everyone else in between. It’s both the richness of the history and the prospect of the future that keep me inspired. ”

—Adrian Canales, Director, Corporate FP&A

Our people and communities (continued)

OUR GLOBAL OFFICES

Helen of Troy is strengthened by the unique experiences of our associates in across the United States, China, Switzerland, and beyond. We embrace our differences and continuously look to reach higher and soar, together. That’s why our sense of community is second to none. In addition to our offices and distribution centers, we have many associates working remotely full-time in countries across South America, Europe, and Asia.



Our people and communities (continued)

GIVING BACK

Our Approach

Our commitment to inclusion extends into the communities where we live and work. Whether through safeguarding wild lands and rivers, providing clean water, or empowering underserved communities, our associates work together to ensure inclusion is not just an internal value but a driving force behind our community impact.

The Company encourages a culture of giving by providing associates with two paid community service days annually to volunteer with organizations of their choice, fostering a spirit of community engagement, and social responsibility among associates. 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 inclusion.



Several of our brands have community programs addressing environmental and social issues linking to their brand purpose such as:



Hydro Flask’s Ocean Conservancy partnership – focus on community cleanups, educational campaigns, and promoting reusable products at major events to protect oceans, beaches, and trails;



Osprey’s The Conservation Alliance Pinnacle membership – supporting work to safeguard North America's wild lands and rivers; and



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.

Our people and communities (continued)

As company founded in El Paso, Texas, our partnership with the El Paso Children’s Museum and Science Center began several years ago with a \$1 million founding donation, an investment in a shared vision for a vibrant, inclusive space that serves and inspires the community. Since then, we have continued to support the museum through its La Nube for All program, which expands access ensuring that every child and family in the El Paso community can experience hands on STEAM learning, regardless of financial, physical, or social barriers.

We have also continued our commitment to fostering a culture of community engagement with the fifth year of our Community Ambassadors Program. This program is structured to rally and inspire our fellow associates into participating in

community volunteer campaigns that were organized either by the Company or by the associates themselves. Globally, associates used over 8,000 hours of volunteer time in fiscal 2026, the equivalent of more than 300 days of continuous service.

In addition, we partnered with We Make Change for the second year in a row hosting Change Day on Giving Tuesday, for remote volunteering designed to help make tangible change by supporting startups across the country. Twenty-three participants across the company aided in earning a rating of 10 out of 10 in value from the startups helped during the sessions. A total of 69 hours were volunteered to help impact startups.

FY26 Data Highlights

\$1,714,356

in charitable donations, including community investment activities

\$519,096.60

to trade associations⁴

8,000

volunteer hours⁵

\$0

on campaign and political contributions as aligned with our Code of Conduct⁶

Embed

We embed sustainability into how we operate, make decisions, and deliver value every day. By integrating environmental and social considerations into our governance, processes, and business strategies, sustainability becomes a core part of our culture—not a separate initiative. This ensures accountability, drives long-term resilience, and aligns our actions with our purpose and values.



GOVERNANCE

We uphold rigorous corporate governance standards that support transparency, ethical business practices, and long-term value creation for our stakeholders, including associates, consumers, customers, shareholders and communities. As we execute our strategic initiatives, we seek to drive organic sales growth, expand margins and deploy capital strategically, with sustainability initiatives supporting these objectives critical to our operations and market success. This focus enhances our ability to adapt to evolving consumer expectations, mitigate risks, and position us as a responsible global market participant.

Our Board of Directors, through the Corporate Governance Committee, oversees sustainability-related matters (including environmental, climate change, and human rights). Our Vice President of Regulatory, Sustainability, and Governance leads these initiatives to implement a strategic plan aligned with globally recognized frameworks, such as Task Force on Climate-related Financial Disclosures (“TCFD”).

Our approach to product design and development prioritizes meeting growing consumer demand for products that are safer, durable, and responsibly made. We focus on innovation that incorporates principles of environmental stewardship, such as circularity, recyclability, and reducing packaging waste, ensuring alignment with consumer values and building trust in our brands. Additionally, we conduct comprehensive supply chain audits to ensure compliance with ethical labor practices and responsible sourcing, reinforcing our reputation for quality and integrity.

As part of our sustainability strategy, we report climate-related data to the CDP in alignment with TCFD guidelines, implement responsible climate policies and advance science-based emissions reduction targets. These actions position us to address regulatory requirements and investor expectations while mitigating climate-related risks and ensuring long-term business viability.

Our 2026 Sustainability Report marks the sixth publication summarizing our strategy and highlighting progress in environmental stewardship and human capital development. These disclosures align with our commitment to transparency and responsible business practices. Information in our Sustainability Report is not part of the Annual Report or any other report we file with, or furnish to, the Securities and Exchange Commission (“SEC”), except as expressly set forth by specific reference in such a filing.



Additional information on Board composition is available in our Proxy Statement and on our [website](#).

Our Approach (continued)

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](#) sets forth our ethical expectations towards all those who conduct business on behalf of Helen of Troy. Our Code of Conduct 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 of Conduct pertains to 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 of Conduct 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 [Sustainability 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. The Audit Committee of our Board of Directors oversees the reporting of any perceived non-compliances of the Code of Conduct.

RISK AND OPPORTUNITIES

Governance: As we manage our business and organization for the long-term, our management is responsible for the ongoing assessment and mitigation 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 the risks that fall within the scope of

such committee’s area of oversight responsibility. For example, the Corporate Governance Committee directly oversees risk management regarding corporate governance and specific sustainability-related risks, including climate change, inclusion and human capital, and environmental and natural capital management.

Risk Management: Management identifies risks, designates associated “risk owners” within the organization and receives appropriate reports

from the various risk owners as conditions change. Management works with the respective Board committees as outlined above to communicate risk factors to the Board and to enable the Board to understand our risk identification, risk management and risk mitigation measures relating to strategic matters. Additional review or reporting of risks is conducted by management as needed or when requested by the Board or a committee.

Our Approach (continued)

On sustainability 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 inclusion to our stated strategic goal to foster a winning culture.

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, thermometers distributed by our Beauty & Wellness segment must comply with various regulations governing the production and distribution of medical devices. Similarly, some of our Beauty & Wellness segment’s customers require that our hair appliances comply with various safety certifications, including UL certifications. Additionally, some of our product lines are subject to product identification, labeling and claim requirements, which are monitored

and enforced by regulatory agencies, such as the U.S. Environmental Protection Agency (the “EPA”), U.S. Customs and Border Protection, the U.S. Food and Drug Administration, the U.S. Consumer Product Safety Commission and the European Union. For more information, refer to our Annual Report.

An emerging trend with governmental and non-governmental organizations, consumers, shareholders, retail customers, communities, and other stakeholders is increased focus and expectations on sustainability 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 sustainability 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 our operations and the frequently



changing and increasingly burdensome 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 sustainability 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 sustainability concerns could adversely affect our business, financial condition, results of operations and reputation.

Our Approach (continued)

STAKEHOLDER AND COMMUNITY ENGAGEMENT

We seek to maintain best-in-class level of corporate governance on behalf of our stakeholders, including our consumers, shareholders, customers, associates, and communities. 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 below summarizes how we engage with the community and our stakeholders and the type and frequency of engagements:

Table 1. Summary of Stakeholder Engagement Activity in fiscal 2026

Stakeholder Group	Purpose	Type and Frequency of Engagement*
Consumers: our product end-users	Earn consumers' votes	• Ongoing monitoring of market share, sales, ratings and reviews, formal interaction through our after-sale service lines (examples: phone, email, websites) around the world, 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
Associates: our employees	Be an employer of choice	• Continuation of ARGs to foster an inclusive and supportive workplace that celebrate the unique and lived experiences of Helen of Troy associates • Ongoing activities throughout the year include: training through our Learning Hub, 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, and holiday parties/celebrations
Customers: our retail partners	Be a partner of choice	• Ongoing and annual meetings with global retail customers, wholesalers, and distributors at multiple levels, including buyers and senior management • Ongoing outreach and reviews on licensor brand goals
Shareholders: our owners and investors	Deliver exceptional shareholder returns	• Our shareholder outreach and engagement program is multifaceted and is designed to facilitate proactive engagement with shareholders throughout the year, including through quarterly earnings conference calls, post-earnings communications, investor conferences and meetings. For more information, see our Proxy Statement
Communities: our local communities where we live and work	Be a respected supporter and member of our communities	• Ongoing throughout the year: employee recruiting, volunteering through multiple volunteer time off days, product donations, financial support, and strategic partnerships

*Note: these engagements happen throughout the fiscal year, including in fiscal 2026, unless otherwise indicated

In general, the key sustainability topics raised by our stakeholders were related to the continued strengthening of our overall sustainability practices. In sustainability, this included improvements to sustainability initiatives in relation to our products and packaging, as well as further strengthening our supply chain practices and engagement.

Our Approach (continued)

SUSTAINABILITY
PRIORITY ASSESSMENT

Building on the earlier grassroots efforts and initial work to formalize a consolidated sustainability approach in recent fiscal years, we completed our regular sustainability prioritization process in fiscal 2024 and believe that it is still applicable for fiscal 2026.

This assessment, which is the basis of our Sustainability Strategy and topics covered in this Sustainability Report, included several internal interviews to identify and prioritize sustainability 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. Sustainability Prioritization Table

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

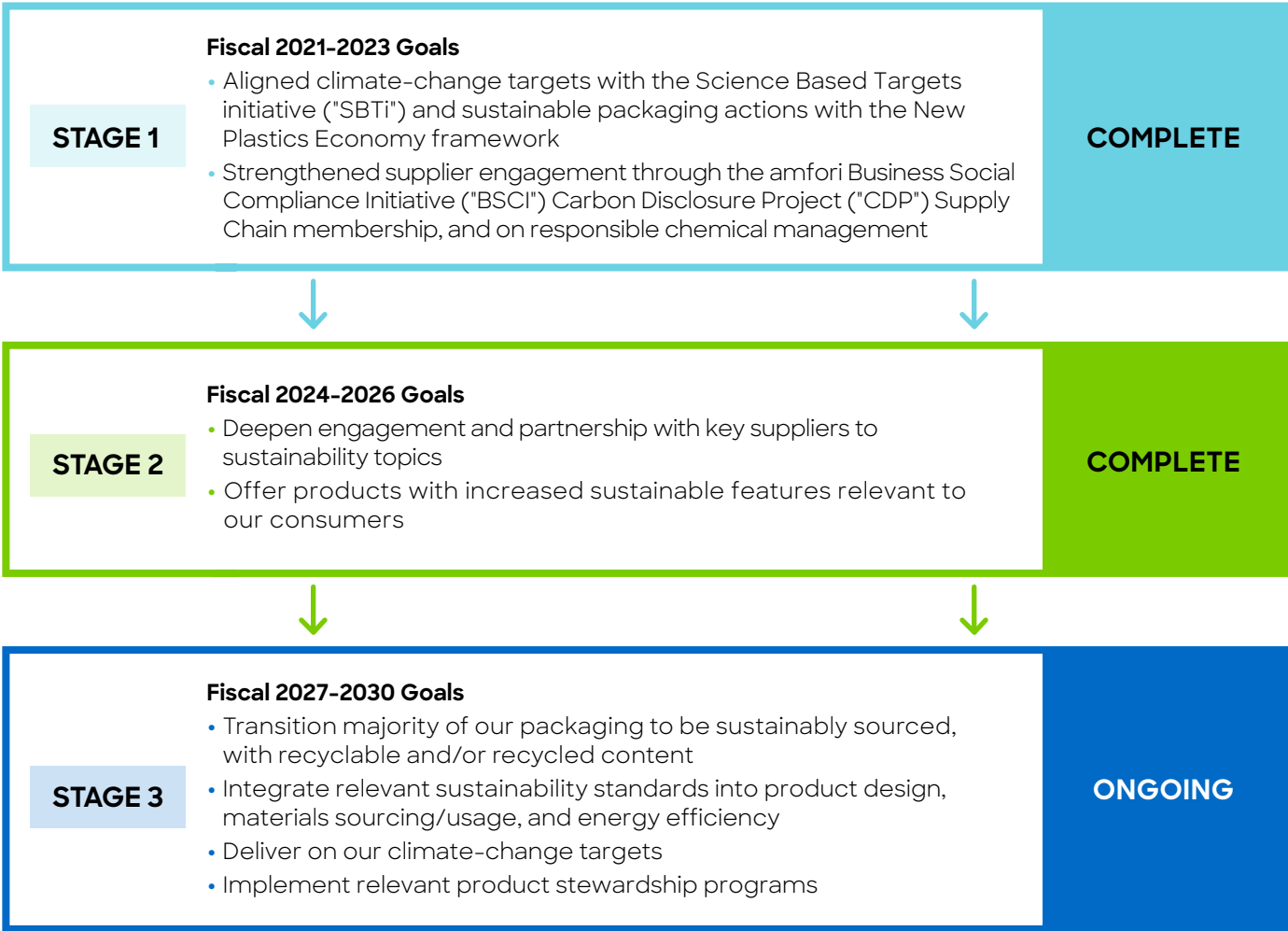
Our Approach (continued)

SUSTAINABILITY STRATEGY



Recognizing both the challenges and opportunities of integrating sustainability across our business, we developed a three-stage plan to align our 2030 sustainability goals with our broader strategy.

Our approach is designed to ensure we meet evolving consumer expectations while proactively addressing global regulatory changes, including new standards on packaging, product lifecycles, and sustainability disclosures. By embedding sustainability into our operations—from responsible sourcing and product design to supply chain transparency and environmental impact management we are building resilience, fostering trust, and delivering value to our consumers and other key stakeholders.



With the completion of our Stage 1 goals in fiscal 2023, we continued to cascade Stage 2 of this strategy through the relevant areas of the Company in fiscal 2025. Based on our implementation experience, we determined that supplier engagement deepening and product design integration are longer-horizon workstreams better aligned with our Stage 3 timeline. Moving forward, we will continue to implement management approaches designed to reach these goals and respond to inquiries from stakeholders on key sustainability topics. We plan to provide updates in the future through our [website](#), as our implementation progresses.

Our Approach (continued)

CONSUMER HEALTH AND SAFETY
Approach

We integrate customer health and safety considerations throughout our product lifecycle, from design to post-market monitoring. Our approach includes:



Conducting comprehensive risk assessments at the product design stage, consolidating product requirements related to electrical safety, chemical/material compliance, and durability.



Implementing rigorous testing and validation processes during manufacturing, including final residual risk assessments before market release.



Adhering to industry standards for medical devices and conducting material tests for bisphenol-A (BPA), heavy metals, among many others and other safety concerns through internal and third-party laboratories.



Employing segment-specific safety practices, such as battery compliance and electromagnetic compatibility testing for electrical products, and cycle/drop testing for durability.

Our Approach (continued)

MARKETING AND LABELLING
Approach

Our product labelling and marketing communications intend to be clear, accurate, and compliant with applicable standards. Labels include sourcing information, safe usage instructions, and disposal options where relevant.

CONSUMER PRIVACY
Approach

Our information security framework is implemented through periodic vulnerability assessments, third-party audits, employee training, and Board-level oversight. We seek to maintain appropriate insurance coverage to mitigate potential data risks.



ENVIRONMENTAL MANAGEMENT
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 sustainability principles outline our overall commitment and policies related to environmental protection and responsibility.

With climate change recognized as an urgent global challenge, we aim to play our part with our sustainability 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 intended to help minimize the negative impact 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 during the design and development phase. We strive to collaborate with our suppliers to reduce excessive packaging, to use recycled/recyclable and low impact materials, and to become resource efficient. For fiscal 2026, we continued to implement several initiatives related to increasing recyclability and reducing single use plastic in our packaging. These efforts are aligned with (1) our participation in cross-sectoral and international efforts to address plastic waste and pollution, and (2) our corporate membership with How2Recycle^{®7}, a standardized labeling system that communicates recycling actions for packaging 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.

Our goal is 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.

Our Approach (continued)

Within our own facilities, we intend to implement sustainable design and operating practices where relevant and applicable, for example:

- ✓ Our Gallaway, Tennessee distribution center, features technology automation and scalable direct-to-consumer capability. This technology helps reduce the associated environmental impacts by using automated technology to optimize shipment packaging and driving material reductions, and by right-sizing packaging for individual orders, with the aim to reduce carbon emissions and waste. Our right-sized packaging can also be used for returns, which is perfect for retailers and direct-to-consumer orders, further reducing the use of unnecessary materials. This distribution center was awarded LEED® Silver certification. LEED (Leadership in Energy and Environmental Design), developed by the U.S. Green Building Council® (“USGBC”)⁸, is the most widely used green building rating system in the world and an international symbol of sustainability excellence, according to the USGBC.
- ✓ Osprey continued to utilize its 32.8kWp rooftop solar system in our Vietnam office.

- ✓ We purchased renewable energy certificates for some of our properties such as our Gallaway, Tennessee distribution center and our facilities in Colorado.
- ✓ We implemented relevant waste management programs in our operations, including recycling metal, paper fiber, electronics, and other miscellaneous waste in our distribution centers.
- ✓ Hydro Flask continued to implement a water bottle trade-in program that was launched in March 2023, in the United States. This Trade-In program provides consumers in the United States with the option to return old, or nonfunctioning Hydro Flask bottles, tumblers and stainless steel products in exchange for redeemable store credit to be used exclusively on our Hydro Flask website: www.hydroflask.com.
- ✓ 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.

We take proactive steps to comply with evolving global regulations while maintaining our competitive edge and strengthening long-term business resilience in an increasingly dynamic operating environment. To support these objectives, we are implementing a system to minimize the environmental impact of our operations and continue working on initiatives to reduce emissions across our supply chain and product use. As part of these efforts, Helen of Troy has long been awarded a Walmart Gigaton Guru and now a signatory of Amazon’s Climate Pledge. Our participation in these initiatives enables us to prepare for evolving climate regulations and access industry-leading insights.

Through this coalition, we have committed to:

- Report climate-related data in line with the TCFD guidelines and disclosing climate data and measures through the CDP.
- Implement responsible climate policies that not only anticipate future regulations but also reinforce our long-term business success.
- Develop science-based targets (validated by the SBTi in October 2021, currently renewing these targets to net zero), demonstrating our commitment to accountability and transparency: Helen of Troy commits to reduce absolute scope 1 and 2 GHG emissions 46.2% by fiscal 2030 from a fiscal 2020 base year. Helen of Troy also commits to reduce absolute scope 3 GHG emissions 42% by fiscal 2030 from a fiscal 2021 base year.

Our Approach (continued)

Climate Change Emissions Data

146,535.8

metric tons CO₂e or
total GHG emissions
(location-based)

2,230

metric tons Scope 1*⁹

5,709

metric tons Scope 2
(location-based)*¹⁰

138,597

metric tons Scope 3¹¹

Energy Consumption Data

318,267.3

thousand GJ total energy consumed:
24.9% company operations
75.1% supplier operations

0.01

Energy productivity
(thousand revenue per GJ)

74,510.3

MWh total electricity consumed:
15.7% company operations
84.3% supplier operations

24

Electricity productivity
(thousand revenue per MWh,
location-based)

Water Consumption Data

3,816,357.7

thousand gallons total water withdrawn:
1.6% company operations
98.4% supplier operations
0.8% of water withdrawn from
High or Extremely High Baseline
Water Stress Areas¹²

468.1

Water productivity
(revenue per gallons of
water withdrawal)

Waste Produced and Diverted

3,014

metric tons non-hazardous
waste:
28.8% company operations
71.2% supplier operations
59.0% diverted and recycled
41.0% landfilled and incinerated

173.3

metric tons solid hazardous
waste¹³
Only supplier operations data is
available; company operations
is negligible.

25,132.4

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

*Scope 1 and Scope 2 (location-based and market-based) GHG emissions of the Company have been reviewed by Grant Thornton LLP. Refer to page 60 for the Report of Independent Certified Public Accountants.
Scope 2 emissions above refer to location-based emissions. Our Scope 2 market-based emissions are 5,709 metric tons of CO₂e.
Refer to pages 54-58 for data assumptions and methodologies.

Our Approach (continued)

SUPPLY CHAIN MANAGEMENT
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 sustainability section of our website. Our Supplier Code of Conduct is aligned with our Sustainability 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, social labor and human rights compliance audits. Our suppliers are expected to designate management staff to monitor their factories, production facilities, subcontractors, 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 with 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 Helen of Troy’s Supplier Code of Conduct.

Across our business segments, we actively engage with key suppliers to improve their environmental and social performance. This includes initiatives focused on energy efficiency, sustainability reporting, and compliance with customer-driven sustainability goals. Our company-wide supplier compliance guidelines, aligned

Our Approach (continued)

with international guidelines and/or standards such as amfori BSCI, and Worldly, standardize our approach and reinforce responsible sourcing expectations.

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, for those sourced from covered countries. Our anti-human trafficking and modern slavery statement and our conflict minerals report (known as the 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 sustainability areas.

Conflict Minerals Data

205

Applicable suppliers responded

14%

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

99%

Currently certified to recognized standards such as the Responsible Minerals Assurance Process (RMAP), the London Bullion Market Association Good Delivery Program (“LBMA”), and the Responsible Jewelry Council Chain-of-Custody Certification (“RJC”) which confirm these conflict minerals are sourced responsibly and do not fund conflict.

83%

of smelters or refiners (SORs) had no indication of sourcing from the covered countries¹⁴

96%

certified for tin

100%

certified for tantalum

100%

certified for tungsten

99%

certified for gold

Sustainability 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 sustainability disclosures, as appropriate, in future reports.



Honeywell

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 or Explanation
Annual production	CG-AM-000.A	Number of units produced	142,339,390
Suppliers	CG-TS-000.B; CG-HP-000.B	Number of manufacturing facilities, % outsourced	48 key Tier 1 suppliers; 100% outsourced
Product Safety	CG-AM-250a.1; CG-TS-250a.1	Number of recalls issued and total units recalled	No recalls in fiscal 2026
Product Life Cycle Assessments	CG-AM-250a.2	Discussion of process to identify and manage safety risks associated with the use of its products	Our Approach
	CG-AM-410a.3	Description of efforts to manage products’end-of-life impacts	Enhance, Our Brands and Products
Water Management	CG-AM-410a.1	Percentage of eligible products by revenue certified to ENERGY STAR	A majority of our products are Energy Star certified. However, due to changes to the Energy Star program in the US we are unable to report this data in future reports.
	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	Environmental Management Approach
	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	Our Approach
Packaging Lifecycle Management	CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Enhance, Our Brands and Products

TCFD

Reporting Elements	Company Disclosure
Governance	
Describe the Board's oversight of climate related risks and opportunities.	As we manage our business and organization for the long-term, our management is responsible for the ongoing assessment and mitigation 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 the risks that fall within the scope of such committee's area of oversight responsibility. For example, the Corporate Governance Committee directly oversees risk management regarding corporate governance and specific sustainability-related risks, including climate change, inclusion, human capital, and environmental and natural capital management. Our Board of Directors, through the Corporate Governance Committee, oversees climate change-related risks and opportunities through its regularly scheduled meetings, such as priority topics, targets and goals, any key ongoing initiatives and reporting. The Board oversees management's policies and procedures in addressing these and other risks. More details can be found in the Governance section of our FY26 Sustainability Report, pages 28-29.
Describe management's role in assessing and managing climate-related risks and opportunities.	Management works with the respective Board committees to communicate risk factors to the Board and to enable the Board to understand our risk identification, risk management and risk mitigation measures relating to strategic matters. The Vice President, Regulatory, Sustainability, and Governance, who reports directly to the General Counsel, regularly updates the Board's Corporate Governance Committee, coordinates with relevant senior management and functional heads on the identification, assessment, and management of climate-related risks and opportunities at least annually.
Strategy	
Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.	Our risks may lie both in direct operations and upstream/downstream value chain. From internal discussions, we believe, our opportunities lie in the products that we sell. For example, air purifiers, fans, etc that can help in adapting to climate change impacts. However, we do not yet believe this is an immediate strategic priority.
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	We are closely monitoring the impacts of both risks and opportunities as part of our enterprise risk management process, which is discussed on our FY26 Form 10-K pages 7, 8, 9, 12, 21, 22.
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	In general, we will continue to transition to low-carbon technologies (eg procurement of renewable energy, moving fleet towards EVs and hybrids), energy-efficient equipment and practices and supplier engagement to achieve our GHG emission targets. We are still assessing how we might respond to build resiliency into our strategy taking into account different climate-related scenarios.

TCFD (continued)

Risk Management	
Describe the organization’s processes for identifying and assessing climate-related risks.	The Vice President, Regulatory, Sustainability, and Governance coordinates with relevant senior management and functional heads on the identification and assessment of climate-related risks. We give greater focus to the risk areas where we can have the highest impact and those that align with our business objectives. Our ongoing assessment is aimed to be aligned with TCFD recommendations, and currently covers direct operations, upstream and downstream and short-term, medium-term, and long-term horizons. 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. 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.
Describe the organization’s processes for managing climate-related risks.	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. 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).
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Results from the ongoing assessment are shared with relevant senior management and the Board through the Corporate Governance Committee. Mitigation measures are developed and implemented by the Vice President, Regulatory, Sustainability, and Governance 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.	Assessment and development ongoing in accordance with the TCFD. Metrics include baseline water stress and water use, energy use, and waste management on page 37.
Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.	In CO₂e metric tonnes Scope 1: 2,230 Scope 2: location based: 5,709; market based: 5,709 Scope 3: 138,597 (includes 3.1 – 3.7, refer to Data Methodologies & Assumptions on page 55) Emissions intensity: metric ton CO₂e/per million revenue Scope 1 & 2 – location based: 4.44 Scope 1 & 2 – market based: 4.44 Scope 3: 77.59
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Climate change targets approved in accordance with the Science Based Targets initiative in Oct 2021: Helen of Troy commits to reduce absolute scope 1 and 2 GHG emissions 46.2% by fiscal 2030 from a fiscal 2020 base year. Helen of Troy also commits to reduce absolute scope 3 GHG emissions 42% by fiscal 2030 from a fiscal 2021 base year. Refer to Environmental Performance data on page 37.

GRI CONTENT INDEX

Statement of Use	Helen of Troy has reported in reference with GRI Standards for the period from March 1, 2025 to February 28, 2026	
GRI 1 Used	GRI 1: Foundation 2021	
GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Who We Are
	2-2 Entities included in the organization’s sustainability reporting	About this Report
	2-3 Reporting period, frequency and contact point	About this Report
	2-4 Restatements of information	None
	2-5 External assurance	Page 60
	2-6 Activities, value chain and other business relationships	Supply Chain Management Approach
	2-7 Employees	Engage, Our People and Communities
	2-8 Workers who are not employees	Supply Chain Management Approach
	2-9 Governance structure and composition	Proxy statement
	2-10 Nomination and selection of the highest governance body	
	2-11 Chair of the highest governance body	
	2-12 Role of the highest governance body in overseeing the management of impacts	
	2-13 Delegation of responsibility for managing impacts	

GRI content index (continued)

GRI Standard	Disclosure	Location
	2-14 Role of the highest governance body in sustainability reporting	About this Report
	2-15 Conflicts of interest	None
	2-16 Communication of critical concerns	Our Approach
	2-17 Collective knowledge of the highest governance body	Proxy Statement
	2-18 Evaluation of the performance of the highest governance body	
	2-19 Remuneration policies	
	2-20 Process to determine remuneration	
	2-21 Annual total compensation ratio	
	2-22 Statement on sustainable development strategy	Our Approach
	2-23 Policy commitments	Our Approach
	2-24 Embedding policy commitments	Refer to the relevant Report sections for discussions on policy commitments
	2-25 Processes to remediate negative impacts	Refer to the relevant Report sections for discussions on remediating some of the negative impacts
	2-26 Mechanisms for seeking advice and raising concerns	Our Approach
	2-27 Compliance with laws and regulations	Our Approach

GRI content index (continued)

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021 (continued)	2-28 Membership associations	Major memberships include: Association of Home Appliance Manufacturers; Outdoor Industry Association; Professional Beauty Association; Water Quality Association. As part of Home & Outdoor’s membership in the Outdoor Industry Association (OIA), Hydro Flask, Osprey, and OXO are also members of the OIA’s Climate Action Corps. They work with companies across the outdoor industry to address climate change and measure, plan, reduce, and share their progress.
	2-29 Approach to stakeholder engagement	Our Approach
	2-30 Collective bargaining agreements	Annual Report
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Approach
	3-2 List of material topics	Our Approach
	3-3 Management of material topics	Refer to the relevant Report sections for discussions on management of material topics
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annual Report
	201-2 Financial implications and other risks and opportunities due to climate change	TCFD
	201-3 Defined benefit plan obligations and other retirement plans	Annual Report
	201-4 Financial assistance received from government	Not applicable
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	All of our Global Leadership Team are nationals or permanent residents (as defined by GRI) in the countries or relevant regions in which they are currently based.

GRI content index (continued)

GRI Standard	Disclosure	Location
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Not applicable
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Not applicable due to the global nature of our operations
GRI 205: Anticorruption 2016	205-1 Operations assessed for risks related to corruption	Our Approach
	205-2 Communication and training about anticorruption policies and procedures	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None
GRI 207: Tax 2019	207-1 Approach to tax	Annual Report
	207-2 Tax governance, control, and risk management	
	207-3 Stakeholder engagement and management of concerns related to tax	
	207-4 Country-by-country reporting	
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	Enhance, Our Brands and Products
	301-3 Reclaimed products and their packaging materials	Information not readily available. Assessing how to properly report in future

GRI content index (continued)

GRI Standard	Disclosure	Location
GRI 302: Energy 2016	302-1 Energy consumption within the organization	• Consumed energy from the grid: 13.3% • Source of aggregated energy consumption: 100% is from non-renewable sources and location-based. • 48% is from renewable sources • Source of electrical power: 100% from non-renewable sources and for location-based method. • 48% is renewable
	302-2 Energy consumption outside of the organization	• Consumed energy from the grid: 71% • Source of aggregated energy consumption: 100% is from non-renewable sources and location-based • 0% is from renewable sources • Source of electrical power: 100% is from non-renewable sources and location-based • 0% is from renewable sources
	302-3 Energy intensity	Environmental Management Approach
	302-4 Reduction of energy consumption	
	302-5 Reductions in energy requirements of products and services	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Environmental Management Approach
	303-2 Management of water discharge-related impacts	
	303-3 Water withdrawal	
	303-4 Water discharge	
	303-5 Water consumption	

GRI content index (continued)

GRI Standard	Disclosure	Location
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
	304-2 Significant impacts of activities, products and services on biodiversity	
	304-3 Habitats protected or restored	
	304-4 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	Environmental Management Approach
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	Target: Helen of Troy commits to reduce absolute Scope 1 GHG emissions by 46.2% by fiscal 2030 from a fiscal 2020 base year, Scope 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. These targets were approved in October 2021 by the SBTi. We report progress to our targets in our yearly CDP response: Scope 1 and 2: -4.7% reduction achieved relative to base year based on market based emissions; Scope 3: -60.3% reduction, with target achieved relative to base year. Our base year for Scope 1 and 2 emissions is fiscal 2020, and the Scope 2 emissions is location based. Note on fleet fuel targets: Not applicable Helen of Troy operates a small supply of leased fleet vehicles. Primary data (mileage or emissions) was provided for all vehicles and where applicable, was converted based on miles per gallon from www.fueleconomy.gov
	305-4 GHG emissions intensity	TCFD table
	305-5 Reduction of GHG emissions	Environmental Management Approach
	305-6 Emissions of ozone-depleting substances (ODS)	Information not readily available. Assessing how to properly report in future
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	De minimis NOx, SOx; VOC; PM and HAP; therefore this is not applicable

GRI content index (continued)

GRI Standard	Disclosure	Location
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Under our production waste management program, we work with our key suppliers to implement waste management efforts during production. As part of our Worldly Facility Module program, we monitor and report on the waste management programs of these suppliers
	306-2 Management of significant waste-related impacts	In March 2023, Hydro Flask launched a water bottle trade-in program in the United States.
	306-3 Waste generated	Environmental Management Approach
	306-4 Waste diverted from disposal	
	306-5 Waste directed to disposal	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management Approach
	308-2 Negative environmental impacts in the supply chain and actions taken	As written in our Supplier Code of Conduct, “Environmental Responsibility: We work toward minimizing our impact on the environment, including mitigating, and adapting to climate change, and require that our suppliers do the same. Our suppliers must comply with applicable environmental protection laws, must maintain a written environmental policy, and must implement a system to minimize or eliminate negative impacts of its practices on the environment. We work with our suppliers to reduce excessive packaging and to use recycled and low-impact materials, with the goal of ongoing investigation and iterative improvement.”
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Hires: • 50.7% Female, 49.3% Male • By region: 72.1% US & Canada; 10% Asia Pacific; 16.9% EMEA; 0% Latin America • By age: 12.3% >50 years old; 58.8% 30-50 years old; 28.9% <30 years old
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Since over 90% of our staff are full-time associates, this is de minimis.
	401-3 Parental leave	Our enhanced leave programs include Paid Parental Leave, Sabbatical and Medical Leave
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 operation

GRI content index (continued)

GRI Standard	Disclosure	Location
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Sustainability Guiding Principles Related to our suppliers, as written in our <u>Supplier Code of Conduct</u> : "Mandating Health and Safety: We mandate a safe and healthy work environment and require that our supplier partners do the same. Our suppliers must provide safe work environments, complying with applicable laws and regulations regarding working conditions, including any housing and cafeteria requirements, and must provide a safe and healthy working environment to avoid work-related injuries and illnesses and promote the general health of employees
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Guiding Principles
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	In fiscal 2026, 687 safety training-related hours were completed at our distribution centers in Mississippi and Tennessee.
	403-6 Promotion of worker health	We offer well-being and wellness programs globally, including an employee assistance program to support associates and we offer a hybrid flexible work approach.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	We mandate a safe and healthy work environment and require that our supplier partners do the same.
	403-8 Workers covered by an occupational health and safety management system	We assign a safety officer for each of our work locations, where applicable.
	403-9 Work-related injuries	Refers to the U.S. 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 1.06 injuries in our U.S. operations.
	403-10 Work-related ill health	Enhance, Our Brands and Products
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	7,700 courses completed, 3,850 total learning hours invested 687 hours operational warehouse training
	404-2 Programs for upgrading employee skills and transition assistance programs	Career Transition Services are offered to support employees transitioning outside of the company and connect them to their next opportunity. Assistance includes access to job openings, resume support, career coaching, and personalized assessments.
	404-3 Percentage of employees receiving regular performance and career development reviews	100%

GRI content index (continued)

GRI Standard	Disclosure	Location
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Number of part-time associates: 22 Overall detailed generation breakdown: 23.8%: >50 years old; 63.3%: 30-50 years old; 12.7%: < 30 years old
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our policy is global and aligned to applicable regulations. As stated in our Supplier Code of Conduct , we expect suppliers to respect internationally recognized human rights and to align with 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. We strive to include our Supplier Code of Conduct in relevant supplier contracts, where applicable. 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 .
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	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Not applicable. Similar to our supplier expectations, should we ever engage private security forces we expect that they will respect human rights.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Not applicable
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Engage, Our People and Communities
	413-2 Operations with significant actual and potential negative impacts on local communities	None

GRI content index (continued)

GRI Standard	Disclosure	Location
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Our Approach
	414-2 Negative social impacts in the supply chain and actions taken	Refer to 407-1
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	De minimis
	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	Our Approach
	417-2 Incidents of non-compliance concerning product and service information and labeling	10-K
	417-3 Incidents of non-compliance concerning marketing communications	Our Approach
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	De minimis

SUSTAINABILITY DATA METHODOLOGIES AND ASSUMPTIONS

Reporting Principles

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

Reporting principles	Implementation details / Location
Strategic focus and future orientation Connectivity of information	Our Approach
Stakeholder relationships	Our Approach
Materiality Assessment	Our Approach
Reliability, accuracy, and completeness Balance Clarity	Provided scope, definitions, data assumptions and methodologies
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

Data Methodologies and Assumptions (continued)

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).

The following notes disclose methodologies used (The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition; and GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard) 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, 2025 – February 28, 2026) unless otherwise noted. This year, we worked with Watershed’s

GHG platform to calculate our emissions data. 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. For Scope 1 & 2, we primarily applied geography and emissions source relevant emissions factors from leading government and industry sources (e.g., US EPA, UK DEFRA, eGRID, IEA, and ecoinvent). Our methodology aligns with the GHG Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard using emissions factors databases. The Company has defined its organizational boundary using the operational control approach.

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 We estimated building emissions by applying U.S. Department of Energy’s median Energy Use Intensity (EUI) (from the Building Performance Database (BPD)) benchmarks by building type, which are then applied to the known building’s square footage. This implied electricity and heating-fuel consumption is then converted into CO₂e using the relevant regional grid and fuel emission factors. For fuel (stationary combustion / heating fuels), we primarily used U.S. EPA Emissions Factor Hub emissions factors (converted to CO₂e using AR6 GWPs) and in some cases UK DEFRA or ecoinvent. For heating fuel mix (i.e., splitting estimated heating energy across fuels like natural gas vs. oil), we also used IEA Energy Efficiency Indicators where available to apply a country-specific/ services-sector fuel mix. 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. EPA and IEA emission factors used to produce location-based data. International Building EUI averages used to estimate where primary data was unavailable. We estimated building emissions by applying U.S. Department of Energy’s median Energy Use Intensity (EUI) (from the Building Performance Database (BPD)) benchmarks by building type, which are then applied to the known building’s square footage. This implied electricity and heating-fuel consumption is then converted into CO₂e using the relevant regional grid and fuel emission factors. For fuel (stationary combustion / heating fuels), we primarily used U.S. EPA Emissions Factor Hub emissions factors (converted to CO₂e using AR6 GWPs) and in some cases UK DEFRA or ecoinvent. For heating fuel mix (i.e., splitting estimated heating energy across fuels like natural gas vs. oil), we also used IEA Energy Efficiency Indicators where available to apply a country-specific/services-sector fuel mix.
Scope 3	At this time, Scope 3 accounting is limited to: • C3.1 Purchased Goods and Services for contract factory energy used in the production of Helen of Troy products • C2.3 Capital Goods • C3.3 Fuel- and Energy-Related Activities for transmission and distribution (“T&D”) losses from electricity consumed within the Company • C3.4 Upstream Transportation & Distribution • C3.5 Waste Generated in Operations • C3.6 Business Travel • C3.7 Commuting • C3.9 Downstream Transportation & Distribution

*Scope1 and Scope 2 GHG emissions (location and market-based) were included in the FY2026. Report of Independent Certified Public Accountants.

Data Methodologies and Assumptions (continued)

Category	Boundary	Notes on Methodology
Scope 1 & 2 Energy Use in Direct Operations (within company)	Global office and warehouse locations (leased and owned)	In fiscal 2026, 95% of total kWhs and 94% of therms of natural gas (from total applicable sites, which represents around 93% in area) were actuals, the rest were estimated. We provide both location-based emissions and market-based emissions for Scope 2 as noted in the relevant statements on the Environmental Management Approach. We estimated building emissions by applying U.S. Department of Energy’s median Energy Use Intensity (EUI) (from the Building Performance Database (BPD)) benchmarks by building type, which are then applied to the known building’s square footage. This implied electricity and heating-fuel consumption is then converted into CO₂e using the relevant regional grid and fuel emission factors. For fuel (stationary combustion / heating fuels), we primarily used U.S. EPA Emissions Factor Hub emissions factors (converted to CO₂e using AR6 GWPs) and in some cases UK DEFRA or ecoinvent. For heating fuel mix (i.e., splitting estimated heating energy across fuels like natural gas vs. oil), we also used IEA Energy Efficiency Indicators where available to apply a country-specific/services-sector fuel mix. We prioritized by-month actual uploaded utility data when present. Estimations help supplement when data is not available. Where zero monthly data or partial months of data are uploaded, we instead supplemented full month estimates based on building square footage and country fuel mix benchmarks as described above.
Scope 1 Fleet Vehicles	Global fleet vehicles	Helen of Troy operates a small supply of leased fleet vehicles. For the EU fleet, carbon emissions data was provided by the fleet company. For our US fleet, the Watershed methodology was utilized.
C3.1 Energy Use in Supply Chain (outside of company)	Tier 1 Supplier energy use	92% of Tier 1 suppliers by spend participated in reporting primary data on fuel, natural gas, and electricity usage. These were reported through the Worldly FEM platform. 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). Alignment with industry standards such as Worldly is part of Helen of Troy’s sustainability strategy to improve data quality and transparency. We continued this methodology in fiscal 2026. Note on Reporting Period: Use of verified FEM data requires Helen of Troy to report supplier data on a delayed time period. For fiscal 2026, Helen of Troy is reporting calendar year 2024 supplier data. Emission Factors Used: Primary - Worldly FEM Methodology For supplier spend without Worldly FEM emissions factors, our expenditure GHGP supported methodology is based on the CEDA database. We assigned Bureau of Economic Analysis (BEA) codes to business expenditures aggregated into financial accounts. Each BEA code is given an emissions factor associated with that industry in the CEDA database. Due to data availability, the remaining supplier spend was considered primarily plastic-based products and assigned the BEA code ‘Other plastics product manufacturing in US (in 2023 USD).’
C3.2 Capital Goods	Machinery and equipment	Helen of Troy reports its total spend (\$USD) on machinery and equipment under capital goods. Emissions were calculated by primary spend data and inputted into the Watershed platform.

Data Methodologies and Assumptions (continued)

Category	Boundary	Notes on Methodology
C3.3 Fuel- and Energy-Related Activities	T&D Losses from direct operations	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. Emission Factors Used: • Green-e Residual Mixes US-SRTV 2023 • IEA Electricity Emissions Factors 2025 (data through 2023) Note: IEA (2025) CO2e emission factors from electricity only generation for world countries, using 2023 factors. IEA (2025) biogenic CO2 emission factors are based on CO2 emissions from biofuels for each country. Emission factors are in CO2e using AR6 GWPs from the source data.
C3.4 & C3.5 Upstream and Downstream Transportation & Distribution	Global inbound and outbound shipping managed by Helen of Troy	Helen of Troy reports its total spend (\$USD) on upstream and downstream transportation & distribution. In some cases, we were able to obtain emissions data directly from courier providers. Emissions were calculated by primary spend data and inputted into the Watershed platform.
C3.5 Waste	Global office and warehouse locations (leased and owned)	Only primary waste data (landfill and recycling) was accounted for in the fiscal 2026 inventory (no estimations were applied for facilities who did not provide primary data, which was done in fiscal 2021 inventory). Some of the emissions factors include: • DEFRA 2025 Commercial and industrial waste to landfill (IPCC AR5) • EPA 2025 Mixed MSW Landfilled (IPCC AR4) • EPA 2025 Mixed MSW Landfilled (IPCC AR4) • EPA 2025 Mixed Recyclables Recycled (IPCC AR4)
C3.6 Business Travel	Global employee travel	Majority of our air travel and car rentals are booked through a central travel agency, Certify, who provided a total CO ₂ emissions footprint. Fiscal 2024 was the first time this data was utilized
C3.7 Commuting	Global employee commuting	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, which was assumed as all public transit. For fiscal 2026, all associates were included in the commuting estimation based on qualitative information about employee commute behavior, such as that the Company instituted a hybrid work approach. Emission Factors Used: EPA Climate Leaders, Jan 2026, Table 8, Scope 3 Category 4: Upstream Transportation and Distribution and Category 9: Downstream Transportation and Distribution

Notes:

- Data changes from previous fiscal can be attributed to using more accurate data sources through the Watershed platform and changes in operational activities (eg closure and consolidation of facilities).
- Olive & June’s information, acquired in 2024, has now been included in this data set.
- HFCs, PFCs, SF6 emissions were estimated by using AR6 refrigerant values multiplied by composition of each gas and known building square footage. Emissions for PFCs and SF6 were negligible and report in the footprint as 0 tCO₂e. EF sources for HFCs, PFCs, and SF6: By-gas breakdown for R-134a and R-410A using AR6 GWP values from IPCC.
- Our emissions profile over time is reported in our CDP response.

Data Methodologies and Assumptions (continued)

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, 69% of the reported water use is based on primary data, the remaining locations were not included as it only represents a minority area of 31%. 92 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 100% of total spend.

Waste Data

For Helen of Troy offices and warehouses, 68% of total area were able to supply primary data for landfill disposal. 92 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. Due to the complex nature of waste management across different suppliers, we did not extrapolate 100% of total spend.

Renewable Energy Credits

The Company has procured an equivalent of ~2,741 metric tons CO2e of Renewable Energy Certificates (RECs) to support its FY2026 electricity consumption. However, the RECs were generated in calendar year 2022 and therefore do not satisfy the GHG Protocol Scope 2 Quality Criteria for market-based Scope 2 emissions reporting. Specifically, the certificates do not meet the required temporal matching requirements because the certificate vintage precedes the reporting year consumption by more than the allowable reporting period. As a result, the Company has not applied these RECs to reduce its FY2026 market-based Scope 2 greenhouse gas emissions and has instead reported Scope 2 emissions in accordance with the applicable GHG Protocol requirements.

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,” “assumes,” “believes,” “expects,” “plans,” “may,” “will,” “might,” “would,” “should,” “seeks,” “estimates,” “project,” “predict,” “potential,” “currently,” “continue,” “intends,” “outlook,” “forecasts,” “targets,” “reflects,” “could,” “aim,” “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 sustainability targets, goals, commitments and programs or expressing general expectations about cost reduction measures, 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 only as of the date they are made and are subject to risks, many of which are beyond our control, that could cause them to differ materially from actual results. Accordingly, we caution readers not to place undue reliance on forward-looking statements. The forward-looking statements contained in this Report should be read in conjunction with, and are subject to and qualified by, the risks described in our Annual Report, and in our other filings with the SEC.

As a result, the actual conduct of our activities, including the development, implementation, 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, emerge and evolve and are based on management assumptions believed to be reasonable at the time of preparation. 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. There is no guarantee that we will meet or achieve any program, policy, initiative, target, commitment, or objective discussed or forecasted in this Report or increasing stakeholder expectations. Additionally, certain data, statistics and metrics included in this report, including those related to greenhouse gas emissions, are estimates, have not been prepared in accordance with generally accepted accounting principles. Although this information is based on accepted methodologies and assumptions believed to be reasonable at the time of preparation, they should not be considered as guarantees and may be subject to further revisions.

We use the standards and guidelines of the Global Reporting Initiative, SASB industry-specific standards and the TCFD to inform our sustainability and sustainability disclosures. Some of our sustainability disclosures are included in our Annual Report, our Proxy Statement for our Annual General Meeting of Shareholders and this Report. Information contained in this Report is also sourced from a variety of internal and external sources and may be based on shifting, emerging or evolving practices. In addition, disclosures related to environmental sustainability, including disclosures related to our resource consumption and greenhouse gas emissions as well as certain internal estimates and assumptions, are based in part on third-party data. Uncertainties, inaccuracies or omissions in any of these inputs could have compounding effects on the accuracy and completeness of resulting emissions and resource consumption figures.

No part of this Report constitutes, or shall be taken to constitute, an invitation or inducement to invest in us and shall not be relied upon in any way in connection with any investment decisions. This Report is not comprehensive and should be read in conjunction with our Annual Report and our other SEC filings. We expect to update this Report annually. However, we undertake no obligation to update any statements herein to reflect later developments.

Available Information

We maintain our main Internet site at: <http://www.helenoftroy.com>. The information contained on our [website](#) is not included as a part of, or incorporated by reference into, this Report. On our [website](#), under the heading “Sustainability,” are our Sustainability Report, Sustainability Guiding Principles, Code of Conduct, Supplier Code of Conduct and the Conflicts Mineral Report. Also, we make available on or through our main website’s Investor Relations page under the heading “Financials - SEC Filings” certain reports and amendments to those reports that we file with, or furnish to, the SEC in accordance with the Securities Exchange Act of 1934. The SEC maintains a website at <https://www.sec.gov> that contains reports, proxy and information statements, and other information regarding issuers that file electronically with the SEC.



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REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Board of Directors and Management
Helen of Troy Limited

We have reviewed the Scope 1 greenhouse gas (“GHG”) emissions and Scope 2 (location-based and market-based) GHG emissions and the related disclosures of Helen of Troy Limited for the year ended February 28, 2026 (“Subject Matter”). Helen of Troy Limited’s management is responsible for preparing and presenting the Subject Matter in accordance with the GHG Protocol¹ (the “Criteria”). 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 (AICPA) in AT-C section 105, Concepts Common to All Attestation Engagements, and AT-C section 210, Review Engagements. 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 presented 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 presented 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.

We applied the Statements on Quality Control Standards established by the AICPA and, accordingly, maintain a comprehensive system of quality control.

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 Helen of Troy Limited’s business processes relevant to the review in order to design appropriate procedures.

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, some of which may be referred to as estimates, 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.

The other information included in the Company’s 2026 Sustainability 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 express a conclusion or provide assurance on it.

Based on our review, we are not aware of any material modifications that should be made to the Subject Matter of Helen of Troy Limited for the year ended February 28, 2026, in order for it to be presented in accordance with the Criteria.

Grant Thornton LLP
Dallas, Texas
June 4, 2026

¹World Resources Institute and World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and GHG Protocol Scope 2 Guidance (collectively, the “GHG Protocol”)

GLOSSARY

Throughout this Report, the Company may use selected abbreviations, acronyms and terms, which are defined below. For certain terms, we have defined these terms the first time they are used in this Report.

Terms	Definitions
Annual Report	Our fiscal 2026 Annual Report on Form 10-K.
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.
Board	The Board of Directors of Helen of Troy Limited.
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
CEO	Chief Executive Officer
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
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
EPA	U.S. Environmental Protection Agency.
Forest Stewardship Council (FSC)-certified	A third-party standard that certifies products coming from responsibly managed forests
Fiscal	References to “fiscal” in connection with a numeric year number denotes our fiscal year ending on the last day of February, during the year number listed.
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 sustainability 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)	Sustainability 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
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.
Location-Based Emissions	According to the GHG Protocol: “A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data)”
Market-Based Emissions	According to the GHG Protocol: “A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). It derives emission factors from contractual instruments, which include any type of contract between two parties for the sale and purchase of energy bundled with attributes about the energy generation, or for unbundled attribute claims.”
Multicultural	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
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
Programme for the Endorsement of Forest Certification (PEFC)	Refers to another forestry certification system, details under www.pefc.org
Proxy Statement	Our Proxy Statement for our Annual General Meeting of Shareholders scheduled to be filed at the end of June 2026.
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
SEC	United States Securities and Exchange Commission.
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 sustainability 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
Website	Our main Internet site is at: http://www.helenoftroy.com and the sustainability section on our website is at: www.helenoftroy.com/sustainability . For additional information concerning our website , see Available information on page 59.

Endnotes:

1. For detailed board diversity data, refer to our Proxy Statement.
2. Data only available for U.S. operations; based on self-identification and refers to data as of end fiscal 2026, February 28, 2026.
3. Refer to data as of last pay period of calendar year 2025, as per EEO-1 requirements.
4. 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.
5. Refers to fiscal year 2026 data.
6. As a matter of strict principle, we do not make any political or campaign contributions globally, including to political action committees. There is no reportable lobbying activity for fiscal 2026.
7. The How2Recycle label is only applicable in the U.S. and Canada markets.
8. USGBC® and the related logo are trademarks owned by the U.S. Green Building Council® and are used with permission.
9. Direct emissions that are within our operational control e.g., on-site fossil fuel combustion. Refer to page 55 for climate change emissions data approach.
10. Indirect emissions that are within our operational control e.g., electricity, heat, steam. Refer to the Sustainability Data Methodologies and Assumptions – Climate Change Emissions Data for our detailed approach. Our Scope 2 market-based emissions is 5,709 metric tons of CO₂e.
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 the Sustainability Data Methodologies and Assumptions – Climate Change Emissions Data for our detailed 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. Of those SORs that show indication of sourcing from the DRC/Covered Countries, all but 1 are currently certified or actively moving through the certification process. Related to the 1 SOR, we required the relevant supplier to cease any more purchases from this SOR for our products. Covered countries and conflict minerals as defined in Section 1502(e)(4) of the Dodd-Frank Wall Street Reform and Consumer Protection Act.

ABOUT THIS REPORT

Helen of Troy’s 2026 Sustainability Report covers our environmental and social performance and progress during fiscal year 2026 (March 1, 2025 – February 28, 2026). This Report highlights the connection between our sustainability efforts and our broader business strategy, including our focus on quality, safety, transparency, and consumer trust. We recognize the importance of transparency to our stakeholders and aim to provide a clear view of how we manage our most material environmental and social topics. This includes how we are delivering positive impact through trusted, everyday products and supporting our people. Additional information aligned with global frameworks, including GRI and SASB, is included in the appendix.

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

Reporting Elements	Details
Period	Fiscal 2026: March 1, 2025 to February 28, 2026 All data is reflected as fiscal, unless otherwise indicated.
Frequency	Annually, following the end of each fiscal year; Relevant updates are available in the sustainability section on our website : www.helenoftroy.com/sustainability .
Report Approval	The Corporate Governance Committee of the Board and the CEO approved this Report
Reporting standards and principles	This Report refers to the following sustainability standards, including their reporting principles: · International Sustainability Standards: · SASB standards: · Appliance Manufacturing Standard 2018 · Household & Personal Products Standard 2018 · IIRF · GRI: Helen of Troy has reported in reference with the GRI Standards for the period from March 1, 2025 to February 28, 2026 · CDP · GHG Protocol · TCFD · We are also working towards alignment with the IFRS S1 and S2 standards. The relevant data tables and details are on page 40.
Assurance	Grant Thornton LLP completed limited assurance review procedures on the Company’s carbon emissions data for Scope 1 and Scope 2 (location-based and market-based greenhouse gas emissions). Refer to page 60 for additional details.
Complementary disclosures	This Report forms part of our overall sustainability disclosures. We highly encourage that it be read in conjunction with the following other publicly available information: –Our Annual Report –Our Proxy Statement –Our Website 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 SEC.
Feedback and Questions	For feedback and questions related to our sustainability disclosures and performance, please contact: Sustainability@helenoftroy.com

See Forward-Looking Statements and Disclaimer on page 59 and Available Information on page 59.

Helen of Troy

