

**Helen
of Troy**

Fiscal Year 2024

Environmental, Social, and Governance Report



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About this Report

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



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

Reporting Elements	Details
Period	Fiscal year (“fiscal”) 2024: March 1, 2023 to February 29, 2024 All data is reflected as fiscal, unless otherwise indicated
Frequency	Annually, following the end of each fiscal year; Relevant updates are available in the ESG section on our website: www.helenoftroy.com/esg (“Website”)
Report approval	The Board of Directors (“Board”) Corporate Governance Committee and the Chief Executive Officer (“CEO”) approved this Report
Reporting standards and principles	This Report refers to the following ESG standards, including their reporting principles: - International Sustainability Standards: - Sustainability Accounting Standards Board (“SASB”) standards: - Appliance Manufacturing Standard 2018 - Household & Personal Products Standard 2018 - International Integrated Reporting Framework (“IIRF”) - Global Reporting Initiative (“GRI”): Helen of Troy has reported in reference with the GRI Standards for the period from March 1, 2023 to February 29, 2024 - Carbon Disclosure Project (“CDP”) Greenhouse Gas (“GHG”) Protocol - Task Force on Climate-related Financial Disclosures (“TCFD”) The relevant data tables and details are on page 34.
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 46 for additional details.
Complementary disclosures	This Report forms part of our overall ESG disclosures. We highly encourage that it be read in conjunction with the following other publicly available information: - Our fiscal 2024 Annual Report on Form 10-K (“Annual Report”) - Our Proxy Statement scheduled to be filed at the end of June 2024 (“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 United States Securities and Exchange Commission (“US SEC”).
Feedback and questions	For feedback and questions related to our ESG disclosures and performance, please contact: Sustainability@helenoftroy.com

Forward-looking statement is on page 45.

A woman with long, dark, wavy hair is shown from the chest up, looking slightly to her left. She is holding a black hair straightener in her right hand, which is positioned near her hair. She is wearing a light-colored, possibly beige or gold, top. The background is a textured, light-colored wall.

About Helen of Troy

We incorporated as Helen of Troy Corporation in Texas in 1968 and were reorganized as Helen of Troy Limited in Bermuda in 1994. We are a leading global consumer products company offering creative products and solutions for our customers through a diversified portfolio of brands. We have built leading market positions through new product innovation, product quality and competitive pricing. We go to market under a number of brands, some of which are licensed.



Our Diversified Brand Portfolio

Helen
of Troy



Segment Information

We currently operate in two 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 beverageware 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.



**Home &
Outdoor**

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, and liquid and aerosol personal care products that help consumers 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.



**Beauty &
Wellness**

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.

CEO Statement

"I am proud of our ESG progress to date and its close alignment with our purpose of *Elevating Lives in Moments that Matter Everywhere Every Day*. In my first year as CEO, I am honored and excited to lead our Company as we leverage and elevate our world-class portfolio of beloved brands, strong capabilities, and exceptional people."

Noel Geoffroy, Chief Executive Officer



To Our Stakeholders,

I am very pleased to share our ESG report for fiscal year 2024, which marks our fourth year disclosing our ESG performance. I am proud of our ESG progress to date and its close alignment with our purpose of *Elevating Lives in Moments that Matter Everywhere Every Day*. In my first year as CEO, I am honored and excited to lead our Company as we leverage and elevate our world-class portfolio of beloved brands, strong capabilities, and exceptional people. My mission is to guide our Company and empower our associates to unleash their full potential. Together, we aim to leverage our passion for our brands to delight our consumers and customers.

At Helen of Troy, we are entering the "Elevate for Growth" Era with a renewed commitment to our purpose, vision and value. But growth is not just about numbers; it is about creating a sustainable, lasting, and positive impact for all our key stakeholders:

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

This positive impact includes acknowledging and addressing the interconnected web of factors that contribute to our long-term success. This includes environmental and social factors which are evident in the ways we impact our planet, the communities we operate in, and the people we touch. Our strategic and thoughtful approach to addressing environmental and social issues involves a periodic priority assessment that helps us identify initiatives with the greatest potential to contribute to our long-term success. This commitment aligns with best-in-class corporate governance, fostering transparency, accountability, and value creation for our key stakeholders.

Our ESG strategy is built on three core pillars: (1) Embed into our business, (2) Engage with our people, and (3) Enhance our brands and products.

Embed into our business

To ensure we embed into our business, we began in fiscal year 2019 building on existing grassroots efforts, where we developed a centralized strategy, established cross-functional working groups and a task force, and expanded Board oversight. Today, a dedicated Vice President leads these efforts, and works with our Board of Directors and management to implement a unified approach to managing risk.

Our efforts are paying off. In 2024, I am proud that we were recognized on Newsweek's annual list of "America's Most Responsible Companies." This award recognizes our commitment to considering

the environment, social responsibility, and ethical business practices in what we do. Inclusion on the list demonstrates our commitment to improvement by responding to the evolving needs of our key stakeholders and strategically addressing our environmental and social impacts. Our efforts are designed to align with requirements from regulators, key customers, and consumers at-large.

Engage with our people and communities

We believe in the power of collaboration and fostering engagement with our associates and the communities where we live and work. Building on the work from previous years, we launched Associate Resource Groups (“ARGs”) this year to foster a supportive, inclusive workplace that celebrates the diversity and lived experiences of our associates, allowing them to connect across departments and locations. With my experience as a Leadership Sponsor, I have seen first-hand the power of ARGs—members and allies learning, supporting, and empathizing alongside each other. Over the past year for our U.S. business, we achieved an increase of 10 percentage points in ethnic diversity hires overall and an increase of 9.5 percentage points at the management level. A diverse and inclusive workforce fuels innovation, drives growth, and fosters a culture where our associates can be their authentic selves and thrive. This translates to a deeper understanding of our diverse consumer base, allowing us to create products and experiences that resonate and delight them.

We continued our 50-plus-year tradition of supporting the communities where we live and work through volunteerism. Associates are provided two charitable leave days to donate their time to community organizations that matter most to them.

Enhance our products and brands

To ensure we enhance our products and brands, we are focused on the following key initiatives:

1. Sustainable Packaging: Transition the majority of our packaging to be sustainably sourced, with recycled or recyclable content.
2. Stronger Supplier Partnerships: Deepen our engagement with key suppliers on ESG topics. This includes regularly updating our Supplier Code of Conduct, implementing a unified

approach to responsible sourcing practices, and personally visiting many of our key suppliers.

3. Sustainability by Design: Integrate relevant standards into product design, materials selection, and energy efficiency. This is not new to us. A prime example of this is Hydro Flask pioneering an alternative sealing process for vacuum insulated bottles. In late 2012, we moved beyond what at the time was the industry standard vacuum sealing process and toward an innovative process that sealed our bottles without the use of lead. Even though this process was more complex – and more expensive – we chose this path because we sought a higher standard, knowing lead could be harmful to our consumers, manufacturing partners, and the environment.

As we continued to implement our strategy, fiscal year 2024 presented some challenges. Sourcing high-quality, sustainable materials has proven more complex than anticipated, driven by both high demand and a complex regulatory landscape. The patchwork of regulations across different markets requires careful navigation to ensure compliance while maintaining our commitment to transparency and responsible sourcing – a key expectation of our consumers and customers.

We are actively working to overcome these hurdles by collaborating with our suppliers to develop innovative sourcing strategies and advocating for clear, standardized regulations that support sustainable practices.

The future of Helen of Troy is brimming with potential, and I share this excitement with each of you. As we embark on the Elevate for Growth Era, it is not just about reaching new heights; it is about soaring together. We have a strong foundation built on our commitment to purpose, innovation and creating value for our key stakeholders. Together, fueled by our exceptional people, I look forward to seeing our efforts transform this potential into reality.

Sincerely,



Noel Geoffroy
Chief Executive Officer



ESG Foundations

ESG at Helen of Troy

FY2019

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

FY2020

In fiscal 2020, we formalized our ESG efforts by **expanding Board oversight** through the Corporate Governance Committee.

FY2021

In fiscal 2021, **we hired a designated associate to lead our ESG efforts** across Helen of Troy and oversee the ESG Task Force. Today, that designated associate is our VP, Global ESG.

FY2023

Since fiscal 2023, **the Vice President, Global ESG has also overseen our Diversity, Equity, Inclusion & Belonging ("DEI&B") work.** The Vice President, Global ESG reports to the Chief Legal Officer. Together, the Vice President, Global ESG and ESG Task Force continue to identify the Company's key ESG topics and have implemented a consolidated approach to address actual, emerging, and potential risks.

ESG Governance

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

ESG plan. Our Vice President, Global ESG, reports regularly to the Board on these matters, with ESG as a standing agenda item at scheduled quarterly Board meetings, and works directly with the Board's Corporate Governance Committee.

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

Ethical Standards and Fair Operating Practices

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

We also published additional guidelines related to expected ethical behaviors, including our [ESG Guiding Principles](#) and our [Supplier Code of Conduct](#). Both specify our commitment and policy on human rights, occupational health and safety, and environmental responsibility and protection.

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





ESG 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 full Board directly oversees strategic risks, while the Corporate Governance Committee directly oversees risk management regarding corporate governance and specific ESG-related risks, including climate change, DEI&B, human rights, and environmental and natural capital management.

The Chief Financial Officer ("CFO") and the Chief Legal Officer are jointly responsible for the coordination of risk management at the operational level. Risk discussions are periodically scheduled for specific committees meetings, with reporting from the associated risk owners in the Company. These discussions include risk identification, management, and mitigation strategies, with Board members

having the opportunity to seek clarification and provide feedback.

On ESG matters, we recognize the importance of environmental and social factors on our business, including the risks that climate change poses to our operations and the importance of DEI&B to our stated strategic goal to 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, some of our Beauty customers require that our hair appliances comply with various safety certifications, including UL certifications. Similarly, our thermometers must comply with various regulations governing the production and distribution of medical devices.

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, and the U.S. Consumer Product Safety Commission. More information is in our fiscal 2024 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 ESG matters. These trends have led to, among other things, increased public and private social accountability reporting requirements relating to labor practices, climate change, human trafficking and other ESG matters, and greater demands on our packaging and products. In our product space, some requirements have already been mandated and we believe others may become required in the future. Examples of current requirements include conflict minerals content reporting, customer reporting of foreign fair labor practices in connection with our supply chain vendors, and evaluating the risks of human trafficking and slavery.

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

Through our corporate governance structure, including the work of our Vice President, Global ESG, it is our objective to not only manage ESG related risks but also seize any identified opportunities to ensure the Company’s long-term success.



Stakeholder 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 summarizes how we engage and the type and frequency of engagements:

Table 1. Summary of Stakeholder Engagement Activity in Fiscal 2024

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
Shareholders: our owners and investors	Deliver exceptional shareholder returns	- Ongoing throughout the year: quarterly earnings conference calls, individual and group meetings, investor conferences, non-deal roadshows - Periodic: Investor Days to introduce or update on long-term strategic planning and progress
Customers: our retail partners	Be a partner of choice	- Formation of the North America Regional Market Organization ("RMO") to provide more focus on our retailer partnerships - 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
Associates: our employees	Be an employer of choice	- Launch of Associate Resource Groups to foster an inclusive and supportive workplace that celebrates the diversity and lived experiences of Helen of Troy associates - Ongoing activities throughout the year include: Formal training through Helen of Troy Academy, informal on-the-job training, annual performance assessments, town hall meetings conducted by our CEO and various members of our Global Leadership Team ("GLT"), listening sessions, lunch and learns, conferences, holiday parties/celebrations
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 charitable leave days, product donations, financial support, and strategic partnerships

*Note: these engagements happen throughout the fiscal year, including in fiscal 2024, unless otherwise indicated

In general, the key ESG topics raised by our stakeholders were related to the continued strengthening of our overall ESG practices, including our DEI&B efforts. In ESG, this included improvements on sustainability initiatives in relation to our products and packaging, as well as further strengthening our supply chain practices and engagement. In DEI&B, this included seeing progress on diversity in our organization and helping our associates thrive in an inclusive work environment.

ESG Priority Assessment

Building on the earlier grassroots efforts and initial work to formalize a consolidated ESG approach in recent fiscal years, we completed our regular ESG prioritization process in fiscal 2024. This assessment, which is the basis of our ESG strategy and topics covered in this ESG Report, included several internal interviews to identify and prioritize ESG topics, considering both the needs of the business and of our key stakeholders. Table 2 highlights the key topics identified in our priority assessment. We intend to update this assessment on a regular basis, as needed and when appropriate.

Table 2. ESG Prioritization Table

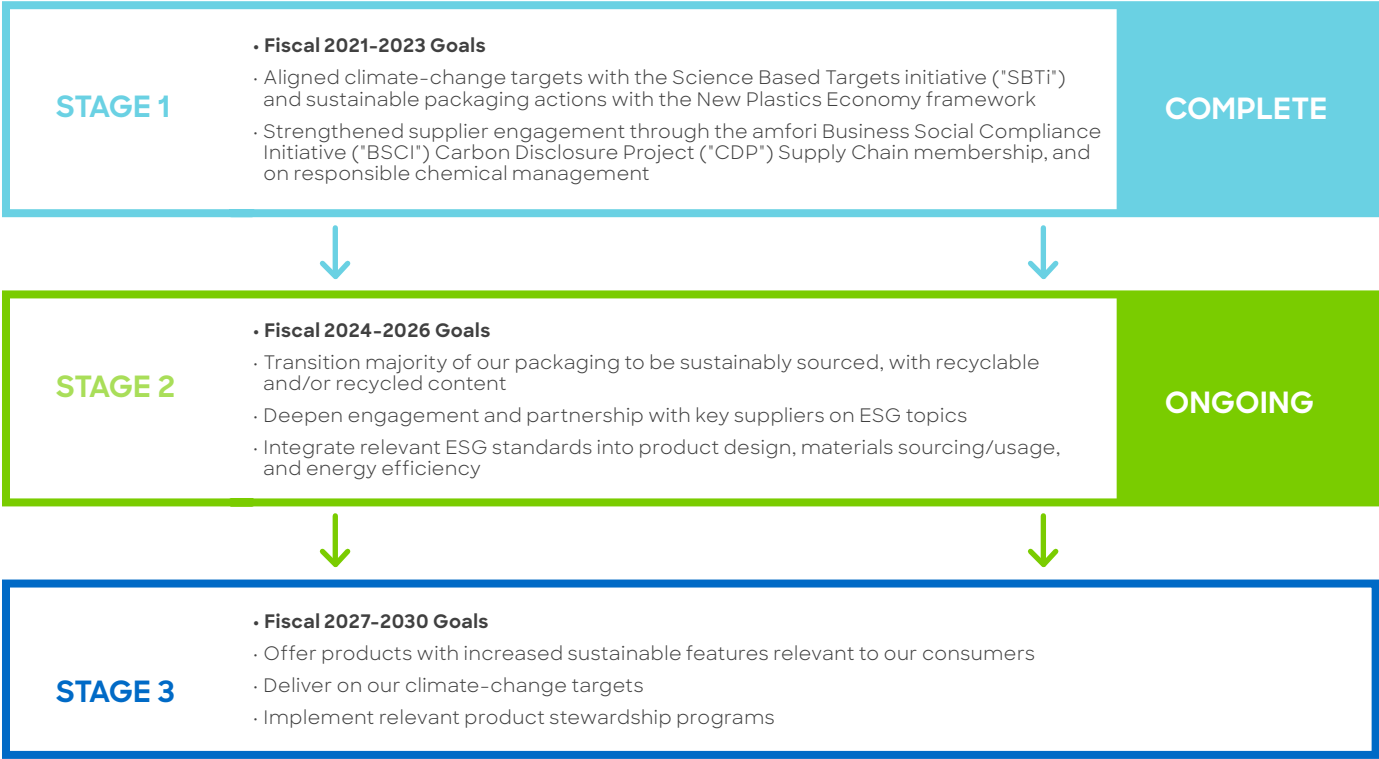
ESG Priority Topics*	Where do the impacts primarily occur?		
	Design/Operations	Supply Chain	Consumers
Chemical Management	✓	✓	✓
Climate Risk & Resilience	✓	✓	✓
Data Security	✓	✓	✓
DEI&B	✓	✓	✓
Packaging	✓	✓	✓
Product Impacts	✓		✓
Product Quality & Safety	✓	✓	✓
Responsible Sourcing of Raw Materials	✓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

ESG Strategy

Our ESG strategy focuses primarily on three areas: (1) embedding ESG into the business, (2) engaging our people and communities, and (3) enhancing our products and services:



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



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 2024. Moving forward, we will continue to implement management approaches designed to reach these goals and respond to inquiries from stakeholders on key ESG topics. We plan to provide updates in the future through our Website, as our implementation progresses.



Financial Strategy

Our Approach

Fiscal 2019 marked the completion of Phase I of our Transformation strategy, which delivered improved organic sales growth by focusing on our Leadership Brands, strategic acquisitions, becoming a more efficient operating company with strong global shared services, upgrading our organization and culture, improved inventory turns and return on invested capital, and returning capital to shareholders.

Fiscal 2020 began Phase II of our Transformation, which was designed to drive the next five years of progress. The long-term objectives of Phase II included improved organic sales growth, continued margin expansion, and strategic and effective capital deployment. Phase II included plans to continue to invest in our Leadership Brands, with a focus on growing them through consumer-centric innovation, expanding them more aggressively outside the U.S., and adding new brands through acquisition. During Phase II, we sought to build further shared service capability and operating efficiency, as well as focus on attracting, retaining, unifying, and training the best people. Additionally, we strove to enhance and consolidate our ESG efforts and accelerate programs related to DEI&B to support our Phase II Transformation.

Fiscal 2024 marked the conclusion of Phase II of our Transformation strategy. This phase produced net sales and organic net sales growth and gross profit margin expansion. During Phase II, we expanded our Leadership Brands and international footprint with the acquisitions of Drybar, Osprey and Curlsmith. We completed the divestiture of our Personal Care business and extended our Revlon trademark license for a period of up to 100 years. We strategically and effectively deployed capital to construct our new distribution facility in Gallaway, Tennessee, repurchased shares of our common stock, and repaid amounts outstanding under our long-term debt agreement.

During Phase II, we began publishing an annual ESG Report, which summarizes our ESG strategy and performance, and provides further transparency into our ESG efforts. We also initiated a global restructuring plan referred to as “Project Pegasus,” which is intended to expand margins, create efficiency, and fuel growth.

Project Pegasus includes initiatives to further optimize our brand portfolio, streamline and simplify the organization, accelerate cost of goods savings projects, enhance the efficiency of our supply chain network, optimize our indirect spending and improve our cash flow and working capital, as well as other activities. We anticipate these initiatives will create operating efficiencies, as well as provide a platform to fund future growth investments. During the fourth quarter of fiscal 2023, we made changes to the structure of our organization, which resulted in our previous Health & Wellness and Beauty operating segments being combined into a single reportable segment, the creation of a North America RMO responsible for sales and go-to-market strategies, and further centralization of operations and finance functions under shared services to better support our business segments and RMOs to become a true global operating company. This new structure reduced the size of our global workforce by approximately 10%. We believe that these changes better focus business segment resources on brand development,

consumer-centric innovation, and marketing, focuses the RMOs on sales and go-to-market strategies, and focuses shared services on their respective areas of expertise, while also creating a more efficient and effective organizational structure. During the second quarter of fiscal 2024, we announced plans to geographically consolidate the U.S. Beauty business, currently located in El Paso, Texas, and Irvine, California, and co-locate it with our Wellness business in the Boston, Massachusetts area. This geographic consolidation and relocation is the next step in our initiative to streamline and simplify the organization and is expected to be completed during fiscal 2025. We expect these changes will enable a greater opportunity to capture synergies and enhance collaboration and innovation within the Beauty & Wellness segment.

Fiscal 2025 begins Elevate for Growth, which provides our strategic roadmap through fiscal 2030. The long-term objectives of Elevate for Growth include continued organic sales growth, further margin expansion, and accretive capital deployment through strategic acquisitions, share repurchases and capital structure management. Elevate for Growth includes an enhanced portfolio management strategy to guide how we allocate our resources and invest in our brands. It also includes a strategy to grow internationally based upon defined criteria with an emphasis on brand building, new product introductions, and expanded distribution.

Elevate for Growth

Next-Level Flywheel Creates the Next Virtuous Cycle



We are continuing to execute our initiatives under Project Pegasus, which we expect to generate incremental investments in our brand portfolio and new capabilities. We intend to further leverage our operational scale and assets, including our new state-of-the-art distribution center, improved go-to-market structure with our North America RMO, and our expanded shared services capabilities. We also plan to complete the geographic consolidation of our

Beauty & Wellness businesses, create a centralized marketing organization that embraces next-level data analytics and consumer insight capabilities, and further integrate our supply chain and finance functions within our shared services. Additionally, we are committed to fostering a winning culture and continuing our ESG efforts to support our Elevate for Growth strategy. More information is in the Annual Report.

Data highlights

156.2

million units
of production¹

48

strategic and
preferred
supplier
manufacturers,
all outsourced²

41.1%

revenue from
products that support
environmental and
social issues³

97.5%

of eligible products
(by revenue) certified
by ENERGY STAR⁴

Did You Know?

For the first time, Helen of Troy was recognized as one of “America’s Most Responsible Companies” for 2024 in the Newsweek survey, an annual ranking that centers on the holistic view of corporate sustainability that considers the pillars of environment, social, and corporate governance.

Inclusion on this list as part of its top 100 companies recognizes our commitment to continuous improvement on key aspects of what it means to be a responsible business by responding to the evolving needs of our key stakeholders and strategically addressing our environmental and social impacts.



A woman with blonde hair, wearing a light blue button-down shirt, is smiling and pouring water from a clear plastic PUR water filter pitcher into a glass jar. The pitcher has a blue handle and a blue filter housing with the 'PUR' logo. The background is a bright, out-of-focus indoor setting.

Environmental Performance

Our Approach

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

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

We are implementing a system 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 2024, 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 the New Plastics Economy/Global Commitment of the Ellen MacArthur Foundation, a cross-sectoral and international effort to address plastic waste and pollution, and (2) our corporate membership with How2Recycle^{®5}, 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.

We aim to design products that are intended to be energy and resource efficient, aligning with standards such as Energy Star if applicable, and where possible, using environmentally friendly or less harmful materials. Within our own facilities, we intend to implement sustainable design and operating practices where relevant and applicable, for example:

- Our Gallaway, Tennessee distribution center, which became operational in fiscal 2024, 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 with the LEED® Silver certification. LEED (Leadership in Energy and Environmental Design), developed by the U.S. Green Building Council® (USGBC)⁶, is the most widely used green building rating system in the world and an international symbol of sustainability excellence, according to the USGBC.
- We completed the upgrade of our corporate lights to LED in 2021, which has led to a yearly energy savings of around 430,682 kWh.
- Osprey installed and is utilizing its 32.8kWp rooftop solar system on 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 and Utah.
- We continued to implement relevant waste management programs in our operations, including recycling metal, paper fiber, electronics, and other miscellaneous waste in our distribution centers.



- Since March 2023, Hydro Flask continued to implement a water bottle trade-in program 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 continued to participate in several waste recycling efforts, including those legally mandated in Canada, the United Kingdom, and the EU, and are assessing a potential expansion of our recycling efforts outside these regulated markets.

We are implementing a system intended to minimize negative impacts of our practices on the environment and continue to work on initiatives to reduce emissions in our supply chain and product use. As part of these efforts and in order to strengthen our support of climate action, we are a signatory of We Mean Business, a coalition of organizations and businesses with a goal of catalyzing business action to accelerate the transition to a zero-carbon economy. With our participation in this coalition, we intend to (1) report climate change data and measures to the CDP aligned with the guidelines of the TCFD (refer to page 38 for further information), (2) implement a responsible climate policy, and (3) develop targets that were approved in October 2021 by the SBTi⁷. This work is ongoing, and we intend to share our progress in future reports. In fiscal 2024, we earned recognition as a 'Gigaton Guru' from key customer, Walmart, as part of their Project Gigaton, which focuses on engaging their suppliers in climate action.

Climate Change Emissions Data

526,278.1

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

3,332.5

metric tons Scope 1^{8*}

7,518.0

metric tons Scope 2 (location-based)^{9*}

515,427.6

metric tons Scope 3¹⁰

Energy Consumption Data

311.7

thousand GJ total energy consumed:
22% within company
78% outside of the company

112,324.4

MWh total electricity consumed:
18% within company
82% outside of the company

6.4

Energy productivity
(thousand revenue per GJ)

17.8

Electricity productivity
(thousand revenue per MWh)

Water Consumption Data

471,444.2

thousand gallons total water withdrawn:
3% within company
97% outside of company
1.2% of water withdrawn from High or Extremely High Baseline Water Stress Areas¹¹

4.3

Water productivity
(revenue per gallons of water withdrawal)

Waste Produced and Diverted

5,075.5

metric tons non-hazardous waste:

51% within company
49% outside of company
43% diverted and recycled
57% landfilled and incinerated

75.3

metric tons solid hazardous waste¹²

Only outside company data is available

395.1

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 46 for the Report of Independent Certified Public Accountants. Scope 2 emissions above refer to location-based emissions. Our Scope 2 market-based emissions are 5,289.1 metric tons of CO₂e. Therefore our overall emissions referring to market-based emissions are 524,049.2 metric tons of CO₂e.*

Refer to pages 42-44 for data assumptions and methodologies.

Did You Know?

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



A portion of the cardboard packaging made from certified source e.g. PEFC

Removed plastic clamshells and some unnecessary polybags, which was recognized with a 2023 Excellence Award for achievement in innovation and sustainability



In 2012, Hydro Flask pioneered a new vacuum sealing process that sealed our bottles without the use of lead.

In March 2023, Hydro Flask launched our Trade-In program engaging over 10,000 consumers in the circular economy within the first year

Replaced single-use plastic packaging to recyclable cardboard packaging



Optimally recyclable packaging utilizing the How2Recycle label

Paper packaging from certified source e.g. FSC

Launched updated soft goods line in Spring 2024, with 87% of the line now featuring recycled main body fabric.



From Spring 2022, Osprey has exclusively used Durable Water Repellent (DWR) treatments made without PFAS on all new, redesigned and carryover products

bluesign® SYSTEM PARTNER since 2021 with 96% of Spring 2024 season products using bluesign® APPROVED main body fabric

98% of Spring 2024 season products using recycled content in main body fabric

Paper packaging from certified source e.g. FSC and optimally recyclable featuring the How2Recycle label

Launched first bluesign® PRODUCT in Spring 2022, helping to establish a holistic application of the bluesign® CRITERIA, expanding these standards to a growing list of products across each category in Spring 2024

Polybag packaging from 100% recycled content

Expansion of commitment to bluesign® APPROVED and recycled fabrics with the addition of liner fabrics: 99% of Spring 2024 season lined textile products feature bluesign® APPROVED liner fabric, and 98% feature 100% recycled liner fabric

In 2023, OXO introduced its first product with recycled content showcasing its Design for Environment principles

In 2023, OXO began shipping product in the U.S. from a state of the art LEED Silver certified distribution center



In 2024, OXO's iconic Good Grips Angled Measuring Cup now made with 50% certified recycled content**

*Percentages based on the number of styles in the season.

**Cup is made from third-party certified recycled content through a mass balance allocation process; the 50% content is based on weight

A photograph of a man and a young girl in a bed. The man is sitting up, holding a stuffed animal, and looking at the girl who is lying down. A white humidifier is on a nightstand to the left. The scene is warmly lit with string lights in the background.

Social Performance

Associates

Our Approach

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

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

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



We monitor our culture and associate engagement through several methods, including a recurring culture survey that is reviewed and used to continuously refine our culture and policies. For the first time, our culture survey in fiscal 2023 included associate sentiment related to DEI&B in the workplace. Results indicated associates value a diverse and inclusive culture and are excited about our efforts related to diversity and inclusion. We believe that an inclusive and diverse workforce is essential to the long-term success of our business and to the growth, and the well-being, of our associates.

Since the beginning of our culture transformation, we use feedback from our culture surveys to improve our policies in change management, engagement, and culture in order to better meet or exceed the needs of associates. Our activities included increased appreciation/recognition and a continued focus on building upon our core ethics, integrity, and positive spirit. We will continue to stay in touch with our associates through subsequent surveys to continue to monitor our culture and associate engagement.

Our Helen of Troy Academy provides associates with learning opportunities through in-person workshops, self-paced eLearning courses, and micro-learning content. The Academy's blended learning solutions are a commitment to supporting associate career goals and skills development. It allows our people to build their skill set while interacting with teammates outside of their own department or location and from across the globe with micro-learning workshops offered several times a year and in multiple time zones. Training content is relevant to the needs of the organization and targets personal effectiveness, communication, meeting effectiveness, coaching and feedback, trust, innovation, and design thinking. In fiscal 2024, our associates completed 14,047 unique courses through online learning resources and our onboarding program, for a total of 6,417 learning hours.

We believe that continuous development and learning is essential to empower all associates for growth and future opportunities within the Company, as well as for growing the Company itself. The resources available to all associates through The Academy begin soon after their first day of work, with New Hire Orientation.

This orientation introduces associates to the Company, our culture, our values, our brands, and work life at Helen of Troy. As part of the initial onboarding to the Company, associates are also introduced to our policies and procedures, their new work environment and role, and to their rights and obligations. Associates are also introduced to our Code and other codes and policies.

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

On occupational health and safety, we implement programs, facilitate, and track relevant training, and provide safety equipment, including assigning a safety officer for each of our work locations, where applicable. Between our distribution centers located in Mississippi and Tennessee, 1,444 safety training-related hours were completed in fiscal 2024. We continued to implement several precautionary measures to protect our associates from the spread of infectious diseases like COVID-19, and enhanced safety measures for workers in our offices and distribution centers. We currently have a flexible, hybrid work approach whereby most office associates are encouraged to be in the office frequently and required to do so based on business needs. We offer well-being and wellness programs globally including an employee assistance program to support our associates.



HEARTLAND
HANDS
FOOD PANTRY

Volunteers in Action

Did You Know?

In fiscal 2024, we officially launched ARGs company-wide. These ARGs were created to foster an inclusive and supportive workplace that celebrates the diversity and lived experiences of Helen of Troy associates. It is important for us to build a workforce as diverse and inclusive as our brands and that involves input from our community of associates. Current ARGs include HELE Pride Alliance (LGBTQ+), InspirAsian (Asian American Pacific Islanders) and Hydro Flask Women Rock. Our aim is to further advance our focus on attracting and retaining top talent from every background, and to help promote a work environment where everyone can engage, thrive, contribute, and grow to their fullest potential.

**Helen
of Troy**

**Associate
Resource Group**



DEI&B Efforts

At Helen of Troy, we are on a mission to foster a winning culture and build a workforce as diverse as our brands. We believe that a diverse workforce is essential to innovation, growth, and the well-being of our associates. We celebrate the diversity of our people and value the unique perspectives they bring. We are committed to cultivating an inclusive culture where all of our associates can thrive and feel accepted for who they are.

Through the years we have strengthened our DEI&B work by formally recognizing the importance of DEI&B in several foundational documents, our corporate identity statement, and our culture work. Our DEI&B initiatives include assessing equitable opportunities in career advancement, rewards & recognition, health benefits that are designed to meet a diverse workforce, leadership development with a focus on coaching and feedback, behavioral interview workshops to build awareness and sponsorship, unconscious bias training offered to all associates across the globe, targeted recruitment actions to increase diversity of new hires, and listening sessions to foster a culture of inclusion & belonging. In fiscal 2024, we introduced three pillars to guide our DEI&B efforts: People, Product and Purpose. These pillars were strategically chosen to help us take a holistic approach in strengthening our inclusion



practices for our associates, enhancing not only our company culture but also ultimately reflecting in the products we deliver and the experiences we create for our consumers and customers.

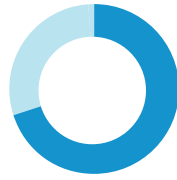
In external recruiting, we expanded outreach to minority candidates, with the goal of further increasing representation in our candidate pools. Using associate input and other key human capital data, we seek to adapt our approach and actions to continue to advance this work.



Data Highlights

1,927

Full-Time Associates
Worldwide



70.9%
USA &
Canada

29%
Other Regions
& Countries

12.2%

Voluntary Turnover

OHS Data¹³

0%

0 fatalities and fatality rate
0.28 incident rate¹⁴
0 OHS non-compliances

Demographic Data¹⁵ (Overall)

56.8%

Female

53%

Ethnically diverse¹⁶

12.8%

<30 years old

Management (Director level & above)

43.7%

Female

30.5%

Ethnically diverse

0%

<30 years old

83.3

percentage points increase
in women hires at the VP and
above from fiscal 2023 to
fiscal 2024 (U.S. only)

10

percentage points
increase in ethnically
diverse hires across
the business (U.S. only)

9.5

percentage points
increase in ethnically
diverse hires at the
management level (U.S. only)

Our U.S. Equal Employment Opportunity (EEO)-1 is available on our Website.¹⁷

Did You Know?



For the second year in a row, Helen of Troy was recognized as one of the 2023 Healthiest 100 Workplaces in America, an awards program created to honor people-first organizations that prioritize the well-being of their employee population.

As part of our commitment to creating a culture of care for associates' total well-being and in honor of World Mental Health Day, we hosted a fireside chat with Melissa Dorman, MA, an organizational psychologist, former clinical mental health therapist, and author. Along with our internal facilitators, this session provided an inspirational and educational conversation on the value of mental health awareness, diverse experiences, resilience, recovery, and overcoming challenges.



Supply Chain

Our Approach

We expect our suppliers to comply with local laws and regulations, and to conduct their activities, including those of their subcontractors, in line with our Supplier Code of Conduct, which is available on the ESG section of our Website. Our Supplier Code of Conduct is aligned with our ESG Guiding Principles, which outline expected behaviors and standards that we require of ourselves, our partners, and our suppliers globally on human rights and environmental protection. We strive to include our Supplier Code of Conduct in relevant supplier contracts, where applicable.

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

Suppliers undergo environmental, 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.

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

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

Conflict Minerals Data

93%

Applicable suppliers responded

22%

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

86.2%

Currently certified for these conflict minerals

81.5%

certified for tin;

100%

certified for tantalum;

94.3%

certified for tungsten;

82.6%

certified for gold

82.3%

of smelters or refiners (SORs) had no indication of sourcing from the covered countries¹⁸

Did You Know?

Our business segments work closely with their key suppliers globally with the goal of improving their environmental and social impacts. Some of these initiatives include a focus on energy efficiency and environmental and social performance reporting as part of our goals with our key customers. We continued to be members of amfori BSCI, SEDEX and Worldly (formerly Higg Index) across our business segments. Our company-wide set of guidelines on supplier compliance, which are aligned with relevant international standards and guidelines such as amfori BSCI, SEDEX and Worldly, standardizes our supplier compliance approach. We periodically update our human rights risk assessment, with findings and recommendations feeding into our guidelines to support proactive risk management. Our aim is to better understand where targeted improvement opportunities lie within our broader key supplier base and prioritize work with suppliers to address them more effectively.



Consumer Obsessed Product Design

Our Approach

We are a consumer obsessed company. Our purpose is to elevate lives in moments that matter everywhere, every day. As a result, we listen deeply to consumers, study their habits and practices, and design products to delight them across the entire consumer journey. Doing this well is an obsession for us and central to our success.

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

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



Did You Know?

Our passion for our consumers keeps us innovating with better ways to elevate the lives of consumers everywhere, every day. This passion requires that we are in touch with the needs of our consumers. For example, in the Wellness business, which is part of our Beauty & Wellness segment, the presence of an in-house consumer laboratory continues to support the integration of consumer feedback into product improvements.

In the Beauty business, which is part of our Beauty & Wellness segment, we strive to deliver high-performing products in line with current trends and respond to consumer demands. One such example is with Curlsmith, our newest brand in the portfolio which is designed for consumers with textured hair, whether curly, coily, or wavy. Our latest innovation, the Anti-Frizz Recipe, was designed to tackle frizz, the number one concern for curly-haired consumers. With humidity contributing to frizz, we developed this four-product range formulated with a nourishing blend of blackcurrant seed oil and coconut butter. The formulas help replenish the hair's lipid content and forms a light film helping to seal the hair's cuticles, to control frizz and define curls.

For our Home & Outdoor segment, we highlight the work of Hydro Flask and Osprey. Over a decade ago, Hydro Flask pioneered an alternative sealing process for vacuum insulated bottles. In late 2012, they moved beyond what at the time was the industry standard vacuum sealing process and toward an innovative process that sealed our bottles without the use of lead. Even though this process was more complex – and more expensive – they chose this path because they sought a higher standard knowing lead could be harmful to consumers, manufacturing partners, and the environment. While Osprey's All Mighty Guarantee* will repair any damage or defect to its covered products for any reason free of charge – regardless of when the item was produced. This Guarantee also includes replacement of a covered item if functional repair is no longer feasible.



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

Community Investment and Contributions

Our Approach

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

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

- [Hydro Flask's Parks for All Program](#) - supporting non-profit organizations focused on building, maintaining, restoring, and improving equitable access to parks;
- [OXO's 1% for the Planet](#) giving commitment - donating 1% of annual sales to a selected group of non-profits championing environmental causes; and
- [PUR's PUR Community](#) - designed to help American municipalities experiencing water quality issues with immediate and cost-effective point-of-use filtration solutions.

Data highlights

\$1,474,230

in charitable donations, including community investment activities

\$392,390.30

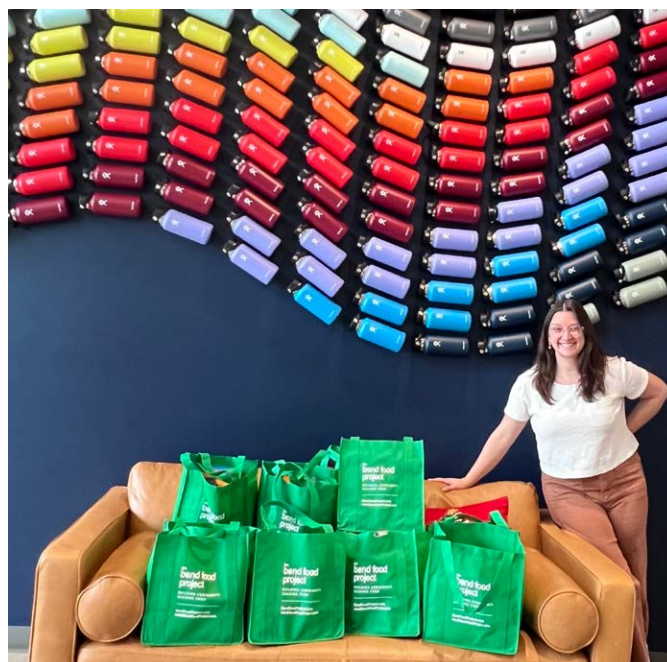
to trade associations¹⁹

\$0

on campaign and political contributions as aligned with our Code of Conduct²⁰

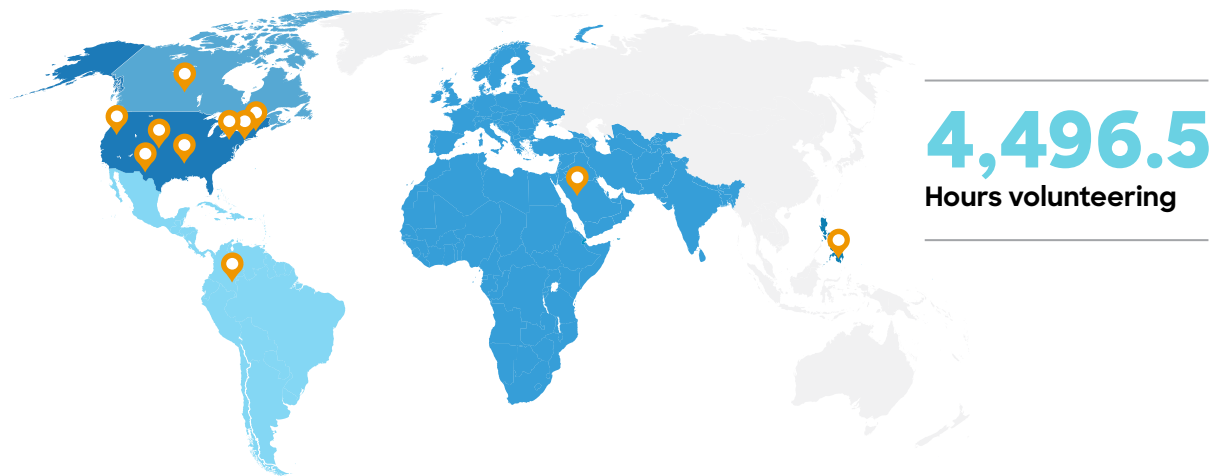
4,496.5

volunteer hours²¹



Did You Know?

We continued our commitment to fostering a culture of community giving throughout the Company with the third year of our **Community Ambassadors Program**. This program is structured to rally and inspire our fellow associates into participating in community fundraisers and volunteer campaigns that were organized either by the Company or by the associates themselves. In fiscal 2024, 540 associates spent 4,496.5 hours volunteering with non-profits in the communities we live and work.



El Paso, TX

- Food Drive and volunteer activity with You Eat I Eat, a local Community Food Pantry in Northeast El Paso.

Bend, OR

- Helped plant along the reconstructed river access just downstream of the Bill Healy bridge with The Deschutes Watershed Council.

New York, NY

- Helped clean and prepare oyster shells for use in the New York Harbor Foundation d/b/a Billion Oyster Project.

Cortez, CO

- Tidied up Habitat for Humanity of Montezuma Avenue ReStore.

Marlborough, MA

- Clothing organization, canvas bag designing and food pantry work with the United Way of Tri County.

Chambersburg, PA

- Park cleanup with Franklin County EcoPark in honor of Earth Day.

Southaven, MS

- Fundraised and walked for Breast Cancer Awareness Month.

Canada

- Feminine hygiene product collection for the Period Purse.



ESG Reporting Indices

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

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

Reporting requirement	Ref	Details	Location/Page(s) or Explanation
Annual production	CG-AM-000.A	Number of units produced	page 17
Suppliers	CG-TS-000.B; CG-HP-000.B	Number of manufacturing facilities, % outsourced	page 17
Product Safety	CG-AM-250a.1; CG-TS-250a.1	Number of recalls issued and total units recalled	No recalls in fiscal 2024
	CG-AM-250a.2	Discussion of process to identify and manage safety risks associated with the use of its products	page 30
Product Life Cycle Assessments	CG-AM-410a.3	Description of efforts to manage products' end-of-life impacts	pages 18-19
	CG-AM-410a.1	% of eligible products by revenue certified to ENERGY STAR	page 17
Water Management	CG-HP-140a.1	(1) Total water withdrawn, (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	page 20
	CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Assessment and strategy development is ongoing.
Product Environmental, Health, and Safety Performance	CG-HP-250a.1	Revenue from products that contain REACH substances of very high concern (SVHC)	We comply with relevant legislation, including EU REACH.
	CG-HP-250a.3	Discussion of process to identify and manage emerging materials and chemicals of concern	pages 30-31
Packaging Lifecycle Management	CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	pages 18-19, 21

Note: SASB released new standards in 2023. We aim to transition to this new standard in next year's report.

Reporting Elements	Location	Additional Explanation
Governance		
Describe the Board's oversight of climate-related risks and opportunities.	page 10	Our Board of Directors, through the Corporate Governance Committee, oversees climate change-related risks and opportunities through its own regularly scheduled meetings
Describe management's role in assessing and managing climate-related risks and opportunities.	page 10	The Vice President, Global ESG coordinates with the ESG Task Force and other relevant senior management on the identification, assessment, and management of climate-related risks and opportunities
Strategy		
Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.	page 10	Assessment ongoing
Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	page 10	Assessment ongoing
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	page 10	Assessment of scenarios ongoing including a 2°C or lower scenario based on those from the Network for Greening the Financial System .
Risk Management		
Describe the organization's processes for identifying and assessing climate-related risks.	page 10	The Vice President, Global ESG coordinates with the ESG Task Force and other relevant senior management on the identification and assessment of climate-related risks. We give highest focus to the risk areas where we can have the highest impact. Our ongoing assessment is a specific climate-related risk management process done at least annually and currently covers direct operations, upstream and downstream and short-term, medium-term, and long-term horizons²². 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.
Describe the organization's processes for managing climate-related risks.	page 10	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). We plan to share a low-carbon transition plan by 2025, but we do not intend to include it as a scheduled resolution item at our Annual General Meeting of Shareholders.
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	page 10	Results from the ongoing assessment are shared with relevant senior management and the Board through the Corporate Governance Committee. Mitigation measures are developed and implemented by the Vice President, Global ESG with the subject matter experts in the relevant functions within the Company.
Metrics and Targets		
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	page 20	Assessment and development ongoing in accordance with the TCFD. Metrics include baseline water stress and water use, energy use, and waste management.
Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.	page 20	Emissions intensity: metric ton CO₂e/per million revenue Scope 1 & 2 - location based: 5.1 Scope 1 & 2 - market based: 4.3 Scope 3: 257.1
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	page 49	Climate change targets approved in accordance with the Science Based Targets initiative. Refer to endnote 7.

GRI Content Index

Statement of Use	Helen of Troy has reported in reference with the GRI Standards for the period from March 1, 2023 to February 29, 2024	
GRI 1 Used	GRI 1: Foundation 2021	
GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Pages 3-5
	2-2 Entities included in the organization's sustainability reporting	Page 5
	2-3 Reporting period, frequency and contact point	Page 3
	2-4 Restatements of information	None
	2-5 External assurance	Page 46
	2-6 Activities, value chain and other business relationships	Pages 3-5, 28
	2-7 Employees	Pages 22-27
	2-8 Workers who are not employees	Page 28
	2-9 Governance structure and composition	Proxy Statement
	2-10 Nomination and selection of the highest governance body	Proxy Statement
	2-11 Chair of the highest governance body	Proxy Statement
	2-12 Role of the highest governance body in overseeing the management of impacts	Pages 9-11
	2-13 Delegation of responsibility for managing impacts	Pages 9-11: Our Board of Directors, through the Corporate Governance Committee, oversees ESG-related matters, including those related to climate change, DEI&B, and human rights. Our ESG Task Force, whose members include representatives from our business segments and global shared services, in conjunction with our Vice President, Global ESG, leads the development and implementation of our strategic ESG plan. Our Vice President, Global ESG, who reports to the Chief Legal Officer, reports regularly to the Board on these matters with ESG as a standing agenda item at scheduled quarterly Board meetings, and works directly with the Board's Corporate Governance Committee.
	2-14 Role of the highest governance body in sustainability reporting	Page 3
	2-15 Conflicts of interest	None
	2-16 Communication of critical concerns	Page 9
	2-17 Collective knowledge of the highest governance body	Proxy Statement
	2-18 Evaluation of the performance of the highest governance body	Proxy Statement
	2-19 Remuneration policies	Proxy Statement
	2-20 Process to determine remuneration	Proxy Statement
	2-21 Annual total compensation ratio	Proxy Statement
	2-22 Statement on sustainable development strategy	Pages 12-14
	2-23 Policy commitments	Pages 12-14
	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	Page 9
	2-27 Compliance with laws and regulations	Pages 9-11

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	Page 12
	2-30 Collective bargaining agreements	Annual Report
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Pages 12-13
	3-2 List of material topics	Pages 12-13
	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	Page 36
	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 (ie EU) in which they are currently based.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Not applicable
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Not applicable due to the global nature of our operations
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 9
	205-2 Communication and training about anticorruption policies and procedures	Page 9
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	Annual Report
	207-3 Stakeholder engagement and management of concerns related to tax	Annual Report
	207-4 Country-by-country reporting	Annual Report
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	Page 21
	301-3 Reclaimed products and their packaging materials	Information not readily available. Assessing how to properly report in future
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 20 Consumed energy from the grid: 10.0% Source of aggregated energy consumption: over 99% is from non-renewable sources and less than 1% is renewable for both location based and market based methods.
	302-2 Energy consumption outside of the organization	Source of electrical power: over 99% is from non-renewable sources and less than 1% is renewable for location-based method. For market-based method, it is 88% non-renewable and 12% renewable. Fleet fuel consumption (within company): 4,798 gallons

GRI Standard	Disclosure	Location
GRI 302: Energy 2016 (continued)	302-3 Energy intensity	Page 20
	302-4 Reduction of energy consumption	Page 19
	302-5 Reductions in energy requirements of products and services	Page 20
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 20
	303-2 Management of water discharge-related impacts	Page 20
	303-3 Water withdrawal	Page 20
	303-4 Water discharge	Page 20
	303-5 Water consumption	Page 20
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	Not applicable
	304-3 Habitats protected or restored	Not applicable
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 20 – emissions reporting Page 49 endnote 7 – 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.
	305-2 Energy indirect (Scope 2) GHG emissions	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: +92% target achieved relative to base year based on market based emissions; Scope 3: +155% target achieved relative to base year.
	305-3 Other indirect (Scope 3) GHG emissions	Note on fleet fuel targets: Not applicable Helen of Troy operates a small supply of leased fleet vehicles. Primary data (mileage) was provided for all vehicles and was converted based on miles per gallon from www.fueleconomy.gov
	305-4 GHG emissions intensity	Page 36
	305-5 Reduction of GHG emissions	Page 19
	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 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 20 In addition, under our production waste management program, we work with our key suppliers to implement waste management efforts during production. As part of our Higg Facility Module program, we monitor and report on the waste management programs of these suppliers.
	306-2 Management of significant waste-related impacts	Pages 19–20 In March 2023, Hydro Flask launched a water bottle trade-in program in the United States.

GRI Standard	Disclosure	Location
GRI 306: Waste 2020 (continued)	306-3 Waste generated	Page 20
	306-4 Waste diverted from disposal	Page 20
	306-5 Waste directed to disposal	Page 20
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 28
	308-2 Negative environmental impacts in the supply chain and actions taken	Page 28 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 on-going investigation and iterative improvement."
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Hires: · 59.8% female · By region: 77% US & Canada; 10% Asia Pacific; 12% EMEA; 0% Latin America · By age: 14.1%: >50 years old; 50.3%: 30-50 years old; 35.6%: <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 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Pages 24, 26 and ESG Guiding Principles Related to our suppliers, as written in our Supplier Code of Conduct: "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	Pages 24, 26 and ESG Guiding Principles
	403-3 Occupational health services	Pages 24, 26 and ESG Guiding Principles
	403-4 Worker participation, consultation, and communication on occupational health and safety	Pages 24, 26 and ESG Guiding Principles
	403-5 Worker training on occupational health and safety	Pages 24, 26 and ESG Guiding Principles
	403-6 Promotion of worker health	Pages 24, 26 and ESG Guiding Principles
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Pages 24, 26 and ESG Guiding Principles
	403-8 Workers covered by an occupational health and safety management system	Pages 24, 26 and ESG Guiding Principles
	403-9 Work-related injuries	Page 26
	403-10 Work-related ill health	Page 26

GRI Standard	Disclosure	Location
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	6,417 hours of e-learning completed, 14,047 courses completed, 1,444 hours operational warehouse training
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 23 Career Transition Services are offered to support employees transitioning outside of the company and connect them to their next opportunity. Assistance includes access to job openings, resume support, career coaching, and personalized assessments.
	404-3 Percentage of employees receiving regular performance and career development reviews	100%
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 26 Detailed generation breakdown: · Overall: 25.01%: >50 years old; 61.6%: 30-50 years old; 13.39%: <30 years old -Management: 45.49%: >50 years old; 54.51%: 30-50 years old; 0%: <30 years old Refer to our EEO-1 disclosure for racial metrics. Refer to endnote 17 on Page 50.
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 recognised 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	Refer to 407-1
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	Pages 32-33
	413-2 Operations with significant actual and potential negative impacts on local communities	None
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 28
	414-2 Negative social impacts in the supply chain and actions taken	Page 28; 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	Page 30
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	De minimis
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Page 30
	417-2 Incidents of non-compliance concerning product and service information and labeling	Page 11
	417-3 Incidents of non-compliance concerning marketing communications	Page 30
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	De minimis

ESG Data Methodologies and Assumptions

Reporting principles	Implementation details
Strategic focus and future orientation Connectivity of information	Page 14
Stakeholder relationships	Page 13
Materiality Assessment	Page 13
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

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 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, 2023 – February 29, 2024) unless otherwise noted. Overall, our approach to our climate change emissions data was to utilize data from invoices or similar documentation, when this was not available, we estimated data as outlined in the table below.

Scope 1	Includes natural gas usage in our direct operations, including offices and owned warehouses as well as mobile fuel combustion from leased fleet vehicles. EPA and International Energy Agency (“IEA”) emission factors used. International Building energy use intensity (“EUI”) averages used to estimate natural gas volumes where the use of natural gas is known but primary usage data is unavailable. Leased fleet vehicles were calculated based on primary mileage data and average miles per gallon (“MPG”) per vehicle make/model. This number is independent of any GHG trades such as sales, purchases, transfers, or banking of allowances.
Scope 2	Includes electricity usage in our direct operations, including offices and owned warehouses. US EPA and IEA emission factors used to produce location-based data. International Building EUI averages used to estimate where primary data was unavailable.
Scope 3	At this time, Scope 3 accounting is limited to: • C3.1 Purchased Goods and Services for contract factory energy used in the production of Helen of Troy products • C2.3 Capital Goods • C3.3 Fuel- and Energy-Related Activities for transmission and distribution (“T&D”) losses from electricity consumed within the company • C3.4 Upstream Transportation & Distribution • C3.5 Waste Generated in Operations • C3.6 Business Travel • C3.7 Commuting • C3.9 Downstream Transportation & Distribution

Category	Boundary	Notes on Methodology
Scope 1 & 2 Energy Use in Direct Operations (within company)	Global office and warehouse locations (leased and owned)	In fiscal 2024, 70% of total kWhs and 92% of therms of natural gas (from total applicable sites) were actuals, the rest were estimated. When data was not available for a specific period of time, usage was estimated based on averaging available data. We provide both location-based emissions and market-based emissions for Scope 2 as noted in the relevant statements on page 20. For our market-based emissions calculations, we purchased renewable energy certificates for some of our properties such as our Galloway, Tennessee distribution center and our facilities in Colorado and Utah. In all leased third-party logistics (“3PL”) warehouses, a 50% reportable indicator was used. Helen of Troy did not make up more than 50% of business in any of its third-party warehouses, therefore they were excluded from the analysis. Emission Factors Used: · Natural Gas: EPA Climate Leaders, Feb 2024, Table 1: Stationary Combustion Emission Factors · Electricity: · Domestic: eGRID 2022, Table 1, Subregion Output Emission Rates, Jan 2024 · Domestic EUI: US Energy Information Administration, Building Information Table C15: Electricity consumption and conditional energy intensity by census region, 2018; data released December 2022 · International: International Energy Agency (IEA), “CO₂ Emissions from Fuel Combustion,” 2021 Edition.
Scope 1 Fleet Vehicles	Global fleet vehicles	Helen of Troy operates a small supply of leased fleet vehicles. Primary data was provided for all vehicles and was converted based on miles per gallon from www.fueleconomy.gov .
C3.1 Energy Use in Supply Chain (outside of company)	Tier 1 Supplier energy use	56% of Tier 1 suppliers by spend participated in reporting primary data on fuel, natural gas, and electricity usage. By spend, all were reported through Higg FEM (64% verified, 36% non-verified). Energy data reported was then allocated to account for only the percent of total production attributable to Helen of Troy in each factory (as self-reported by the suppliers). Primary reported data was then extrapolated to 100% of total spend to represent Helen of Troy’s complete volume of production. Note on Improved Methodology: The inclusion of Osprey and the transition to Worldly FEM methodology resulted in improved data quality as compared to previous years given the nature of using a third-party platform vs. self-reported data and built-in verification processes; however, these improvements make it difficult to compare to historical years (fiscal 2020 and fiscal 2021) due to the variances in methodology. Helen of Troy intends to maintain this new methodology in future years to provide consistency in annual reporting. Alignment with industry standards such as Worldly is part of Helen of Troy’s ESG strategy to improve data quality and transparency. We continued this methodology in fiscal 2024. Note on Reporting Period: Use of verified FEM data requires Helen of Troy to report supplier data on a delayed time period. For fiscal 2024, Helen of Troy is reporting calendar year 2022 supplier data. Emission Factors Used: Primary – Worldly FEM Methodology
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 through the methodology from 2023.
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: · Domestic: eGRID 2022 · International: IEA, “CO₂ Emissions from Fuel Combustion,” 2021
C3.4 & C3.5 Upstream and Downstream Transportation & Distribution	Global inbound and outbound shipping managed by Helen of Troy	Inbound/Upstream – Primary data (weight, origin, and destination) was provided for all Helen of Troy-managed shipments from factory origin city to warehouse destination city (port to port boundary, ocean, and air freight). Primary data was also provided for intra-China ground transport. Outbound/Downstream – Primary data (weight, origin, and destination) was provided for all Helen of Troy-managed outbound shipments. Some estimates were required, but this was approximately less than 1% of cargo weight. Osprey data was not yet included in this inventory for fiscal 2024 as we fully integrate their operations with the rest of the Company’s.

Category	Boundary	Notes on Methodology
C3.4 & C3.5 Upstream and Downstream Transportation & Distribution (cont.)	Global inbound and outbound shipping managed by Helen of Troy	Note on Improved Methodology: In fiscal 2022, Helen of Troy was able to attain primary data for shipment weights (inbound and outbound) as opposed to using industry average proxies. While these improvements make it difficult to compare absolute emissions to historical years (fiscal 2020 and fiscal 2021) due to variances in methodology, Helen of Troy is committed to increasing data quality in its ESG reporting and intends to maintain this improved methodology in future years to provide consistency in annual reporting. We continued this methodology in fiscal 2024, but also for the first time included data from additional business to consumer shipments which increased the scope of our emissions footprint. Emission Factors Used: · EPA Climate Leaders, A Feb 2024, Table 8, Scope 3 Category 4: Upstream Transportation and Distribution and Category 9: Downstream Transportation and Distribution · BSR Clean Cargo Emissions Report, 2019
C3.5 Waste	Global office and warehouse locations (leased and owned)	Only primary waste data (landfill and recycling) was accounted for in the fiscal 2024 inventory (no estimations were applied for facilities who did not provide primary data, which was done in fiscal 2021 inventory). Emission Factors Used: EPA, Office of Resource Conservation and Recovery (December 2023) Documentation for Greenhouse Gas Emission and Energy Factors used in the Waste Reduction Model (WARM). Factors from tables provided in the Management Practices Chapters and Background Chapters. WARM Version 16, December 2023 release. Additional data provided by EPA, WARM-16 Background Data.
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 CO2 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 ("APAC"), which was assumed as all public transit. For fiscal 2024, 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, Feb 2024, 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 either using more accurate data sources and/or increased operational activities.
- Osprey's environmental data was included in this Report where possible. Where it was not, it is included in the table above. We aim to include the rest of their data as we fully integrate their operations with the rest of the Company's.
- We only cover CO2, CH4, N2O in our calculations. We did not calculate for HFCs, PFCs and SF6 and believe these gases are de minimis.
- Our emissions profile over time is reported in our CDP response.

Water Consumption Data

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

For Helen of Troy offices and warehouses, 38% of the reported water use is based on primary data, while the remaining 62% was estimated using EPA average water use per sq ft for office buildings and warehouses, respectively. Fifty-one percent of Tier 1 suppliers by spend provided primary water use data. Supplier data reported was allocated to account for only the percent of total production attributable to Helen of Troy in each factory. This data was then used to extrapolate 100% of total spend.

Waste Data

For Helen of Troy offices and warehouses, only 7 out of 31 sites (representing 93.4% of total area) were able to supply primary data for landfill disposal, the remaining locations were not included as it only represents a minority area of 6.6%. Fifty-six 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.

Forward-Looking Statements and Disclaimer

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

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

As a result, the actual conduct of our activities, including the development, implementation, continuation or achievement of any program, policy, initiative, target, commitment, or objective discussed or forecasted in this Report may differ materially in the future. As with any projections or estimates, actual results or numbers may vary. Many of the standards and metrics used in preparing this Report continue to shift, 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.

We use the standards and guidelines of the Global Reporting Initiative, SASB industry-specific standards and the TCFD to inform our sustainability and ESG disclosures. Some of our ESG disclosures are included in our Annual Report, our Proxy Statement for our Annual General Meeting of Shareholders and this Report. 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.

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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 included in the 2024 Environmental, Social, and Governance Report of Helen of Troy Limited for the year ended February 29, 2024 (“Subject Matter”). Helen of Troy’s management is responsible for preparing and presenting the Subject Matter in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and GHG Protocol Scope 2 Guidance (collectively, the “Criteria”). Our responsibility is to express a conclusion on the Subject Matter based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Subject Matter in order for it to be 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.

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 2024 Environmental, Social, and Governance Report is presented by management of the Company and is not part of the Subject Matter. Such information has not been subjected to the procedures applied in the review engagement and accordingly, we do not conclude, express an opinion or provide assurance on it.

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 29, 2024, in order for it to be presented in accordance with the Criteria.

Grant Thornton LLP

Dallas, Texas
May 31, 2024

Glossary

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

Glossary

Terms	Definitions
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
REACH regulation	A European Union regulation known as "Registration, Evaluation, Authorization and Restriction of Chemicals", which addresses the production and use of certain chemical substances
Recyclable	Refers to materials that can be easily recycled in a specific area or location
Recycled content	Refers to the percentage of material that replaces virgin materials
Scope 1 emissions	Direct greenhouse gas emissions that are owned or controlled by the Company, such as direct fuel consumption; commonly measured in metric tons
Scope 2 emissions	Indirect greenhouse gas emissions resulting from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the Company; commonly measured in metric tons
Scope 3 emissions	Indirect greenhouse gas emissions not part of scope 2 and occurs outside of the Company, including both upstream and downstream emissions; commonly measured in metric tons
Smelters or refiners (SORs)	Refers to the entity that produces base metal from its ore; part of the reporting requirements under Rule 13p-1 under the United States Securities Exchange Act of 1934 (added by Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act)
Sustainability Accounting Standards Board (SASB)	A not-for-profit organization that sets standards on ESG reporting and sustainability accounting. Now merged with the IIRF as part of the International Sustainability Standards
Task Force on Climate-related Financial Disclosures (TCFD)	An international task force established by the Financial Stability Board to develop recommendations for climate-related disclosures
Voluntary turnover	Associates (or employees) who leave the Company of their own volition, does not include dismissal, retirement, or death in service

Endnotes:

- ¹ Refers to the units of finished goods purchased from our suppliers, all of which are outsourced; excludes Osprey.
- ² Refers to our key strategic Tier 1 supplier manufacturers that have direct supplier contracts with Helen of Troy affiliates; of which 35% are ISO 14001 certified systems and 19% are ISO OHS certified.
- ³ Revenue related to social issues (26.4%) such as sale of basic sanitary products such as water filters, supporting the treatment/diagnosis of major diseases of the world such as hypertension; related to environmental issues (20.1%) such as sale of items that help to contribute towards reducing single use plastics such as reusable water bottles and storage containers. Note that some items are considered both revenue related to social issues and environmental issues (e.g. PUR products), so the totals here will not add up to 41.1%.
- ⁴ Relates only to air purifiers sold in the U.S. and Canada meeting Energy Star version 2, as this standard is primarily applicable in these markets.
- ⁵ The How2Recycle label is only applicable in the U.S. and Canada markets.
- ⁶ USGBC® and the related logo are trademarks owned by the U.S. Green Building Council® and are used with permission.
- ⁷ 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.
- ⁸ Direct emissions that are within our operational control e.g., on-site fossil fuel combustion. Refer to pages 42-44 for climate change emissions data approach.
- ⁹ Indirect emissions that are within our operational control e.g., electricity, heat, steam. Refer to pages 42-44 for climate change emissions data approach. Our Scope 2 market-based emissions is 5,292.8 metric tons of CO₂e.
- ¹⁰ Emissions that are not within our operational control e.g., supply chain. Note that this does not include "Use of Sold Products". Refer to pages 42-44 for climate change emissions data approach.
- ¹¹ Based on categories outlined in the World Resources Institute Aqueduct tool.
- ¹² All hazardous waste is disposed in accordance with regulations; detailed data is available only for outside the Company.
- ¹³ Refers only to full time associates in the U.S., which includes our distribution centers; our associates outside of the U.S. are mostly in office-based roles; also based on 2023 calendar year, same reporting timeframe as our reporting to the U.S. Occupational Safety and Health Administration ("OSHA").
- ¹⁴ 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 0.28 injuries in our U.S. operations.
- ¹⁵ For detailed board diversity data, refer to our Proxy Statement.
- ¹⁶ Data only available for U.S. operations; based on self-identification and refers to data as of end fiscal 2024, February 29, 2024.
- ¹⁷ Refer to data as of last pay period of calendar year 2023, as per EEO-1 requirements.
- ¹⁸ 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.
- ¹⁹ 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.
- ²⁰ 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 2024.
- ²¹ Refers to fiscal year 2024 data.
- ²² The Company defines short-term as one fiscal year; medium term from 1-5 years, aligned with the timeline of our strategic transformation plan and long-term from 6 years and above, which is greater than the number of years in our strategic transformation plan.



**Helen
of Troy**

OXO

Hydro Flask

OSPREY

CURLSMITH

drybar

BRAUN

VICKS

PUR

Honeywell

HOT TOOLS

REVLON

Elevating Lives in Moments that Matter Everywhere Every Day