

## **Edgewell Personal Care Company Board of Directors**

### *Diversity, Equity & Inclusion Commitment*

Edgewell Personal Care Company's commitment to a diverse and inclusive workplace begins with setting the tone from the top, starting with our board of directors ("Board"). The Company values the benefits that diversity brings to our Board and believes that diversity, equity and inclusion ("DEI") promotes the sharing of different perspectives and ideas, improves oversight, decision-making and governance and provides a competitive advantage.

At all times, the Company seeks to maintain a Board comprised of talented and dedicated directors with a diverse mix of experience, skills and backgrounds collectively reflecting the strategic needs of the business and the nature of the environment in which the Company operates. The Board's Corporate Governance Committee is entrusted with the responsibility of assessing Board composition and identifying, evaluating and selecting candidates for Board membership.

When recruiting new directors for appointment or selecting directors for re-election to the Board, the Corporate Governance Committee is committed to using objective criteria and having due regard to the benefits of DEI and the needs of the Board. For purposes of Board composition, diversity includes gender identification, ethnicity, disability, sexual orientation, age, business and industry skill and experience, and other individual characteristics that would bring a unique and valuable perspective to the Board.

All Board appointments must collectively reflect the diverse nature of the business environment in which the organization operates and be made on merit, in the context of the skills, experience, independence and knowledge which the Board requires to be effective.