

FY22 Sustainability Report

Gaining Momentum





Never. Stop. Moving.

Motion is in our DNA. It's why the hummingbird is our emblem, and it inspires us to always move our business, brands, people and communities forward. Motion creates momentum, and as the world around us continues to evolve, we know that smart, steady, sustained momentum will be what sets the pace toward our goals and sets us apart from others.

This sense of movement characterizes our sustainability journey, leveraging our unique ability to move forward as we make a meaningful impact on society and our environment. Moreover, our global teammates are passionate about sustainability and the impact it has, not only on the consumers and retailers we serve, but also on the broader world around us. They take great pride in producing our well-loved and well-known brands and understand that sustainability enhances that brand love with our consumers and beyond.

We have made great strides in embedding sustainability across our business. In this year's report, we share the results of our continued efforts to apply sustainability as a strategic business enabler and how we are becoming an increasingly more sustainable personal care company and responsible global citizen. We invite you to join us as we keep moving forward.

Message From the CEO



Welcome to the fiscal 2022 Edgewell Sustainability Report. It's hard to believe that it was only three years ago when we launched a new strategic framework, cultural transformation and sustainability strategy, all in the same year. It was ambitious, but our team was up for the challenge. The year 2020 may be remembered for COVID around the world, but at Edgewell, it was the turning point in our story.

Fast forward three years, and we are seeing the results of our efforts. First, the business has returned to strong organic growth, posting our best two fiscal years since we became an independent company, and we are outperforming our peer groups in total shareholder return. In addition, our brands are healthier and better represented on shelf than they have ever been, and we are launching new disruptor brands and category-disrupting products into market. On the cultural front, our teams are increasingly better and more capable, and our engagement scores continue to rise. I believe that much of this momentum is enabled by *Sustainable Care 2030*, our strategic sustainability vision and commitments.

Sustainability enabling business growth

Sustainability continues to enable this growth and progress. As our business grows and we show up in market as a modern and responsible consumer goods company, we are also seeing each of our sustainability pillars move forward. This is evidenced by our improving scores on environmental, social and governance (ESG) rankings and third-party recognition, such as *Newsweek's* America's Most Responsible award, where we advanced 105 spots from last year's ranking, and *USA Today's* first-ever America's Climate Leaders ranking.

As Edgewell and the overall ESG landscape continues to evolve, so too do our investors, consumers and the candidates looking to work with us. Transparency of ESG

commitments and showing steady progress against them is becoming increasingly more important to investors. We have also noticed shifts in Gen Z and Millennial consumers who increasingly want to buy from and work for organizations that share their values. Innovating for sustainability drives sales to these demographics, and our commitments serve as a strong recruitment tool for attracting the best talent to our team.

Sustainable momentum across our pillars

Our **brands** and products are the face of our company, and, as you'll read in this report, we continue to find ways to innovate and design for sustainability and use our brands as a force for good. We have made progress in reducing our environmental impacts and plastic waste, maintaining our high standards for ingredient and fragrance usage, and developing products and packaging in support of the circular economy. We also launched FIELDTRIP, a new gender-inclusive skincare brand formulated with unique nature-found ingredients from around the world. Through all this, our teams continue to bring our consumers along on the sustainability journey with modern, authentic and inclusive marketing campaigns and partnerships that strengthen our brands' impacts.

The **Operations and Supply Chain** pillar is a key driver of our environmental commitments, and we are proud of the collaborative effort across our global supply chain teams to continually improve in this area. We know that small improvements can add up to big impact, and that is why we are embedding sustainability across our business, which we believe is key to our success. I admire our teams for their continued commitment to simplifying our operations, optimizing logistics, regionalizing production, reducing waste, conserving water and sourcing in ethical and responsible ways.

Finally, how we treat our **people** and show up in our **communities** are important parts of our sustainability strategy, and we are committed to leading in this area. Through our values, we put a strong emphasis on creating a fair, respectful, safe and inclusive workplace that infuses joy in all we do. We take care of our teams through specific initiatives to promote work-life balance and ensuring that our manufacturing facilities have strict safety protocols and programs — with 2022 being our best year on record in terms of safety performance. Beyond our teammates, engaging with the communities where we live and work is an important part of our strategy and with the launch of our *Together We Care* community impact program, we are engaging with our communities in new and impactful ways.

Operating a more sustainable company — particularly when it comes to acting on climate change — is personal to me. I have three children and often think about the world they will inherit. Keeping this in mind for my children, and the entire next generation, is what drives me on this course in ensuring that Edgewell is a responsible global citizen and doing our part to reduce our environmental footprint.

Inside and outside of Edgewell, I am encouraged by the progress I see, and the amazing innovative approaches being taken. I am optimistic about what the future holds. Thank you for your time and interest in our sustainability strategy and progress, and I invite you to follow us on this journey as we *make useful things joyful*, today, tomorrow and always.

Rod Little

President and Chief Executive Officer

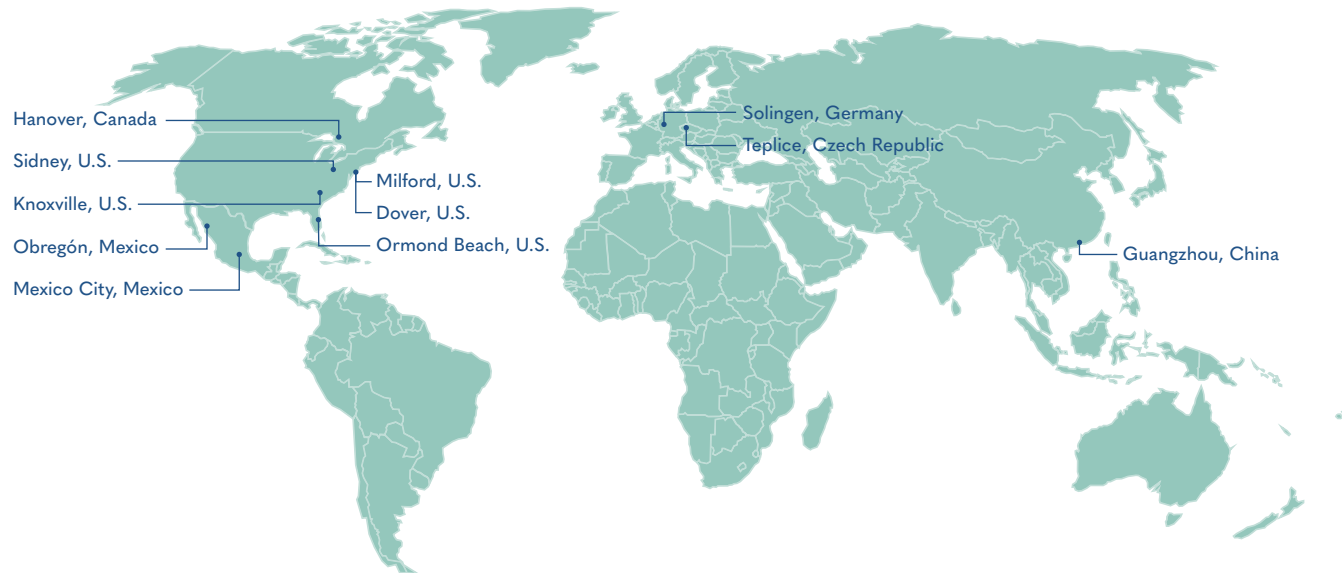
We Are Edgewell.

We are a global team united in our purpose to *make useful things joyful.*



OPERATIONS

Headquartered in Shelton, Connecticut, U.S.



¹ FY22 rounded.

We are a portfolio of leading personal care brands, some with a storied history that spans more than 250 years and others just beginning their story.

SHAVING



GROOMING



SUN AND SKIN CARE



FEMININE CARE



2022 Highlights



Reduced operational waste by
22%
from FY19, exceeding our goal
ahead of schedule

#37
on Newsweek's America's Most
Responsible Companies list

83%
of fiber and paperboard
packaging made from recycled
material and/or certified
responsibly sourced across our
razor and blade segment

Achieved
0.48
world-class injury rate

100%
certified sustainable palm oil
directly sourced and through
credits for use in our products

29
global facilities implemented
teammate wellness programs



73,000+
InspireJOY teammate recognition
moments since 2021

14%
reduction in greenhouse gas emissions
(Scope 1 and 2) from FY19

82%
of teammates believe that
everyone is treated with respect
and dignity at Edgewell

45%
of our manufacturing facilities
hold zero waste-to-landfill status

~70%
of our products across the
U.S. and Canada carried the
How2Recycle® label



What Guides Us

Our Vision

A world where the joy of caring for yourself is balanced with caring for our shared planet and society.

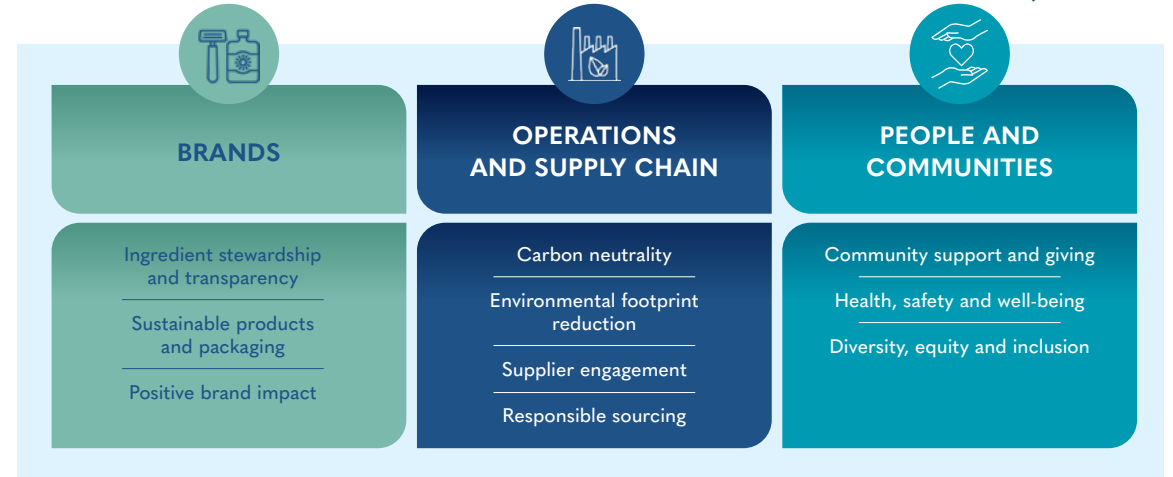
Our Mission

To create products that people love to use to take care of themselves, with careful consideration for our planet and everyone who shares it.

“Caring for people and planet is at the heart of everything we do. As we enter year three of our *Sustainable Care 2030* strategy, we’re proud of the momentum we’re building across our business. From delighting our consumers with new product innovation and more sustainable offerings to finding new and creative ways to conserve energy, reduce waste and engage our local communities to join us in our journey, we are making progress toward our goals and ambitions. Our teammates continue to exemplify our value of ‘owning it together,’ and for that I am incredibly proud.”

— Amy Knight, Vice President, Global Sustainability

OUR SUSTAINABLE CARE 2030 STRATEGY



Sustainable Care 2030: Building forward momentum

Edgewell’s ambition is clear — to build a world in which caring for ourselves is balanced with caring for our shared planet and society. From innovating products, transforming packaging and reducing our environmental footprint to engaging with our suppliers and championing values of diversity, equity and inclusion (DEI), we’ll never stop finding more ways to be a positive force in the world. Our *Sustainable Care 2030* strategy sets out our sustainability vision and provides a roadmap for continuous improvement. Unveiled in 2020, the strategy includes 10 areas of commitment grouped under three pillars, which correspond to the areas where we have the greatest potential for impact:

Brands — Innovating products and packaging; championing values of DEI; and using our brands as a catalyst for good

Operations and Supply Chain — Reducing our environmental footprint with a focus on greenhouse gas emissions, energy, waste and water use

People and Communities — Living our values and uplifting teammates, customers, consumers, suppliers and communities

You can read [more about our progress within each of these pillars and toward our commitments](#), including our aspiration to achieve carbon neutrality across our global operations by 2030, throughout this report.

Managing Our Business Responsibly

Sustainability at Edgewell starts at the top. Our ESG efforts are managed at the highest levels and discussed with our full Board and its Committees. ESG-related oversight responsibilities at the Board Committee level are detailed in the [Committee charters](#).

Our Board of Directors and its Committees have oversight of our ESG policies and practices, including how we manage climate impacts, human rights and human capital-related risks. For example, our full Board oversees areas such as corporate governance, our sustainability priorities and goals, and DEI and is briefed on our ESG reporting approach and annual sustainability report. Our Corporate Governance Committee oversees our response to climate change, ongoing efforts in ethical and responsible sourcing and the embedding of human rights policies in our supply chain and global operations. Additionally, in FY22, the full Board participated in an ESG educational session which was designed to advance their collective knowledge of ESG and understanding of stakeholder expectations.

Our Global Leadership Team (GLT), led by our CEO, governs and shapes ESG policies, goals and initiatives and is regularly briefed by our Global Sustainability Vice President, who is also a GLT member. The GLT plays a key role in embedding and driving our *Sustainable Care 2030* priorities in their respective business areas, as well as reviewing and approving our annual sustainability report.

Our Global Sustainability Vice President reports directly to the CEO and is responsible for driving our sustainability strategy, embedding sustainability as a key business enabler across the global organization and leading stakeholder engagement and ESG reporting. This individual regularly updates the Board's Corporate Governance Committee, as well as the full Board, as appropriate, on ESG-related topics.

Our Sustainability Workstream Leaders and Champions are empowered, engaged and passionate individuals that serve as our technical and regional experts. Furthermore, our workstream leaders work in partnership with our Global Sustainability function and are responsible for setting, implementing and measuring progress against our sustainability goals and initiatives.

Risk oversight and management

The Edgewell Board, acting both directly and through its Committees, is actively involved in oversight of the significant risks affecting our business. The risk oversight activities of our Board and Committees are informed by our management's risk assessment and risk management processes. Our Board's role in risk oversight is consistent with our company's leadership structure, with management having day-to-day responsibility for assessing and managing our company's risk exposure, and our Board and its Committees providing oversight in connection with those efforts, with particular focus on the most significant risks facing our company.



RISING AMONG AMERICA'S MOST RESPONSIBLE COMPANIES

For the fourth consecutive year, Edgewell was ranked one of America's Most Responsible Companies by *Newsweek* and *Statista*. We were proud to move 105 spots above our 2021 ranking to be ranked #37 of 500 total companies and #8 among 43 peer consumer goods companies. Our continued recognition on this list is a testament to our teammates' ability to bring our sustainability vision to life.



Respecting Human Rights

Promoting a fair and inclusive work environment — for both our own teammates and employees of our suppliers — matters deeply to us. We are committed to respecting human rights and promoting sustainable business practices across our global operations and supply chain. Edgewell developed its [Human Rights Policy](#) in alignment with the key values and principles found in internationally recognized human right standards, including the UN Guiding Principles on Business & Human Rights (UNGP).

We recognize that our potential human rights impacts go beyond our own operations into our supply chain. As such, we are continually reviewing and improving our ethical and responsible sourcing program to ensure alignment between our Human Rights Policy and business activities. We require that our business partners comply with our [Supplier Code of Conduct](#) and expect they cascade the commitment to respect human rights to other business relationships throughout their own supply chains.

Our Human Rights Policy was developed with support from ELEVATE, a third-party expert and sustainability solutions provider. The process consisted of the following steps:

1. Gap analysis of our current state against the expectations outlined within the UNGP with regard to corporate responsibility to respect human rights. This step included a review of our existing policies, practices, procedures and governance pertaining to human rights in our own operations and supply chain, as well as interviews with internal stakeholders representing critical business functions.
2. Analysis of stakeholder expectations and expert insights to help inform policy development and further our understanding of industry risks through benchmarking and stakeholder interviews.

3. Identification of the most salient human rights issues — based on our industry and business activities — for our own operations and across our supply chain, through:

- Risk landscape analysis based on our business activities, countries of operation and sourcing patterns
- Identification of potential human rights salient issues and workshoping with cross-functional leaders to assess the likelihood and prioritization of these issues
- Internal validation of the prioritized issues, followed by a review of current and future actions to manage and mitigate potential negative human rights impacts

4. Policy approval by CEO and Board-level review by the Corporate Governance Committee.

Through this process, Edgewell identified the following salient issues (in alphabetical order):

- Child labor
- Discrimination, harassment and abuse
- Forced labor
- Labor conditions (which includes hours and wages, freedom of association and other labor-related issues)
- Occupational health and safety
- Product safety and stewardship

We will continually assess these and other risks and emerging issues and will report on our actions and potential changes to our salient human rights issues as appropriate.



Brands

Edgewell's diverse portfolio of personal care products are the highlight of our business. Our brands and private label products are well-known and trusted by our consumers, strong partners with our retailers and a source of pride for our teammates. Our products bring joy to the everyday — from getting ready for the day to enjoying time in the sun to trusted protection when it's needed most — and form the backdrop of many of life's stages and memorable moments.

We know our consumers expect the products they trust to not only be effective, but also responsibly made and packaged. We are proud to share how we are continuing to innovate for sustainability and using our brands as a force for good by helping to do our part, such as finding ways to reduce our environmental impacts and plastic waste, maintaining high standards for ingredient and fragrance usage, and developing products and packaging in support of the circular economy. In this section, we provide details on the progress against these commitments and showcase the brands and products that are paving the way.

Our Commitments

- **Ingredient stewardship and transparency**

Continuing to ensure the ingredients we use meet our high standards and improving our fragrance transparency

- **Sustainable products and packaging**

Developing products and packaging to be more sustainable by using more recycled, renewable and recyclable materials, minimizing material usage and reducing waste — with the aim to support a more circular economy

- **Positive brand impact**

Actively using our "hero" brands as a force for good to have a positive impact on society and our environment

Designing for Sustainability

Across our brand portfolio and private label business, sustainability and circular design are key to our innovation and product design approach. Every year, we make new strides in creating products and packaging with a smaller environmental footprint — continuously rethinking, reinventing and reducing the materials we use, with a focus on harnessing more recycled, renewable and recyclable materials.

While it is not always possible to measure the precise impact of every change we make, we know that each one contributes to helping create a better, more sustainable world.

Our Approach to Designing for Sustainability



Consumer Insights and Experience

We put consumers at the heart of our brands, recognizing their increasing interest in inclusive products that support well-being while creating less waste and a smaller environmental footprint. It's a sustainability ambition we share as we look for opportunities to design with product life cycle, quality, cost and material considerations in mind.

Research and Innovation

Sustainability is a key focus in our innovation and research and development efforts. It helps shape our thought processes and informs choices across our portfolio — including how we identify and evaluate the materials we use. We expect the same of our suppliers and work closely with them to make sustainability a shared objective.

Product Design and Material Selection

A key business enabler, sustainability is ingrained in virtually every new product brief, guiding and shaping how we design. We are developing a more circular mindset, striving to embed circular economy principles in our products and packaging, such as using more renewable, recycled or alternate materials.

Production and Distribution

By sourcing and manufacturing regionally where feasible, we can further reduce the carbon footprint of our production process. Distribution is another critical consideration in reducing greenhouse gas emissions, and, where feasible, we opt for low-emitting modes of transportation — balancing environmental impact with the delivery needs of our customers.

Continuous Improvement

To drive future improvement, we continuously incorporate learnings, new advancements, stakeholder feedback and emerging sustainability guidance. We measure, track and adjust to strengthen our performance.

Designing with sustainability in mind

As our product portfolio grows and evolves, so too do our product offerings designed with sustainability in mind. We're proud to have introduced a new skincare brand and several sustainability innovations in FY22, including:



Embracing the Earth and everyone

Launched in 2022 in the U.S., FIELDTRIP is a Gen-Z-focused, gender-inclusive skincare brand formulated with unique nature-found ingredients from around the world. The brand embraces a "your Earth, your skincare" philosophy to produce products with key ingredients that are found in nature and showcase their stories — such as Glacial Clay harvested off the coast of Kisameet Bay, British Columbia, Canada, and Rambutan Peel Extract, sustainably harvested and upcycled from Southeast Asia.

Enjoying continuous fun-in-the-sun

In the U.S., our BANANA BOAT brand has a full range of mineral sunscreen offerings across Sport, Kids, Baby and Sensitive. In FY22, the brand launched a line of new 100% mineral continuous sprays SPF 50 for Sport, Kids, Baby and Sensitive. The sunscreens are made with 100% mineral active ingredients and contain no parabens, oxybenzone or octinoxate.



Finding beauty and joy with minerals

Our HAWAIIAN TROPIC brand seeks to enhance the beauty and joy in all things: our skin, ourselves, our communities, our planet. And joy can be shared in a variety of formulas and packaging formats too. That's why, in FY22, the brand expanded its mineral-based product line with the addition of the HAWAIIAN TROPIC Mineral Skin Nourishing Milk Spray in the U.S., Europe and Latin America, and the Mineral Translucent Sunscreen Powder Brush in the U.S. Both products are made with 100% mineral actives and are cruelty-free certified by People for the Ethical Treatment of Animals (PETA), vegan and contain no parabens, oxybenzone or octinoxate.



Building a legacy in shave

For 250 years our WILKINSON SWORD brand has been known for making high-quality, innovative razors that push boundaries while making people look and feel good. Fast forward to 2022, and we're still pushing boundaries by embedding circular design principles into our product designs and being selective about the materials we choose to use. For example, in FY22 we designed a new version of the WILKINSON SWORD QUATTRO ESSENTIAL 4 SENSITIVE razor which launched in Europe in 2023 — with a razor blade designed to last up to 15 shaves and made with over 70% upcycled steel and a razor handle made with 60% recycled plastic.



Farming sustainable ingredients for skin benefits

The JACK BLACK Brightening Booster Vitamin C Serum is designed to help men achieve and maintain healthy skin. It's made with ingredients like sustainably farmed green microalgae, which helps protect against the damaging effects of blue light; and black myrobalan, a tree native to South Asia whose fruits contain powerful antioxidants.

Creating period protection with a positive impact

In 2022, we launched our latest feminine care product innovation — PLAYTEX CLEAN COMFORT™. The tampon features 100% certified organic cotton core and string, and each applicator is designed with a plastic tip where comfort counts and cardboard for the rest, resulting in 40% less plastic.² The paper box was also designed with care, made with certified 100% recycled paperboard.



Cleaning hands just got better

Recently launched in the U.S., our WET ONES plant-based antibacterial hand wipes are made with soft, plant-derived fiber, and leave hands feeling clean and refreshed. These non-plastic antibacterial wipes are tough on germs and gentle on skin, killing 99.99% of germs.³ Pediatrician tested and free from parabens and added dyes, these hypoallergenic wipes are perfect to use on the go or any time soap and water aren't available.

² Versus PLAYTEX® SPORT® Regular Absorbency tampons.

³ Effective at killing 99.99% of many common harmful bacteria in as little as 15 seconds.

Packaging Sustainability

Packaging is an essential element of Edgewell's products. It serves a valuable role by protecting and delivering personal care products that are essential to everyday life. At the same time, we believe it should be designed, sourced and made responsibly — with the aim of creating less waste and in support of a circular economy. We remain committed to continuously reducing the environmental impact of our packaging throughout its lifecycle, and our ambitious targets continue to guide our packaging innovations.

Our **“reduce, replace, reuse, recycle”** approach, alongside innovative design, is central to our sustainable packaging efforts, with our priorities including:

Reducing packaging where possible, such as the amount of material we use to ship products from our factories to consumers;

Replacing virgin materials with recycled alternatives, such as recycled plastic and paperboard, without compromising our product quality; and

Designing packaging with end-of-life in mind and striving to enhance recyclability when feasible.

Our brand portfolio requires a variety of packaging types and materials so the products we make can best serve their intended purpose. Therefore, we take a multifaceted approach to driving packaging improvements across our product offerings — tackling the unique opportunities and challenges each new package presents as best we can, always with a desire to make it better than before.

In FY22, we continued to make progress against our sustainable packaging ambitions. For example, across our brand portfolio, we

achieved 62% progress toward our goal to make 100% of our plastic packaging recyclable, compostable or reusable — and 85% progress toward our goal to use 100% recycled and/or certified responsibly sourced fiber for fiber packaging — both by 2030.⁴

We also continued to make strides in reducing plastic use in our packaging — for example, in some cases, switching from plastic blisters to paper cartons, using molded fiber pulp for inner trays or eliminating plastic components entirely. And we continued to reduce the amount of material we use in many cartons, bags, bottles, blisters and shippers across our packaging formats, and shifted from non-recyclable to recyclable packaging materials where possible.

Additionally, we aim to increase our use of materials with recycled content and other alternate materials where feasible and cost-effective, such as recycled paperboard, recycled plastics and bio-based plastics. Through innovative solutions, we strive to meet the challenge of constraints — such as package complexity, cost and the availability of materials — without compromising on protection and product efficacy.

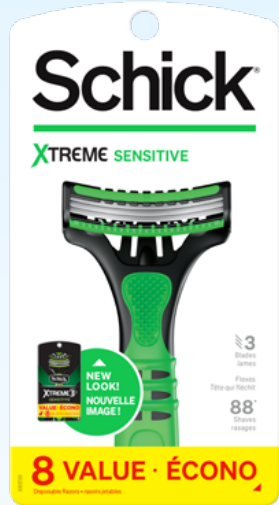
Innovation drives us forward, with collaboration at the heart of all we do. We are proud to be members of several organizations that support our work of integrating sustainability into our package design while increasing packaging recyclability, including the Sustainable Packaging Coalition® in the U.S., the Australian Packaging Covenant Organisation, and the Plastics Recyclers Europe RecyClass™, a nonprofit, cross-industry initiative focused on advancing plastic packaging recyclability in Europe.



⁴ Based on FY19 baseline.

Sustainable packaging innovations

We're proud to have introduced many packaging improvements in FY22, including:



A 100-year tradition of looking forward

Our SCHICK brand is focused on making a commitment to reducing its environmental impacts and supporting a circular economy. That's why we updated the plastic blister used in our SCHICK HYDRO and SCHICK XTREME3 disposable razor packaging in the U.S. and Canada to be made of 100% recycled plastic, which is also recyclable depending on the local recycling facilities.



Same great value, now with less plastic waste

WILKINSON SWORD launched revamped packaging for our HYDRO and INTUITION disposable razor value packs in Europe — shifting from a polyethylene terephthalate (PET) plastic blister tub to a certified sustainably sourced and recycled paperboard carton and molded pulp fiber inner tray with a cellulose-based window — cutting approximately 46 metric tons of PET plastic per year.

Making sustainable packaging even more famous

Our BULLDOG SKINCARE team rebranded and redesigned the brand's famous white tube packaging⁵ and reduced the tube packaging weight by 16% per tube. Launched in early 2023, the new tube packaging is made with a combination of at least 62% recycled plastic and 27% bio-based sugarcane plastic.



The new tube packaging is

62%

recycled plastic and

27%

bio-based sugarcane plastic.

⁵ Excludes 30ml tubes.

Sustainable packaging innovations (continued)



Another reason to love the shave

Our CREMO brand modified its plastic tube packaging across four of its women's shave products in the U.S. Now made with 25% bio-based material, this package change eliminates the use of over 7 metric tons of virgin petroleum-based plastic per year.

100%
recycled plastic
for its 8-ounce
oil bottle⁶

Saying "aloha" to recycled materials

HAWAIIAN TROPIC recently transitioned to 100% recycled plastic for its 8-ounce oil bottles⁶ in the U.S. This change eliminates over 13 metric tons of virgin plastic a year while retaining the classic dark bottle and luxuriously hydrating oil consumers love.



Fun in the sun with better club packs

BANANA BOAT overhauled its club-size packaging for its Sport and Mineral sunscreen offerings. By moving from a PET plastic blister and paperboard package to a certified sustainably sourced paper carton, it eliminated the use of 83 metric tons of PET plastic per year. Additionally, the change improved pallet optimization by up to 50%, reduced primary and secondary packaging materials by 79 metric tons and improved transportation efficiency.



⁶ Excluding the caps.

Supporting Consumers in Recycling

Making our products more sustainable goes beyond how they're designed and made — it also includes striving to assist and inspire our consumers to recycle our products and packaging, whenever possible, at the end of their useful life.

Because recycling capabilities vary from community to community, and there are so many different types of materials on the market, it can be challenging for consumers to know how to dispose of materials correctly. Additionally, few municipalities have the capability to collect and process smaller items, such as razors and blades, and some types of packaging through curbside recycling.

We're helping to simplify the process and support our consumers, with efforts including the following:

Razor Recycling

We recognize that recycling razors and blades is a major challenge for consumers because few municipalities in the world have the capability to collect and process them through curbside recycling. To help address the gap and support our U.S. consumers in their recycling efforts, we launched a nationwide razor recycling program in 2021 for our SCHICK branded disposable razors in partnership with a third party.



Taking back to reduce landfill waste

Through its partnership with First Mile®, our BULLDOG brand continues to provide a free take-back service for its tube packaging and razor blades for consumers in the U.K., ensuring each is capable of being recycled and kept out of landfills.



Making package recycling easier

- **U.S. & Canada:** We have made significant progress over the past several years on applying How2Recycle® labels to our packaging for products sold in North America. By the end of FY22, roughly 70% of Edgewell products across the U.S. and Canada carried the How2Recycle® label.
- **Australia & New Zealand:** Many of our shave products in Australia and New Zealand now carry the Australasian Recycling Label — an on-pack label for consumers that provides clear and simple instructions about how to recycle all of the separable packaging components that are recyclable.



Ingredient Stewardship and Transparency

Our stewardship standards are informed by the latest in scientific research and evolving regulatory requirements. To meet our quality and safety standards, each product must pass a series of rigorous safety evaluations. This is particularly crucial when identifying ingredients we use to formulate our products.

Ingredient selection and fragrances

We work continuously to seek ways to create new solutions that meet consumer demands for performance, quality, reliability and sustainability. Our set of internal [ingredient principles](#) guide the decisions we make when selecting ingredients and enable a consistent, global approach to taking safety, effectiveness and sustainability into account in the design of our products:

- Safe products start with safe raw materials. The ingredients we source must meet regulatory requirements and consumer safety expectations, and we regularly review our formulations to do so.
- Independent tests are carried out by third-party experts on our product formulations to study any potential skin compatibility concerns.
- All our products undergo rigorous testing to support the unique efficacious benefits for the intended consumer as described on packaging and to meet our own specifications.
- We test our products in the lab under different scenarios — extreme heat, cold, humidity and more — to ensure product efficacy and consistency.

We share our Ingredient Selection Policy with all suppliers before selecting any raw material for use in our product portfolio. In addition, we monitor and periodically report on chemical compliance. It is through this vigilance that we can ensure we meet or exceed all relevant government requirements and manufacture in accordance with local rules and regulations, regardless of the country of origin. In addition, we use fragrances in some of our products to provide a pleasant odor and an enjoyable consumer experience. These can be extracted from natural ingredients (such as plants) or can be obtained by chemical synthesis. Fragrance materials can vary from simple to highly complex mixtures.

All fragrances used in Edgewell products are developed by fragrance houses that comply with our comprehensive safety and regulatory standards, including adherence to the [International Fragrance Association](#) safety standards. By aligning with these standards, we provide consumers with the peace of mind that any fragrance ingredients used in Edgewell products are safe for use. We publicly disclose our [Fragrance Safety Principles](#) and a list of [potential fragrance allergens](#) to provide transparency for consumers who have fragrance sensitivities.



Reformulation⁷

We always endeavor to develop high-quality formulations that deliver safe and effective products for people. By engaging and actively listening to what matters most to our customers and consumers, we are able to enhance our product offerings to meet their expectations.

We're proud to have achieved our 2022 goal of removing oxybenzone and octinoxate⁸ from our sun care brands and are working to design these ingredients out of the small number of grooming products where they are still present. Additionally, we continue making steady progress in reformulating out the use of parabens and microplastics from the few remaining products.

Sun care product stewardship

We work hard to offer our consumers choice with a wide range of products across our sun care category, providing different combinations of ultraviolet (UV) filters that are safe, protect against UV rays and allow consumers to make the most of their time outdoors.

Edgewell supports ongoing research to broaden our understanding of the active ingredients used in sunscreens. We believe in taking a balanced, science-based approach that considers both potential environmental impact and the important goal of protecting public health by providing consumers with safe and effective UV filters.

To this end, we are engaged in:

- Supporting the scientific review of human health and environmental impact of sunscreen conducted by the National Academies of Sciences, Engineering, and Medicine and sponsored by the U.S. Environmental Protection Agency. In early 2023, the National Academies released a report that found no definitive evidence of negative environmental impacts from UV filters in sunscreens and recommended further research in this space.
- Being an active member of the Hawaii for Sun Safety initiative. This initiative promotes education on sunscreen usage based on science with the support of local dermatologists, academia and other stakeholders in the State of Hawaii with a key objective to continue public access to sunscreens as one of the most important tools to prevent skin cancer.
- Working with industry consortiums in the U.S. and European Union to develop data related to UV filters that can be shared with the U.S. Food and Drug Administration and European Commission as they continue their regulatory oversight.



⁷ As Edgewell's product lines continue to evolve, through potential future acquisitions, we will work consistently to evaluate and bring the entirety of the portfolio up to our standards.

⁸ Excludes existing SPF 80 and 100s sold only in select stores and markets.

Respect for animals

Our consumers want to know the development of products they use and love doesn't harm animals in the process. We take a cruelty-free stance when it comes to developing products for our brands, which is why we are excited to have a growing list of brands that are certified cruelty-free by a number of organizations, including PETA and Cruelty Free International's Leaping Bunny Certification.

We believe cosmetic animal testing should be banned globally; until that happens, our policy is to choose alternative methods whenever possible, only testing on animals in markets that require it by law. At the same time, we are participating in efforts to support the development — and regulatory acceptance — of non-animal testing methods.

Most recently, in 2023, Edgewell became a founding member of [International Collaboration for Cosmetic Safety](#) (ICCS), a global initiative focused on advancing animal-free safety science and innovative environmental assessments for cosmetics and personal care products and their ingredients. ICCS brings together experts from cosmetic/personal care manufacturers and suppliers, industry associations and animal protection organizations to drive greater global awareness and confidence in animal-free science through research, education and regulatory engagement.

“For years, we have been champions for alternative testing methods and a global ban on cosmetic animal testing. This is a crucial time for industries, non-governmental organizations and the scientific community to work together to develop and support regulatory acceptance of non-animal testing solutions that take into consideration caring for all. We support the work of ICCS and other organizations that are working toward this goal.”

— Kathleen Edgar, Senior Director, Global Product Safety and Regulatory, ICCS Board Member



Using Our Brands as a Force for Good

Our consumers find joy in products that help them look and feel their best. However, our brands serve as more than just a part of consumers’ daily routines; we are also intentional about leveraging these prominent brands in a socially responsible way.

Our brands leverage their unique purpose to partner with organizations, programs and subject matter experts to enhance their impact. As appropriate by brand, these partnerships have the capacity to make a significant positive impact on society and to demonstrate care for the planet through the issues our consumers care about.

We also strive to market our products in ways that make all people feel seen and empowered, no matter their gender, ethnicity, life stage or any other identifying trait. Edgewell strives to be as inclusive as possible in our innovation, messaging and campaigns, as this enables us to highlight authentic storytelling that unites rather than divides.

We take pride in trying to use our brands as a force for good in the world and in knowing that the reach of our brands goes far beyond their standard use.

Positive brand impact around the world

From supporting important issues and people in need, to changing conversations about how we express ourselves and embrace others, Edgewell’s brands are working to make a positive difference in the lives of our consumers and communities. Here are a few highlights of their positive impact in 2022:

Protecting fun in the sun and sea turtles

To address the growing threat of the impact of climate change on the survival of sea turtles, BANANA BOAT, in partnership with the Colombian Sea Turtle Conservation Program and Wunderman Thompson, have come up with an innovative solution — Nest Domes. The Nest Domes will cover and cool the sand where the sea turtles lay their eggs and support the proper environment to hatch a better proportion of male and female sea turtles. Interventions like these are an essential part of addressing the harmful effects of climate change on our ecosystems and supporting the protection of biodiversity in these areas.



Now, we also protect **SEA TURTLES** from global warming

Did you know that in the last 4 years, 99% of sea turtles have been born female?

Global warming is causing serious damage to marine ecosystems and many species of sea turtles are in danger of extinction because the temperature of the sand determines their sex during the incubation period.

Our solution:

NEST DOMES
By Wunderman Thompson

The first natural chambers to regulate sand temperature on the beach.

- Made with Caribbean wood from Santa Marta
- Flaxseed oil coating to prevent excessive humidity
- Inner layer of cork for heat insulation
- Handcrafted windows in the outer layer that guarantee the natural circulation of wind

We managed to lower the temperature by **4°C** compared to the exterior temperature of the sand, balancing the proportion of males and females and preventing the extinction of sea turtles.



Empowering women everywhere

We believe that small, everyday changes can make a world of difference. To celebrate the launch of our CLEAN COMFORT™ tampons, PLAYTEX has teamed up with Women's Earth Alliance (WEA). Edgewell has committed to donating US\$300,000 over two years to support WEA's grassroots initiatives and sustainability solutions. WEA is a global nonprofit that equips women leaders with the skills and tools they need to protect our environment and strengthen their communities from the inside out. Since 2006, WEA's signature model has enabled over 12,600 women to build their technical, entrepreneurial and leadership skills, and, in turn, they are reaching over 13 million people with safe water, energy access, regenerative farming and climate initiatives. With PLAYTEX'S partnership, WEA will reach over a million people with education and programming that supports a sustainable future.



Fighting period poverty

Our femcare team continues to support Girls Helping Girls. Period. by donating products to help those in need. This nonprofit is dedicated to educating people about the need for menstrual products, collecting and distributing menstrual products and advocating for systemic change. They supply products to food pantries, social service agencies and community groups, as well as offering workshops and consulting on affordable menstrual management solutions to individuals, schools and companies. In 2022, we donated US\$50,000 and nearly 600,000 individual menstrual health products through this partnership.

Helping rebuild communities one tree at a time FIELDTRIP believes in "giving back, good for good" which is why, when they launched in 2022, they chose to partner with Keep America Beautiful® to provide support for their RETREET® program. Five percent of FIELDTRIP's net proceeds go to Keep America Beautiful® to redefine disaster relief by engaging communities to replant lost trees, thereby reestablishing hope and environmental identity and helping make our Earth a greener, cleaner and more beautiful place to live. With the help of our partnership, 305 trees were planted at 145 homes in Ohio's Miami Valley in the aftermath of a devastating series of tornadoes, the North Texas TREEcovery Campaign was completed, and a new project in Orange County, Texas, was initiated to address damage from multiple hurricanes and tornadoes, and more.



Changing the conversation around body hair

BILLIE is on a mission to change the conversation around women and body hair, and celebrate the infinite ways women can look, feel and be in the world. This means offering razors and other body essentials that provide a great shave when they want it, while being proudly pro-body hair too. Additionally, since day one, BILLIE has partnered with women-first organizations like Every Mother Counts, YWCA, Black Girls Code and nonprofits that specifically support Black and Asian American and Pacific Islander communities, making meaningful donations that help empower women worldwide.

Be you. No one else can.

SCHICK is challenging the grooming industry's status quo with the debut of Be You. No One Else Can., a campaign that celebrates men as

they are and encourages them to embrace their individuality. This new positioning is informed by national research commissioned by SCHICK, which found that 81% of men would prefer brands to celebrate them for who they are instead of asking them to change. The research also reveals that seven out of 10 men believe that personal grooming and facial hair contributes to freedom of expression. This campaign is driven by SCHICK's mission to be the shave brand for every kind of man by providing products that address a variety of grooming needs and celebrates the diversity that already exists.



Operations and Supply Chain

While our formal commitments were established in 2020, our commitment to reducing our impact and improving our operations and supply chain date back decades. Continual improvement is the mechanism that moves us forward, and we always look inward and across the ever-changing sustainability landscape to ensure that we are moving when and where it makes sense.

Much of our progress to date reflects the passion of the teammates across our manufacturing sites who are never afraid to speak up and offer innovative solutions that allow us to continuously improve and further embed sustainability throughout our business. We are making meaningful strides in reducing our environmental footprint with a focus on greenhouse gas (GHG) emissions, energy, waste and water use. Our efforts to achieve carbon neutrality across our global operations⁹ are underway, and we're dedicated to responsibly sourcing ingredients and materials and engaging with suppliers to help ensure they share our sustainability commitments and uphold our high social and environmental standards. In this section, we outline the details of the progress against our commitments and the efforts underway as we continually improve.

We are committed to:

- **Carbon neutrality**
Supporting the shift to a low-carbon economy and using 100% renewable electricity across our global operations by 2030
- **Supplier engagement**
Actively engaging with our suppliers so that they can meet our social and environmental standards at all times
- **Environmental footprint reduction**
Continuing to reduce our environmental footprint in our globally owned and operated manufacturing facilities
- **Responsible sourcing**
Ensuring our ingredients and materials are responsibly sourced

Managing Our Operations

Our team's work around the world is guided by a comprehensive set of Health, Safety, Environmental and Sustainability (HSES) policies and standards that cover a range of HSES topics such as waste, water, air, management systems and reporting, and machine safety among many others. These are aligned with industry best practices and legal, regulatory and customer requirements. Our framework provides a systematic and consistent approach with the goal of driving positive change and taking appropriate steps toward significant, lasting improvements.

Meeting and exceeding standards

We aim to perform above and beyond environmental regulatory requirements, laws and globally recognized standards. All our manufacturing facilities must implement and maintain environmental, health and safety management systems consistent with the requirements of the globally recognized International Organization for Standardization (ISO) 14001 and 45001 standards. These standards require that facilities maintain robust systems to manage and control environmental impacts, safety risks and hazards. Facilities are internally audited, measured and scored against our policies and standards, with a focus on compliance and continual improvement.



We are proud of the certifications our manufacturing facilities hold. Our Milford and Dover, U.S. locations have both been recognized by the Occupational Safety and Health Administration (OSHA) as Voluntary Protection Program (VPP) Star facilities — the highest possible level of achievement. The VPP is a cooperative partnership among employers, employees and OSHA that aims to proactively prevent illness and injuries through health and safety systems that focus on training, worksite analysis, hazard prevention and control. It fosters active involvement, commitment and information sharing among employees, managers and other VPP facilities. In addition, our manufacturing facility in Teplice, Czech Republic, recently became our fourth site to achieve ISO 14001 certification, demonstrating its commitment to environmental management and safety.

Environmental, Health and Safety Certification

Certification	Location
Clean Industry Program through Mexico's Federal Attorney for Environmental Protection (PROFEPA)	Obregón (Mexico)
Energy Management System (ISO 50001)	Solingen (Germany), Teplice (Czech Republic)
Environmental Management System (ISO 14001)	Milford (U.S.), Solingen (Germany), Guangzhou (China), Teplice (Czech Republic)
Medical Devices — Quality Management Systems (ISO 13485)	Dover (U.S.)
Occupational Health and Safety Management Systems (ISO 45001)	Guangzhou (China)
Quality Management System (ISO 9001)	Milford and Knoxville (U.S.), Obregón (Mexico), Solingen (Germany), Teplice (Czech Republic), Guangzhou (China)
Social Accountability Certification (SA 8000)	Guangzhou (China)

Acting on Climate

Climate change is no longer a far-off threat: it is here today, and its effects are visible in almost every community. Natural disasters like hurricanes, flooding, drought and wildfires are becoming both more severe and more common. These disasters disrupt lives, diminish health and destroy natural resources and habitats on which all life depends.

As a company with caring at our core, addressing climate change, one of our greatest societal challenges, is a natural extension of who we are. Edgewell is committed to doing our part in creating a more sustainable future by decarbonizing our business over time, operating responsibly and acting with intention. As part of our *Sustainable Care 2030* strategy, we are committed to reducing the GHG emissions associated with our operations and stepping up to do our part to contribute to other solutions that help address the climate challenge.

That's why we've set a goal to reduce our GHG emissions by 50% by 2030 (versus 2019), following leading climate science to align to a 1.5°C pathway. Our ambition is to go beyond this goal and achieve carbon neutrality across our global operations (Scope 1 and 2). We will achieve this by continuing our efforts to conserve energy, reduce use of fossil fuels and transition to renewable electricity use across our global operations.

Protecting biodiversity

At Edgewell, we find joy not only in helping people care for themselves, but also in caring for our Earth's ecosystems and its natural resources. Our commitments include conserving natural resources, responsibly sourcing ingredients and materials, and helping to preserve biodiversity.

For example, in 2022, we achieved our goal to source 100% certified sustainable palm oil for use in our products, which was achieved through direct sourcing, as well as some credits. In addition, we joined the Roundtable on Sustainable Palm Oil (RSPO), a member organization representing more than 5,000 organizations worldwide that works to help minimize the negative impact of palm oil production on the local environment, wildlife and communities. RSPO focuses on preserving forests of High Conservation Value and High Carbon Stock, which means protecting the habitats of endangered plants and animals and not planting on peatlands.

Edgewell also partnered with the [Arbor Day Foundation](#) in 2022, to plant 8,350 trees across the globe to support reforestation and biodiversity improvement efforts. In addition to sequestering carbon, forests contribute to the livelihoods of people around the world and serve as important habitat for a wide range of species. One of the projects to which Edgewell chose to contribute involved restoring the Polylepsis forests to ensure long-term climate resilience

and improve water security in the Andes Mountains. Our partnership will help complete the Arbor Day Foundation's extensive annual project in that region, restoring critical forests that have been devastated by both natural and man-made disasters. As the habitat of a third of all known species of hummingbird — Edgewell's emblem — the focus area of this project is especially close to our hearts.

Beyond protecting forests, our teams around the world volunteer to help preserve their local environments. For example, our Ormond Beach manufacturing facility officially adopted a mile of beach in 2019. Each year, teammates come together and collect trash along the coastline, keeping waste such as Styrofoam and plastic from making its way into the ocean and impacting water quality and marine life.

We are also committed to [using our brands as a force for good](#), including making a difference for our communities and the environment. For example, our FIELDTRIP brand donates 5% of its net proceeds to Keep America Beautiful®. The organization's RETREET® program is redefining disaster relief and making our Earth a greener, cleaner, more beautiful place to live. Tree planting programs like RETREET® support biodiversity by increasing canopy cover for a variety of species, supporting a balanced ecosystem, promoting health and well-being, conserving energy, mitigating storm damage, saving water, and providing habitat for birds and bees and protection against pests.



Reducing Emissions and Energy Use

We are focused on operating responsibly, acting with intention and working tirelessly to achieve our ambitious goals. Across our manufacturing facilities, we continually explore new practices and technologies to reduce energy consumption and enhance operational efficiency. By regularly reviewing usage and conducting internal energy audits, we find ways to continuously improve. For example, upgrades to water systems, lighting, chillers, heating, ventilation and air conditioning help us make progress toward our energy reduction goals.

Upgrades across our facilities in 2022 led to the following annual energy savings:



941,098 kWh
Lighting efficiency



193,822 kWh
HVAC improvements



32,212 kWh
Smart control systems



2,495,228 kWh
Process optimization



580,000 kWh
Machine replacement/improvement

ENERGY SAVINGS IN ACTION

At our **Guangzhou facility**, we replaced the hydraulic pump for the molding machine in our production lines with a servo motor pump. Servo motors are precisely controlled, reducing the amount of energy needed to drive the process, and this switch has allowed us to reduce energy use by approximately 44,700 kWh annually.

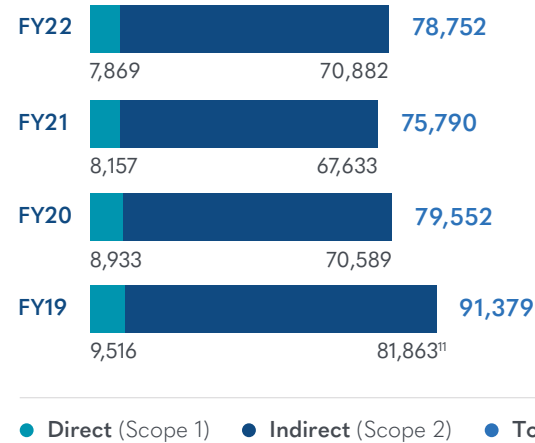
During the winter season, our **Obregón facility** disabled one of the two compressors for each air conditioning unit, saving a total of approximately 541,000 kWh. We plan to do this each year to continue these savings on an annual basis.



In 2022, we observed a 1.7% increase in absolute energy use versus the previous year, due to an increase in production. Despite the increase, we remain on track to achieve our goal of a 10% reduction in energy use by 2030, having cut usage by 6.1% against our FY19 baseline. Transitioning to renewable electricity is an important way we will reach our GHG emissions reduction goals. We're mapping out our strategy for achieving 100% renewable electricity by 2030 across our various sites. Recently our manufacturing facility in Solingen, Germany, installed a photovoltaic system, providing a renewable source of energy on site.



GHG emissions¹⁰ (metric tons CO₂e)¹¹



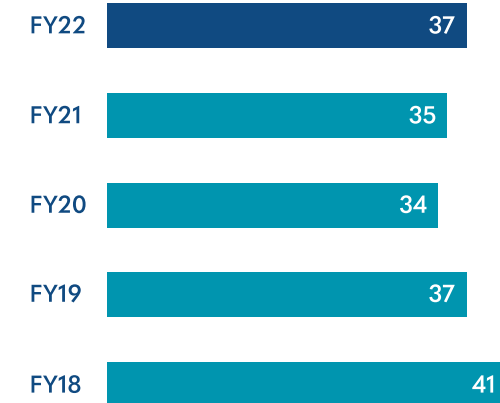
Energy use by type¹⁰ (gigajoules)

	FY19	FY20	FY21	FY22
Electricity	713,964	646,602	669,608	682,798
Fuel oil	197	235	1,630	119
Natural gas	168,756	158,329	141,346	143,750
Propane	120	126	60	59
Total	883,037	805,292	812,644	826,726

Addressing VOC emissions

Volatile organic compounds (VOCs) are chemicals with a high vapor pressure at normal room temperature, causing them to evaporate or volatilize into the air. Though they are required in some manufacturing processes for some of our products, we have significantly reduced our usage over time. In 2022, we had a slight increase in VOC emissions due to increased production volumes. We will work to drive further reductions as part of our continuous improvement efforts.

VOC¹² emissions (metric tons)



¹⁰ In FY22 we slightly adjusted our Scope 2 emissions and electricity for FY19 to account for a data correction in electricity use.

¹¹ Our GHG emissions data includes all Edgewell owned and operated facilities across our global operations (office, manufacturing and research facilities and warehouses).

¹² Edgewell's VOC data covers owned and operated manufacturing and research facilities.

Reducing transport miles

A regional approach to manufacturing and optimized logistics are important parts of Edgewell's business strategy. Regional manufacturing can increase efficiencies, support more agile customer service, minimize time to market and allow us to better manage potential disruptions. Frequently, this approach also helps reduce our environmental footprint. By optimizing the locations of our manufacturing sites, warehousing and distribution centers and delivery routes/modes, we can reduce our emissions impact by decreasing the distance materials and products need to travel, the number of trips needed to transport them and the emissions from the mode of transportation.

In 2022, we continued our regionalization journey by transferring the manufacturing of certain razor blades and handle molds closer to their respective markets. Today, the majority of our skincare, feminine care and grooming products are made in the region where they're sold. We now produce all skincare products for the Australian market locally, which has led to a carbon reduction in transport of over 38 metric tons of CO₂e. As Edgewell grows through acquisitions, our geographic footprint will continue to evolve, and we will continually seek new ways to get closer to the markets we serve.

Embracing Smarter Logistics

Where feasible, we seek lower-carbon ways to get products to their destinations, depending on available options in a manufacturing location. We rely on a range of transportation modes, with ships, planes, trucks and rail. We aim to optimize freight efficiencies, transport logistics and operational strategies wherever we can, choosing the most cost-effective and sustainable options and using fuel-saving technologies and lower-emission alternatives. When and where possible, we avoid air travel. Here are a few other ways we're thinking smarter about distribution:

Choosing efficient freight carriers

Edgewell participates in the U.S. Environmental Protection Agency's (EPA) SmartWay® program, which helps us find the most efficient and low-emitting freight carriers. In 2022, 90% of Edgewell's shipping, by volume and distance, was completed by SmartWay® carriers (compared to a peer average of 80%). Outside the U.S., we work with carrier partners to identify low-emitting alternatives and fuel-efficient options.

Encouraging full truckloads

We work to reduce freight miles traveled where we can. We are actively optimizing our orders via transport frequency, minimum order quantities or combining orders to maximize our truck utilization so that trucks can make fewer, but fuller, journeys to customers.

Leveraging backhaul miles

After a truck drops off a delivery, it may return to its destination empty — making a journey where it could be transporting other goods. Where suited to our customer and distribution center (DC) locations, we use backhaul miles to transport additional shipments.

Pooling our efforts

Customers often receive shipments from many suppliers at once. Rather than sending a separate truck for each delivery, we work with a third-party DC in France to combine multiple supplier shipments into one truckload, a technique known as pooling.



Reducing Waste

We aim to limit the amount of waste that goes to landfill and divert the by-products of our manufacturing through recycling, reuse and other methods to the greatest extent possible. Our internal waste standards define requirements for management and minimization, including pollution prevention. All our manufacturing facilities are expected to implement and adhere to these standards. Each year, our manufacturing sites and procurement group meet to discuss opportunities for improvement, and collaborate globally to share key information, track and evaluate effectiveness, and continuously improve their waste management programs.

Edgewell's goal is to reduce waste by 10% by 2030 based on a FY19 baseline. Since setting this goal, we have created more detailed, discrete waste inventories that not only give us a better picture of our progress, but also help us identify areas for improvement. Each quarter, we review individual sites' waste projects, which could include strategies for waste reduction, repurposing, recycling or conversion of waste into energy.

Through our determination to embed sustainable business practices in our operations and ongoing focus on continuous improvement, we've made notable progress to foster greater waste reduction across our sites.

45% of Edgewell manufacturing facilities have achieved zero waste-to-landfill

Waste (metric tons)

	FY19	FY20	FY21	FY22
NON-HAZARDOUS SOLID WASTE				
Landfilled	3,829	5,345	5,008	3,591
Recycled	8,586	9,231	8,457	8,358
Treated	12,565	10,955	10,634	8,121
Total	24,980	25,531	24,099	20,070
% recycled	34%	36%	35%	42%

HAZARDOUS SOLID WASTE				
Landfilled	1	—	—	—
Recycled	81	53	50	36
Treated	926	2,177	128	92
Total	1,008	2,230	178	128
% recycled	8%	2%	28%	28%

Hazardous solid waste by region

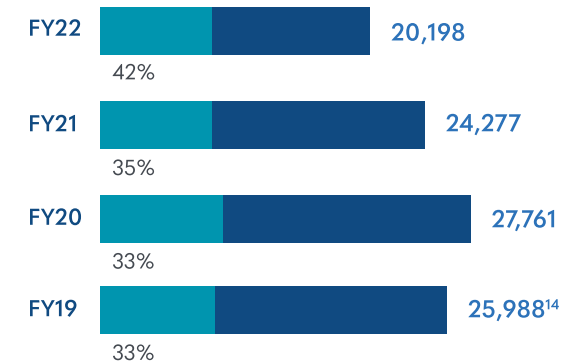
	FY22
North America (U.S./Canada)	60
Asia-Pacific	10
Europe	14
Latin America	44
Total	128

WASTE REDUCTION IN ACTION

At our **Knoxville, Tennessee, facility**, plywood crates used to deliver materials are donated to local schools for their wood shop programs, while plastic bubble wrap is donated to small businesses. These donations divert up to 20 tons of wood and up to 4 tons of bubble wrap from the waste stream each year.

Our **Sidney, Ohio, facility** initiated a project in 2022 to recycle baled non-woven trim. As a result, approximately 91 metric tons of this material is recycled each year.

Total solid waste (metric tons)¹³



● Percentage of Total Waste Recycled

¹³ Edgewell's waste and recycling data covers owned and operated manufacturing and research facilities.

¹⁴ In FY22 we slightly adjusted our waste figures, including our FY19 baseline, to account for improved data collection and discrepancies.

Conserving Water

Although water usage is not a primary input nor widely used in our operations, it remains an opportunity for improvement. In 2022 we saw a minor increase (0.79%) in our water use, largely due to a significant increase in production at one of our facilities. Equipment replacements and a system improvement project will reduce our water use over the next two to three years, keeping us on track to achieve our 2030 commitment to reduce water use by 5%.

Because water is such a local issue, our internal Water Conservation Standard sets clear expectations for how each facility should manage water use, identify targets and measure performance. Each site completes a water balance to determine the amount of water used at the facility by type of activity, including process-related uses, cooling, utilities, sanitary and irrigation.

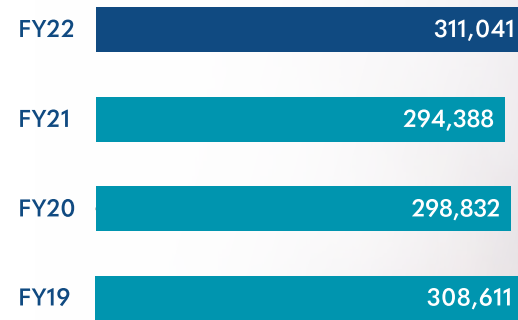
Edgewell's Water Pollution Standard requires each site to meet all local/state discharge limits and other requirements as a minimum threshold. The standard also addresses instances where no local discharge limitations or requirements have been established. In these cases, the standard sets numerical limits for specific pollutants. These minimum standards were developed using industry best practices and through a review of existing local discharge requirements. Additionally, the standard directly references and incorporates the U.S. EPA's Total Toxic Organics Effluent Guidelines.

All Edgewell facilities have also participated in workshops on water risks specific to their location. In 2022, Edgewell conducted a water issues assessment, developed individual action plans for manufacturing sites where needed and set up internal training and regular check-ins to assess ongoing water issues and follow up on actions.

WATER SAVINGS IN ACTION

Our **Ormond Beach facility** implemented a new process for the water we use to flush pipes and storage tanks at our facility, which eliminates the need to haul water off-site for treatment. We now pre-treat the water on-site and discharge to the city sewer, reducing hauled water by approximately 3,000 metric tons annually and eliminating transportation-related emissions.

Water consumption¹⁵ (cubic meters)¹⁶



¹⁵ In FY22, we slightly adjusted our water figures, including our FY19 baseline, to account for improved data collection and discrepancies.

¹⁶ Edgewell's water data covers water withdrawn at owned and operated manufacturing and research facilities.



Ethical and Responsible Sourcing

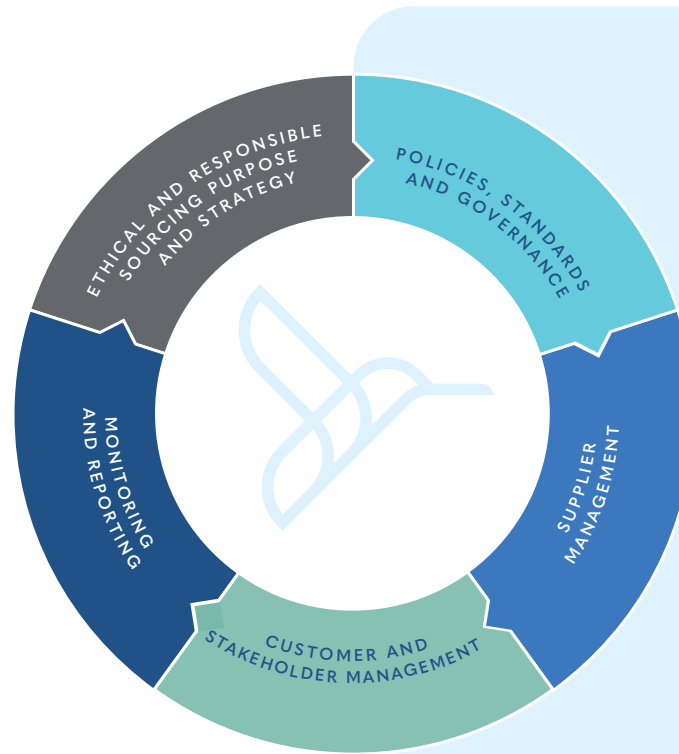
We are committed to respecting human rights and promoting sustainable business practices across our entire value chain. We want all our products to not only contain high-quality ingredients and materials but also be sourced in an ethical and responsible way. That's why we work with our suppliers to ensure they understand and uphold our social and environmental standards and treat all workers with fairness, decency and respect.

How we manage our program

Edgewell strives to promote sustainable business practices across our entire value chain. We believe in working with organizations that share our values and expect our suppliers and business partners to uphold the highest ethical business practices.

Our Supplier Code of Conduct outlines our expectations, including conditions for partnering with us. It details standards related to labor and human rights (including non-discrimination, forced labor, child labor, working hours, wages, benefits and freedom of association), environmental management, health and safety, ethics and anti-corruption, among others. We do not tolerate modern slavery or human trafficking in either our own teams or those of our suppliers. In 2022, we updated our Supplier Code of Conduct and provided it to all suppliers in our global network.

We communicate regularly with suppliers, customers and other stakeholders around our sourcing practices, including supporting customers with their sustainability priorities. In addition, we monitor progress against our 2030 goals and report annually on our efforts.



We manage our Ethical and Responsible Sourcing program through a five-step approach:

1. Ethical and Responsible Sourcing Purpose and Strategy

Edgewell's ethical and responsible sourcing purpose and strategy form the foundation of our supply chain sustainability program and help inform our global sourcing commitments and practices.

2. Policies, Standards and Governance

Our program and decision-making are guided by policies and standards that outline how we source sustainable ingredients and materials and how we expect our suppliers to adhere to our standards.

3. Supplier Management

Our supplier management practices ensure our supply chain sourcing practices and supplier conduct meet our expectations.

4. Customer and Stakeholder Management

We work across the company to better understand, manage and respond to stakeholder inquiries, including supporting our customers with their sustainability priorities.

5. Monitoring and Reporting

We monitor progress against our 2030 goals and report annually on our progress toward achieving them. We make continuous efforts across functional groups to develop, refine and optimize policies and standards to meet our ethical and responsible sourcing strategy and goals.

Engaging with suppliers

Sustainability is a key consideration in our supplier performance management. In 2022, we achieved our goal of educating major direct material suppliers on Edgewell's sustainability vision and values, reaching suppliers representing 94% of our direct spend. EcoVadis, a sustainability ratings agency and our third-party partner, helps us monitor and assess supplier sustainability across four pillars: Environment, Labor and Human Rights, Ethics and Sustainable Procurement. We invite our supplier-partners to participate in an annual webinar to provide them with an overview of our *Sustainable Care 2030* Roadmap, a summary of our Ethical and Responsible Sourcing program and a formal request to complete the EcoVadis survey.

The EcoVadis assessment uses a robust methodology and data analysis to analyze supplier survey information and provides a score on a scale from 1 to 100. A score of 45 or above indicates the supplier has a structured corporate social responsibility management system in place, with policies and tangible actions identified to address gaps. Beyond participation, we want to see improvement in suppliers' survey scores over time. To address suppliers not improving or meeting minimum scoring requirements, we are creating a risk-based supplier audit program that will use EcoVadis data and other inputs to identify supplier candidates for audit. Based on risk level, we will conduct either virtual or on-site audits. Suppliers will be required to create and submit corrective action plans addressing areas of risk.

During 2022, we increased our total number of rated suppliers to 348 (a 25% increase from 2021) with a net average score of 54.7 out of 100. This is an improvement in average net score versus last year (53.2) and exceeds the mean industry score of 44.8. These 348 suppliers represent 70% of direct material spend and 26% of indirect spend.

EcoVadis supplier ratings

	2020	2021	2022
Average Edgewell supplier EcoVadis score	53.0	53.2	54.7
EcoVadis benchmark score	42.7	43.7	44.8
Number of suppliers rated	247 ¹⁷	279	348



17 Based on suppliers rated as of February 2021.

Responsibly sourcing ingredients and materials

We are committed to responsibly sourcing ingredients and materials for use in our products and packaging, especially when there is potential impact to human rights and the natural environment. Through our procurement practices, we are working to achieve our commitments to source certified ingredients and materials for fiber and palm oil and take care in our sourcing of conflict minerals.

Palm oil

The demand for palm oil, a widely used and versatile vegetable oil, has put pressure on rainforests, where palm trees that produce it are grown. While Edgewell does not purchase palm oil directly, it is an ingredient in some of the materials we source. We continuously work to ensure our suppliers do not contribute to deforestation. In 2022, we achieved our goal to source 100% certified sustainable palm oil for use in our products, which was achieved through direct sourcing, as well as some credits. We also became a formal member of RSPO, a member organization representing more than 5,000 organizations worldwide that works to ensure forests with high conservation or carbon value are not cleared or damaged to grow oil palm trees.

Forests and fiber

Forests play a vital role in mitigating climate change, and we're committed to helping protect them. When feasible, we use recycled and/or certified responsibly sourced virgin fiber- and paper-based packaging. By 2025, we aim to use recycled and/or certified responsibly sourced virgin fiber for all of our razor and

blade fiber packaging, with the rest of our segments following suit by 2030. In 2022, 83% of the fiber and paper-based packaging used for our razors and blades segment, as well as 86% of all other remaining segments, was made with recycled and/or certified responsibly sourced virgin fiber material.

Conflict minerals

Conflict minerals are defined as tin, tantalum, tungsten and gold (the "3TG minerals") that originate in the Democratic Republic of Congo (DRC) or an adjoining country with the potential to support armed conflict. While the vast majority of Edgewell products contain no trace of 3TG minerals, we use very small amounts in our power razors and trimmers. We track and annually survey¹⁸ the suppliers that provide 3TG-containing materials using the Responsible Minerals Initiative reporting template. Due to the size of our supply base, it is not practicable to conduct a survey of all our suppliers, and we believe a reasonable approach is to conduct a survey of the suppliers who provided 3TG-containing components in 2022. Using this approach, we identified two in-scope suppliers. Both suppliers responded, resulting in a 100% response rate. Based on the responses, we believe none of our products contain Conflict Minerals. Our [Conflict Minerals Sourcing Policy](#) outlines in detail our commitment to maintain 100% of our 3TG minerals as DRC conflict-free.



¹⁸ Using the Responsible Minerals Initiative reporting template.



People and Communities

Being a people first organization is something we take seriously. We know that a strong culture, rooted in people who enjoy being a part of our organization, sets up every other aspect of the business for success. This focus on people fuels the joy in our day-to-day interactions and drives the momentum of our progress.

As outlined in the following section, over the past year we have continued to find new ways to embed our Purpose, Values and Behaviors (PVB) into every aspect of how we relate to one another. We are proud to have met our diversity, equity and inclusion (DEI) goals and continue to bring the organization along on our DEI journey. We have fully embraced hybrid work, found meaningful ways to support our front-line workers and achieved our safest year on record. As active members of our local and global communities, we continue to make a meaningful difference through philanthropic giving and volunteering.

We are committed to:

- **Diversity, equity and inclusion**
Promoting an open and inclusive culture to ensure all team members are treated fairly and with respect and to attract the best talent
- **Health, safety and well-being**
Protecting the health and safety of our teammates around the world and supporting their well-being and professional development
- **Community support and giving**
Encouraging teammate volunteerism and charitable giving to support local communities with a focus on caring for people and our planet

Fostering a Joyful Culture

Three years ago, our then-new leadership team set out to better align Edgewell's culture with its new business strategy. Central to that effort was our PVB, which provided direction for all that we did going forward. Today, Edgewell is a different company — one that is more united, accessible and collaborative, and one that is transforming our business strategy into business performance on a daily basis.

Our purpose to *make useful things joyful* informs both the innovative products we create and the positive work environment we cultivate. And our four Values — putting people first, moving forward, listening and speaking up and owning it together — support a culture of celebration, agility, authenticity and collaboration.

When we introduced our PVB, we wanted them to be more than just words. We have embedded these attributes into nearly every core Human Resources (HR) process, from how we attract talent to how we evaluate performance. Cultural transformation doesn't happen overnight, but we continue to discover new ways that our PVB can define and enhance our expectations of our products, our company and ourselves.



Our Values



People First

Our secret is people. Whether with our team or in our communities more broadly, we make every encounter an opportunity to practice empathy, show authenticity and forge meaningful relationships. Our accomplishments come from our people, so we find joy in celebrating each other whenever we can. And because we care deeply for our people and our communities, we invest in them in ways both big and small.



Move Forward

We think proactively, continually setting bold and ambitious goals both individually and as a team. As we are not afraid to take smart risks, mistakes are sometimes inevitable. That's OK. We learn from our mistakes and move forward with confidence and continue to innovate and improve. We recognize our past successes and failures and take pride in our resiliency.



Own It Together

We bring big ideas to life by balancing individual ownership with working in teams large and small. At every level, we use our initiative without needing a nudge. While we take joy in collaborating, as we know teamwork leads to great things, we're always personally accountable ourselves. We delegate and empower our teams to lead and finish strong, so that our innovative ideas become a reality.



Listen Up and Speak Up

We create an environment in which good ideas can thrive, so our business does too. We share honest, compassionate feedback and helpful insights so that we move forward stronger together. Even when something is hard to hear, we aren't afraid to listen to the people around us and remain open to change. We welcome new voices and actively seek out divergent opinions. We listen deeply, speak directly and create an environment that's open to difference, change and learning.

Making our workplace joyful

One way we live our values is by encouraging a culture of recognition. Our *InspireJOY* program enables teammates to share and celebrate one another's work and successes tied to Edgewell's core values. Teammates may be rewarded with a simple "thank you," redeemable points or a cash award. Since launching this program in 2021, we have seen more than 73,000 recognition moments among our teammates, with *Own It Together* being the most-recognized value, accounting for 55% of all award nominations.

Listen Up and Speak Up is one of our core Values, so we also believe in fostering a listening culture where everyone can feel free to share their point of view. Periodic "pulse" surveys enable us to check in with teammates quickly and efficiently on a wide variety of topics. This helps us respond swiftly to concerns and feedback, adjust or change course as required and remove processes that do not add value. During our 2022 Global Teammate Experience Survey, 74% of teammates rated their overall experiences positively, a 3% increase from 2021. We were also proud to see increases on 11 of the 12 dimensions that the survey measures, including agreement with the statements, "I know what I need to do to be successful in my role" and "Edgewell provides a culture in which I can thrive and do my best work." Teammates shared other areas for improvement, including increased focus on prioritization and ways of working. Our CEO and Global Leadership Team continually work to identify ways to act on teammate feedback.

Fostering an ethical culture

We are committed to always operating responsibly, which means keeping our values at the heart of everything we do. Our Edgewell Code of Conduct formalizes this, setting out our policies on ethical business practices, financial reporting, antitrust, conflicts of interest, equal employment opportunities (including nondiscrimination), use of company resources, safety, antibribery, political contributions and more. Edgewell teammates are required to participate in annual Code of Conduct training, which also includes training on human rights.

Our teammates are empowered to raise concerns about important issues like compliance, business conduct, integrity, ethics and fairness in the workplace. We maintain a confidential ethics hotline where teammates can report concerns without fear of retaliation, anonymously if they so choose. In FY22, we also created an Employee Relations Community of Expertise (COE) for teammates in the U.S. The COE consists of experts from HR and Legal who are trained in conducting investigations fairly, impartially and without retaliation. We believe that this people first approach will make teammates feel more comfortable speaking up, confident that we will investigate all matters objectively and report back results to the extent possible.

73,000+

recognition moments shared among teammates through the *InspireJOY* program

A CELEBRATION OF CULTURE

Teammates in Mexico celebrated Día de Los Muertos, a day to honor loved ones who have passed away, with a parade of festive costumes mostly constructed from recycled materials.



Teammate wellness and benefits

As a people first employer, we care deeply about the wellness of the people who choose to be a part of our team and provide a number of programs to support them. These include on-site wellness checks and education, mental/emotional health awareness and support, and individually tailored working arrangements that include remote working, parental leave and flexible paid time off (FTO).

Our *Global Wellness* program continues to support the physical and mental health of our teammates through fitness and nutritional challenges, educational awareness programs, stress management and relaxation activities and on-site health screenings such as blood pressure monitoring, skin cancer screenings and flu vaccines. Wellness programs are shared and implemented in 29 global facilities. In addition, our *Employee Assistance Program* offers 24/7 confidential support resources and information on personal and work-life issues to all team members, as well as nuanced support tailored to individual regions, roles and circumstances.

U.S. parental leave

Number of employees who took parental leave	52
Men	22
Women	30
% of employees who returned to work after parental leave	
Men	91%
Women	93%
Return to work rate (%)	
Men	100%
Women	100%

New benefits that went into effect in 2022 include an enhancement to the short-term disability plan for our U.S.-based hourly teammates. Instead of basing the pay period on tenure, we now pay eligible short-term disability benefits for the full approved disability period (up to 26 weeks), which we believe is a more equitable approach. In addition, we introduced a program for our U.S. salaried teammates, which offers FTO without a tenure-based, fixed amount of time per calendar year, allowing for more flexibility and autonomy. We also added Juneteenth and Veterans Day as U.S. company holidays, effective for 2023.

Family benefits

No two families are the same, and we support our teammates, no matter what their family looks like. Depending on their location, our teammates enjoy a range of family benefits, including adoption support, dedicated family days, pet insurance and paid parental leave.

For parental leave in the U.S., we provide both new birth and adoptive parents up to six weeks of leave with 100% pay. In 2022, 52 teammates (30 women and 22 men) took advantage of parental leave benefits, with 48 subsequently returning to work. For U.S. teammates, we take pride in offering a full spectrum of health and reproductive care for individuals and families through our benefits to allow for choices in all aspects of care. This coverage includes, but is not limited to, counseling, pregnancy care, adoption assistance, paid parental leave for birth and adoptive parents, and abortion care. In 2022 we also expanded our medical benefits to reimburse eligible expenses for those who may require travel to access any reproductive healthcare if it is restricted in their home state. In January 2023, we expanded our U.S. teammate benefits to include infertility services.



AWARENESS IS POWER

Teammates at our Obregón, Mexico, facility celebrated the International Day of Breast Cancer Awareness by hosting a workshop where participants learned to identify early symptoms of breast cancer and how to do self-exams.

Supporting Our Teammates' Growth

We are committed to supporting the career aspirations of our teammates and providing quality professional development resources, technologies and tools. When new teammates join Edgewell, we encourage them to access Insights Discovery, a preference-based assessment that helps individuals understand their personal work styles and how they impact others. This enables teammates to develop their interpersonal skills, improve team performance and create a more positive, productive culture.

In 2022, we developed a new program called *Impactful Feedback*, which provides a framework and structure for giving constructive feedback to others. Approximately 66% of our global salaried workforce graduated from the program in 2022. We also introduced a new career map document and support tools that create a shared responsibility between employees, their direct reports and the organization to identify and provide teammates with personal and professional growth opportunities.

These offerings build upon existing programs, such as the *Positive Power & Influence Workshop*, which equips all teammates with skills to influence effectively across a range of situations. The program begins with a 360-degree Influence Style Assessment so that teammates can focus on making the changes that will be most impactful to them. Role play during the program helps teammates practice skills for success in our new hybrid working environment.

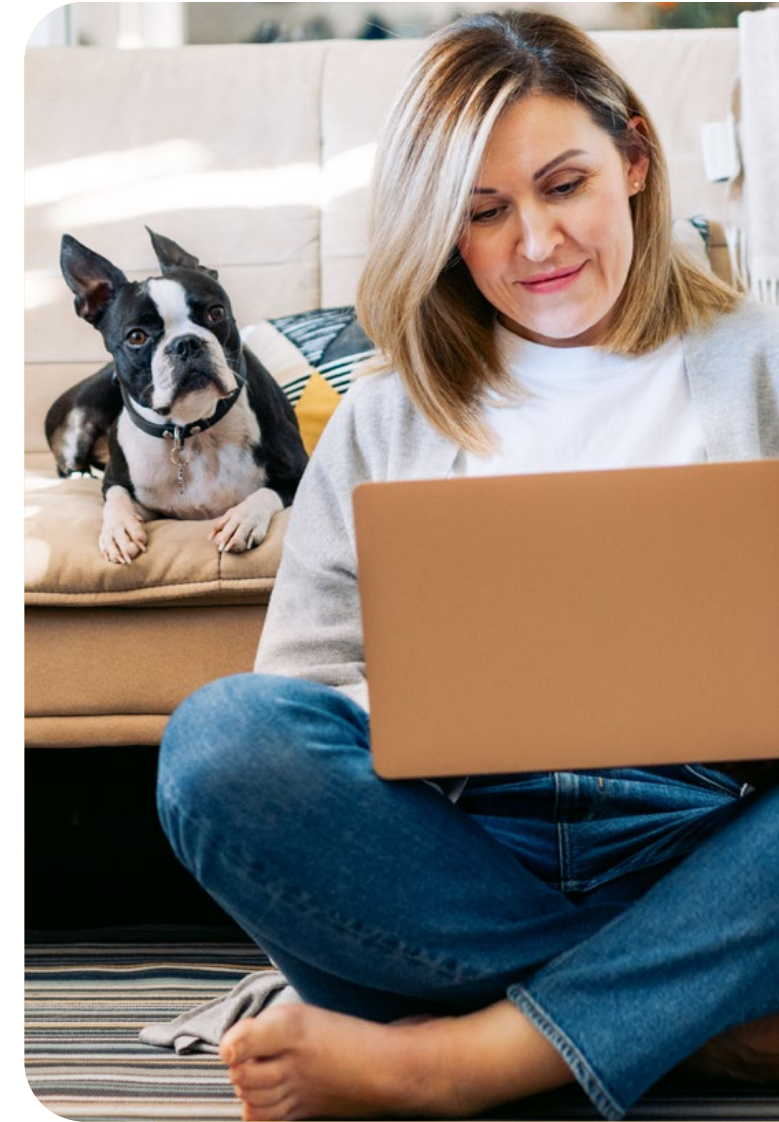
Our *LinkedIn Learning* program continues to offer unlimited access to on-demand learning resources, enabling our teammates to further improve their performance and personal development. Through another provider, we've also added DEI-focused microlessons that provide insights on topics that include boosting cultural competence, heritage months, proper use of pronouns and more.

2022 global performance reviews and development plans completed
(salaried employees)

93%

56%

- Performance reviews
- Development plans



Developing People Managers

Edgewell supports People Managers with new tools and training to lead with empathy, using real-world scenarios to help managers think about how to respond in empathetic ways. Additionally, our *Spark Growth* program develops managers' coaching skills so they can lead their teams to maximize performance and potential.

Empathetic Leadership is a new program for People Managers, introduced in 2022. This program helps participants explore scenarios that they may encounter and allows them to practice responding in an empathetic way. It is meant to help managers think about how they can develop empathy and get ideas about how to grow and develop. In 2022, 141 People Managers participated in this new program.

We also continue to offer our *Global Leadership Development* program. The program is comprised of three levels of leadership training: Virtual Foundation Academy, Manager Academy and Leader Academy. All academies include one-on-one coaching sessions to ensure participants can bring their learnings into the workplace. In 2022, 115 managers graduated from the Virtual Foundation Academy, and 29 managers graduated from the Manager Academy.

A HYBRID WORKING MODEL THAT PUTS PEOPLE FIRST

Flexibility has always been a part of the Edgewell culture and is one of our key strengths. This approach continues to evolve to adapt to the changing world around us. Looking ahead, we will continue to develop modern ways of working, rooted in our core values, that provide our teams with ample opportunities for flexibility, balance, collaboration and team building.

- **Days for collaboration**

We encourage teammates to have dedicated days marked for in-person collaboration at the times that matter most — for tasks like brainstorming, onboarding a new teammate, team building and professional development.

- **Moments of joy**

Our local culture and community engagement teams have resumed their full scope of activities, creating more joyful reasons to reunite.

- **Welcoming talent from near and far**

Embracing hybrid and remote work presents an opportunity for us to tap into wider pools of talent. As we do so, we're delivering an onboarding experience that ensures teammates feel immersed in our culture, no matter where they work.

- **Openness to change**

One of Edgewell's core behaviors is "*try, create and learn.*" That's the approach we're taking to hybrid work. We will modify and adjust as we learn what works best for our teams and our culture.



Advancing Diversity, Equity and Inclusion

Owning It Together — one of Edgewell’s core Values — means creating a culture where everyone feels comfortable sharing their perspectives and learning from the experiences of others. We encourage Edgewell teammates to connect and collaborate while showing up as their authentic selves.

Building a foundation for progress

Edgewell’s approach to DEI is multifaceted, incorporating how we recruit, develop and engage people of all backgrounds; educate all teammates on identifying potential biases; and engage with external stakeholders to ensure that our workplaces reflect the diversity of the world we live in and the consumers we serve. Our Director of DEI leads and advances our global DEI strategy.



In 2022, we achieved the two goals we set in 2021 to offer training for U.S. teammates on mitigating bias and specialized training for HR business partners on strategic DEI partnering. The mitigating bias sessions enabled teammates to identify preconceptions and stereotypes that might be affecting their work interactions and find actionable ways to combat them. Through the training, teammates became more aware of different perspectives, developed new tools and skills, and were provided with frameworks and strategies to better work with others.

We also set a new goal to drive year-over-year improvement in responses to the Global Teammate Experience Survey question that states, “I feel as if belong here.” We are already seeing improvement in the belonging sentiment and will report in the future on our survey progress.

These goals demonstrate our view that actions should speak louder than words when it comes to DEI. We have intentionally chosen to focus on ensuring that our people leaders are equipped to create and nurture a diverse and inclusive workplace rather than have them focus on a set of quantitative targets. Based on the momentum we’ve built by quickly achieving our initial set of goals, we believe this approach is working.

Diversity in Numbers¹⁹

U.S. Ethnicity

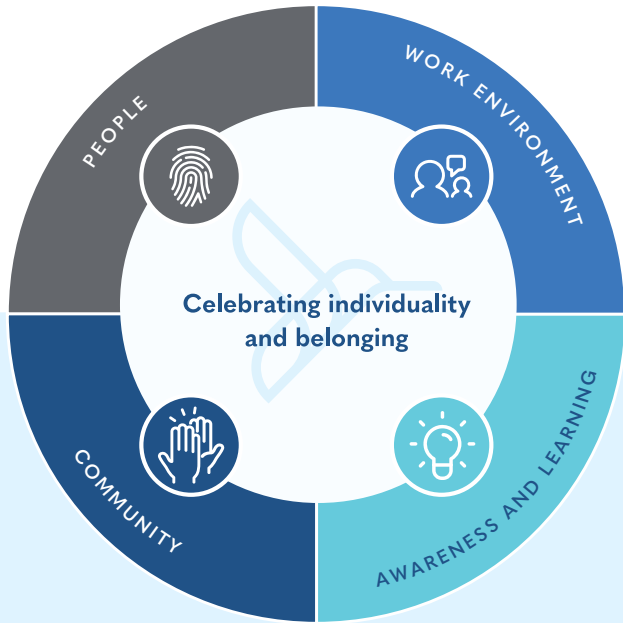
Workforce	
White	65%
Black/African American	15%
Hispanic/Latinx	10%
Asian	6%
American Indian/Alaska Native	>1%
Native Hawaiian/Pacific Islander	>1%
Two or more races	1%
Declined/unknown	1%
Not disclosed	1%

Leadership ²⁰	
White	84%
Black/African American	4%
Hispanic/Latinx	7%
Asian	4%
American Indian/Alaska Native	>1%
Native Hawaiian/Pacific Islander	0%
Two or more races	0%
Declined/unknown	>1%

Board of Directors	
White	70%
Black/African American	10%
Asian	20%

¹⁹ All data refers to FY22.

²⁰ Director level and above.



Our DEI Philosophy

We believe in using our business and our brands as a force for good in the world — to positively impact our consumers, give back to our communities and advance equality and well-being.

DEI is core to our guiding Purpose and Values. Our DEI work has four pillars: People, Work Environment, Awareness and Learning and Community.

Diversity in Numbers²¹

Employment Type

	Salaried	Hourly
Men	18%	27%
Women	19%	36%

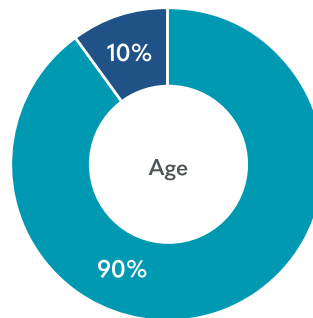
Contract type

	Regular	Temporary
Men	42%	3%
Women	49%	6%

Global hiring and voluntary turnover

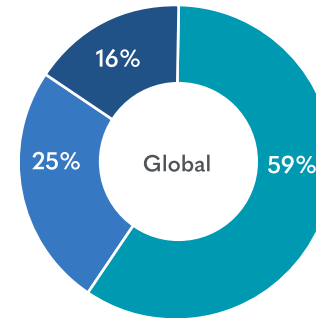
Gender	Hire	Turnover
Men	11%	7%
Women	16%	8%
Age	Hire	Turnover
Under 30 years	11%	5%
30–50 years	13%	8%
51+ years	3%	3%
Region	Hire	Turnover
North America (U.S./Canada)	8%	6%
Asia-Pacific	4%	3%
Europe	5%	3%
Latin America	10%	4%

Board of Directors²¹

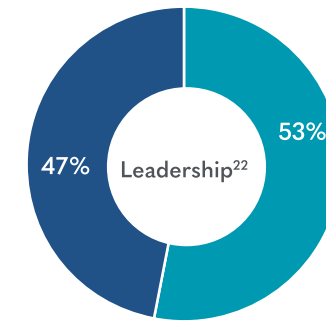


● 30–50 years ● 51+ years

Team Age²¹



● Under 30 years ● 30–50 years ● 51+ years



● 30–50 years ● 51+ years

²¹ All data refers to FY22.
²² Director level and above.

Engaging teammates at every step

Our inclusive mindset begins even before people join the Edgewell team. We have integrated DEI into all our recruitment guides, ensuring that we assess each candidate’s ability to operate with an inclusive perspective. It also enables our hiring teams to assemble diverse interview panels and candidate slates.

We continually evaluate how well our programs are resonating with teammates. In our second annual DEI survey in 2022, scores increased or remained the same on every measure. The highest-scoring measures were related to manager support and a culture of dignity and respect.

“ Being a part of a company that encourages TRGs is meaningful. Within the C.A.R.E. TRG, members are building camaraderie and authentic relationships, allowing each of us to derive more meaning and purpose in our day-to-day work. Collectively, we are making a difference, in our communities and at Edgewell. ”

– U.S. C.A.R.E. TRG Leader



Our teammate resource groups (TRGs) continue to grow and make an impact on our organization. TRGs are voluntary and open to all, regardless of identity. They offer a platform for teammates across locations and roles to openly share ideas and thoughts on specific issues, but also for others to listen and learn from experiences different from their own. This in turn enables the groups to actively support DEI progress within Edgewell and provides an opportunity for them to influence policy and ways of working.

In addition to Cultural Awareness Respecting Everyone (C.A.R.E.) and Women & Individuals Supporting Equality (W.I.S.E.), we announced the creation of a new group focused on Veterans, which formally launched in November 2022. In 2022, C.A.R.E. organized a volunteer opportunity with a local Boys & Girls Club, participated in a fundraiser event for the local chapter of the National Urban League and held various local volunteer activities. The group also held panel discussions for Pride month to promote LGBTQ+ rights and inclusion. W.I.S.E. held a series of panel discussions with external and internal guest speakers to discuss assertiveness and celebrate Women’s History Month.



2022 DEI SURVEY HIGHLIGHTS

I feel encouraged to bring my authentic self to work.

77%

My manager demonstrates a positive example of how to treat people who have different beliefs or cultural backgrounds.

83%

At Edgewell, everyone is treated with respect and dignity, regardless of their beliefs and values.

82%

Growing our share of women in leadership

We are committed to building brands consumers love and creating consumer-centric innovation. To deliver on those priorities and stay close to our consumers, we must build teams that are made up of a diverse set of voices and experiences. Therefore, we are committed to driving year-over-year growth in representation of women in leadership.

We take great pride in our global gender representation, which, as of the end of FY22, was comprised of 55% women and 45% men. However, our gender representation in leadership remains a continued area of focus. In FY22, our women representation in leadership rose two percentage points to 36%. This increase was driven by a combination of new hires and internal promotions.

Moving forward together

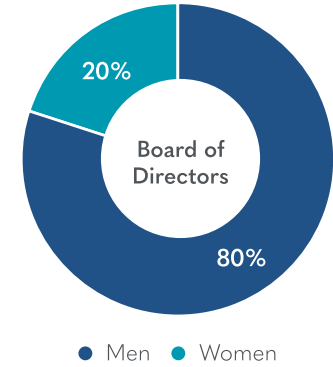
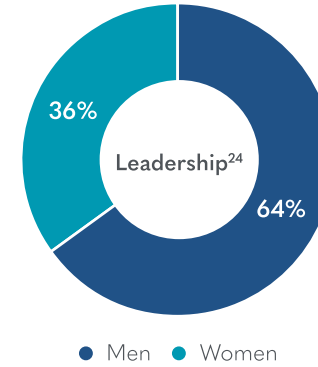
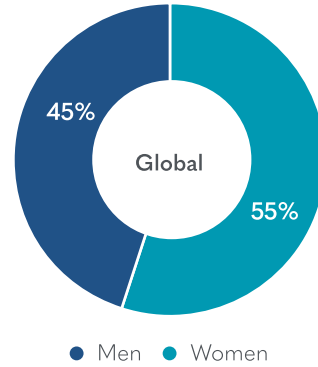
External commitments allow us to advocate for wider progress and learn from others on similar journeys. Our CEO, Rod Little, continues his commitment to the CEO Action for Diversity & Inclusion™, a coalition of business leaders dedicated to advancing DEI in the workplace through education, training, dialogue and action. We use the coalition’s research and best practices to make progress.

We also remained a member of the Board Diversity Action Alliance, an organization taking action to increase the representation of racially and ethnically diverse directors on corporate boards. Edgewell has also partnered with workplace advocates Out & Equal to help LGBTQ+ people thrive and support organizations to create a culture of belonging for all.

Gender by region²³

	North America (U.S./Canada)	Asia-Pacific	Europe	Latin America
Men	18%	5%	12%	10%
Women	15%	9%	13%	18%

Team gender identification²³



²³ All data refers to FY22.

²⁴ Director level and above.

Promoting Health and Safety

There is nothing more important to us than taking care of our people, and we are determined to keep our workplaces among the safest in the world. Because no injury is ever acceptable, we continually strive to improve our environmental, health and safety (EHS) programs, policies, procedures and protocols to help reduce the chance of an injury occurring. Our safety policies are consistent with the International Organization for Standardization (ISO) 45001 standards and apply to everyone working in our facilities.

When incidents do occur, we want to understand why so that we can prevent a repeat. We employ tools such as the TapRoot® root cause analysis process for accident and incident investigation. This industry-best-practice resource helps us understand the true cause(s) of accidents and informs effective corrective actions that aim to prevent future injuries. Each of our manufacturing facilities has teammates trained in the TapRoot® process.

We also routinely partner with machine safety experts who provide detailed training, guidance, support and tools with which help us to maintain a best-in-class machine safety program. As part of this program, our EHS team conducted over 100 machine safety risk assessments in 2022 and fixed over 250 machine safety findings.

Our progress

Edgewell is committed to maintaining a world-class injury rate of below 1.0, and 2022 was a banner year for our health and safety program. Thanks to our EHS teammates who work tirelessly to keep our workplaces safe, we ended the year with the fewest number of injuries and lowest recordable injury rate in the history of Edgewell. In addition, the injuries we did see were less serious, leading to a decreased Days Away, Restricted or Transferred (DART) rate.

Safety performance

	FY22
Total Recordable Incident Rate (TRIR)²⁵	0.48
DART Rate	0.41
DART Days	346
Work-related injuries²⁶	28
Work-related fatalities	0



²⁵ TRIR is the number of recordable injuries x 200,000/employee hours worked.

²⁶ The main types of injury in FY22 were cuts requiring stitches, bruises/contusions and strains/sprains.

Maintaining a culture of safety

In addition to using best-practice systems and engineering controls, we strongly believe that developing and maintaining a strong safety culture is one of the major keys to continued success. To this end, we embed safety in everyday culture through our *Alive and Well* program.²⁷

This program promotes a “safety starts with me” mindset and helps ingrain safety standards and habits. *Alive and Well* encourages all teammates, including management, to lead by example by proactively identifying and then fixing safety hazards, creating a culture where issues are promptly addressed. Safety culture activities at locations around the world may vary, but they all involve promoting *Alive and Well* principles and sharing examples of how these principles can apply both at work and at home. We regularly refresh this education to ensure that our current workforce is up to date on best practices.

A BANNER YEAR FOR SAFETY PERFORMANCE

Hanover, Ontario, Canada

1,100+

days without a recordable injury

Knoxville, Tennessee

700+

days without a recordable injury

Mexico City, Mexico

500+

days without a recordable injury

26%

reduction in Total Recordable Incident Rate

77%

reduction in DART days

RECOGNIZED FOR WORKPLACE SAFETY EXCELLENCE

Our manufacturing facility in Knoxville, Tennessee was honored with the Governor’s Award of Excellence for a third time by the Tennessee Department of Labor and Workforce Safety.

²⁷ This program is modeled on *Alive and Well at the End of the Day: The Supervisor’s Guide to Managing Safety in Operations*, by Paul D. Balmert (Wiley, 2010).



Volunteering and Charitable Giving

Our *People First* value extends beyond our own organization. We encourage our teammates to bring joy to their communities through activism, volunteering and charitable giving, in addition to Edgewell's own philanthropic donations. In FY22 Edgewell, through our corporate giving and matching gifts program²⁸, and brands made charitable donations totaling over US\$819,000 to nearly 200 different organizations.

Through these and other initiatives, we have supported refugee aid, emergency first responders, health and wellness charities, homeless shelters and food banks, as well as teachers, schools and organizations providing support to children. We also gave to charities working to address poverty, domestic violence, animal rescue and environmental causes.

US\$150,000

donated to support humanitarian relief in Ukraine

Providing assistance and essential items in times of crisis

To support humanitarian relief in Ukraine, in FY22, Edgewell donated US\$150,000 to the International Federation of Red Cross and Red Crescent Societies. We also contributed 425,000 WET ONES canisters and packs, 130,000 units of WET ONES hand sanitizer and 56,000 boxes of feminine care products to a variety of organizations working to distribute items to refugees affected by the conflict.

Edgewell donated US\$25,000, plus matching eligible teammate donations, to the International Rescue Committee following the earthquake in Turkey and Syria to assist on-the-ground emergency response efforts.

We are also proud to support Feed the Children®, an organization that provides food and essential items to children, families and communities struggling with hunger and crisis. Our products are included in hygiene boxes that are delivered alongside food boxes to people in need.



²⁸ Teammate donations are matched up to US\$5,000 per individual per year in the U.S.

Highlights of our collective community impact in FY22:



- Our teammates in **Rogers, Arkansas** donated **US\$50,000** to various charitable organizations in their local community including the Boys & Girls Club, American Heart Association and the Arkansas Children's hospital.
- Our **U.S. teams raised more than US\$191,000 for the United Way²⁹**, which we matched dollar for dollar, donating a total of more than **US\$382,000** to the nonprofit.
- Through our charitable giving platform, **employees donated over US\$101,000, to various causes**, which was matched by Edgewell to reach a total of over **US\$202,000**.
- Edgewell Partnered with The Arbor Day Foundation **to plant 8,350 trees in mission-critical regions across the globe** to support reforestation and biodiversity.

- Our SCHICK team partnered with Ectagono, a Mexican social enterprise that supports reforestation, **to plant 120 trees in the Tarango forest**, one of the most important green spaces in Mexico City.
- Our Ormond Beach teammates have adopted a nearby stretch of beach where **they host quarterly beach clean-ups to pick up trash**. Not only are they helping their community and cleaning the beach for all to enjoy, but more importantly they are also protecting the ocean and marine life by preventing plastic and other waste from entering the ocean.



- For the third year in a row, our **SCHICK team raised and donated funds to help support cancer patients** and their families and to advance cancer research through the Connecticut Cancer Foundation's No Shave CT campaign. In 2022, they **raised US\$50,000** for the cause.
- **Teammates in the U.K. supported Brain Tumour Research**, the UK's leading voice on advocacy for brain tumor research funding, by participating in sponsored walks, holding raffles at local events and making and selling holiday decorations to raise awareness. Collectively, they **raised over US\$29,000** for the charity in 2022.

Additionally, in early 2023 we announced the **launch of Together We Care**, a new community impact program that includes teammate matching gifts and volunteering. Teammates can easily find their favorite charities and causes, make donations and participate in volunteer opportunities in ways that are convenient for them, both virtually and in person. While **Edgewell has long offered a generous match of up to US\$5,000 per teammate per calendar year in the U.S.**, this new program expands our giving to include teammates in Canada and Puerto Rico.



- Our **femcare teammates walked to raise funds and awareness for breast cancer research, education and support services** as part of Dover's Monster Mile fundraiser in partnership with the Delaware Breast Cancer Coalition. This is the sixth year the team has participated in this fundraiser.
- In Japan, our teammates have partnered with Shinagawa City, where the Edgewell Tokyo office is located, to take part in beautification projects that help cultivate plants and flowers in local parks and facilities. They have also **donated WET ONES products to over 50 local kindergarten classes**.



The Details

At Edgewell, we believe sustainability is key to future-proofing our business, and we strive to embed it in everything we do. In the following pages, we present our *Sustainable Care 2030* commitments and progress against our targets. We also detail our performance in reference to the United Nations Sustainable Development Goals (UN SDGs), Global Reporting Initiative (GRI), Sustainability Accounting Standard Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD), all of which underpin our efforts to create positive impact.

About this Report

This report details the company's objectives and progress in the areas of sustainability, social initiatives and governance performance. Data about financial performance is not included in the report, but may be found on <https://ir.edgewell.com/> under the "Investors" tab and in Edgewell's public filings with the U.S. Securities and Exchange Commission (SEC).

This report covers our fiscal year 2022, which ran from October 1, 2021 to September 30, 2022 (referred to as "this year" or "FY22" throughout) and details our sustainability progress, performance and achievements over that period.

The focus of the report, including the data and the stories within it, is our most material issues as organized by our strategic sustainability framework. It covers our office, manufacturing and research facilities, and warehouses as noted throughout. All data has been reviewed and verified internally. Additionally, we verify our greenhouse gas (GHG) emissions data annually using a third-party provider and disclose their assurance statement in our annual CDP report.

Edgewell has reported the information cited in the GRI content index for the period of October 1, 2021 to September 30, 2022 with reference to the GRI Standards. This report is aligned with the SASB Household and Personal Care Standard, and we have also incorporated disclosures in line with the recommendations of the TCFD.

For questions regarding Edgewell's sustainability efforts or the content of this report, please contact CorporateCommunications@Edgewell.com.

Stakeholder Engagement

Engaging our stakeholders

Edgewell selects and engages with a wide range of stakeholders based on their ability to assist us in anticipating environmental, social and governance (ESG) risks and opportunities. This helps us to better understand the needs of our consumers and our people, participate in evolving ESG conversations and more. Our key stakeholders and our engagement methods include:



Consumers

We are committed to providing products that help consumers care for themselves and live more sustainably, with the transparency they would expect. We engage with our consumers in many ways, including through our products, in-store interactions and e-commerce platforms, and market research and brand communications.



Customers

We want to be a valued supplier across the markets we operate in. We work with our customers to help them meet consumer needs and achieve their own sustainability goals.



Governments and regulators

We frequently engage with regulators and government agencies to advocate for regulatory best practices through education and impact analysis and serve as a technical resource to contribute to the design and implementation of legislative and regulatory policies. This core stakeholder group sets the compliance framework for our business. Our approach to engaging with them is guided by our [Edgewell Code of Conduct](#).



Industry, business and trade associations

Through our memberships with industry, business and trade associations, we have a voice within the broader industry, as well as platforms for monitoring issues and sharing joint research and best practices. For a list of associations we are involved with, please see our [GRI Index](#).



Nongovernmental organizations (NGOs) and nonprofits

Engagement with NGOs and nonprofits helps Edgewell better understand key issues, stay on top of best practices and achieve certification in some of the sustainability areas that are key priorities for us. Additionally, through our corporate, brand and teammate engagement, we support numerous nonprofit organizations with the aim of providing aid and creating positive impact for people and communities.



People and communities

Throughout our value chain, we create direct and indirect employment opportunities and make donations and contributions through regional and community activities.



Shareholders and investors

Sustainability is an increasingly important focus area for the investment community. We regularly engage with shareholders and investors on their and Edgewell's business and sustainability priorities to build mutual understanding, provide a foundation for progress and ensure we are focusing on the issues they care about.



Suppliers

We strive to ensure the ingredients, components and materials that go into our products are sourced responsibly. We clearly define supplier requirements in our [Supplier Code of Conduct](#) and actively seek relationships with those who share our values and promote high standards within their own supply chains.



Teammates

Our people are central to our business. As a people first culture, we are dedicated to the development, inclusion and well-being of every individual. Our two-way feedback process enables us to maintain an open dialogue with our team members and ensure they have a positive, safe and fulfilling experience working at Edgewell.

Materiality

Prioritizing sustainability issues

Understanding the issues that matter to our stakeholders is central to our sustainability approach. We work together with internal experts and external consultants, conducting extensive research to determine and prioritize our focus areas.

We conducted our last comprehensive materiality assessment in FY19 and regularly review our key priority areas to ensure they remain relevant to our business today. Our priority areas are defined by where we believe we can have the greatest impact, as well as the areas that might most meaningfully impact our business. These include:

- Diversity, equity and inclusion (DEI)
- Employment, talent and employee well-being
- Energy use and emissions
- Ingredient stewardship
- Product and packaging materials
- Supply chain
- Waste reduction
- Water conservation

Keeping these key issues front of mind ensures that we can take effective action and report on what matters most — both for our business and our stakeholders.



Our Progress³⁰



Brands		
OUR COMMITMENT	OUR GOAL	OUR PROGRESS
Ingredient stewardship and transparency Continuing to ensure the ingredients we use meet our high standards and improving our fragrance transparency.	By 2022, no longer produce products that contain oxybenzone and octinoxate. ³¹	Achieved: As of FY22, we no longer produce Suncare branded products with oxybenzone and octinoxate. ³¹
	By 2025, no longer produce Grooming branded products that contain oxybenzone and octinoxate.	New goal.
	By 2022, initiate fragrance component disclosure for all products.	Achieved: EPC Fragrance Allergen Transparency and Principles posted on Edgewell.com.
	By 2024, no longer produce products that contain microplastic and parabens.	Vast majority of products do not contain parabens or microplastics; we continue making steady progress in reformulating out the use of parabens and microplastics from the few remaining products. Additionally, we continue to evaluate our product formulations based on new information and/or broadening definition of microplastics.
	By 2030, reduce overall Edgewell product volatile organic compounds (VOC) consumption by 5%. ³²	We continue to make progress in VOC reduction and identifying new areas of opportunity.
Sustainable products and packaging Developing products and packaging to be more sustainable by using more recycled, renewable and recyclable materials, minimizing material usage and reducing waste — with the aim to support a more circular economy.	Products By 2030, reduce the virgin petroleum-based plastic content in our disposable razor handles by 50%.	52% progress toward goal.
	By 2030, reduce the virgin petroleum-based plastic content in our feminine care products by 25%.	27% progress toward goal.
	Packaging By 2025, ensure 100% of plastic packaging is recyclable, compostable or reusable in our razors and blades segment. By 2030, achieve this in all remaining segments. ³³	64% of our razor and blade plastic packaging is recyclable, compostable or reusable. 61% of our packaging is recyclable, compostable or reusable in all remaining segments.
	By 2025, reduce the use of virgin petroleum-based plastic in packaging by 50% in our razors and blades segment. By 2030, achieve this in all remaining segments.	37% progress toward goal in razors and blades segment. 34% progress toward goal in all remaining segments.
	By 2025, use recycled and/or certified responsibly sourced fiber for 100% of fiber packaging in our razors and blades segment. By 2030, achieve this in all remaining segments.	83% of fiber and paperboard packaging made from recycled material and/or certified responsibly sourced across our razor and blade segment. 86% of fiber and paperboard packaging made from recycled material and/or certified responsibly sourced in all remaining segments.
	By 2030, reduce packaging materials by 20% (by weight).	In development.
Positive brand impact Actively using our “hero” brands as a force for good on society and our environment.	Partnerships Collaborate through partnerships to facilitate the recovery and recycling of our products and packaging.	• Offer SCHICK disposable razor recycling program in the U.S. • BULLDOG U.K. partners with First Mile® to assist consumers with recycling tube packaging and razor blades. • How2Recycle® labeling expanded to approximately 70% of packaging across our North American brand portfolio. • Adopted the Australasian Recycling Label (ARL) on many shave products in Australia and New Zealand to help consumers with responsible disposing of packaging.
	By 2025, Edgewell “hero” brands will have a clearly defined sustainability strategy and participate in efforts that help to support health and well-being and/or protect our planet.	In progress: see Brand section for examples of our efforts.

³⁰ All goal timeframes noted throughout the progress chart refer to end of fiscal year.

³¹ Excludes existing SPF 80 and 100s sold only in select stores and markets

³² Focus of this goal is to reduce VOCs from suncare and shave prep products.

³³ Excludes packaging for newly acquired brand BILLIE.

Our Progress (continued)



Operations and Supply Chain

OUR COMMITMENT	OUR GOAL	OUR PROGRESS
Carbon neutrality Supporting the shift to a low-carbon economy and using 100% renewable electricity across our global operations by 2030.	By 2030, reduce GHG emissions by 50%, based on FY19 baseline. ³⁴	Reduced emissions by 14% since FY19.
	By 2030, achieve carbon neutrality across our global operations. ³⁴	In development.
	By 2030, reduce energy use by 10%, based on FY19 baseline.	Reduced energy use by 6% since FY19.
	By 2030, achieve 100% renewable electricity use.	In development.
Environmental footprint reduction Continuing to reduce our environmental footprint in our globally owned and operated manufacturing facilities.	By 2030, reduce waste by 10% across our manufacturing facilities, based on FY19 baseline.	Achieved: Exceeded goal ahead of plan and reduced operational waste by 22% since FY19.
	By 2030, pursue zero waste to landfill across our manufacturing facilities.	In FY22, maintained five sites with zero waste-to-landfill status (45%).
	By 2030, reduce water use by 5%, based on FY19 baseline.	Increased water use by 0.79% over FY19 baseline, mainly due to production volume increases.
Supplier engagement Actively engaging with our suppliers so that they can meet our social and environmental standards at all times.	By 2022, educate major direct material suppliers representing approximately 80% of our spend on our sustainability vision and values.	Achieved: Educated 94% of direct material suppliers by spend.
	By 2025, actively engage with major direct material suppliers representing approximately 80% of our spend to achieve an acceptable level of performance as established through our Supplier Sustainability Performance Monitoring program.	In FY22, 61% of all direct suppliers assessed through EcoVadis achieved an acceptable level of performance based upon our monitoring program.
Responsible sourcing Ensuring our ingredients and materials are responsibly sourced.	By 2022, source 100% certified sustainable palm oil for use in our products.	Achieved: 100% certified sustainable palm oil directly sourced and through credits for use in our products in FY22. See SASB Index for sourcing details.
	We strive to ensure all tin, tantalum, tungsten and gold (3TG) minerals in our razors and trimmers are 100% Democratic Republic of the Congo (DRC) conflict-free.	Engaged with the two suppliers that provide 3TG-containing materials to ensure that none of their materials support or are linked to conflict; EPC maintains its 100% DRC conflict-free status.

³⁴ This goal covers Scopes 1 and 2.

Our Progress (continued)



People and Communities

OUR COMMITMENT	OUR GOAL	OUR PROGRESS
Diversity, equity and inclusion Promoting an open and inclusive culture to ensure all team members are treated fairly and with respect and to attract the best talent.	Develop and deliver a training program for U.S. teammates on mitigating bias by 2022.	Achieved.
	Develop a training program for global human resources (HR) business partners on strategic DEI capability by 2022.	Achieved.
	Expand Mitigating Bias training program to teammates in international markets beginning in FY23.	New goal.
Health, safety and well-being Protecting the health and safety of our teammates around the world and supporting their well-being and professional development.	Maintain a world-class injury rate of <1.0 and continue to foster an "Alive and Well" ³⁵ safety culture at every Edgewell manufacturing facility.	Achieved (0.48).
	Drive a sustainability culture among Edgewell teammates globally and ensure every site has an active sustainability program to drive positive impact.	Achieved: All Edgewell manufacturing facilities embrace sustainability within their operations and local communities, and we actively engage teammates globally through various internal communication channels and platforms as part of our established hybrid ways of working.
Community support and giving Encouraging teammate volunteerism and charitable giving to support local communities with a focus on caring for people and our planet.	Establish a focused effort to partner with nonprofit organizations that promote people, planet and local communities by the end of 2023.	In development.

35 *Alive and Well at the End of the Day: The Supervisor's Guide to Managing Safety in Operations*, Paul D. Balmert (Wiley, 2010).

UN SDGs

The UN SDGs provide a lens through which to view our company contributions to achieving a better and more sustainable future for all. Through our strategic work and actions, we contribute to many of the SDGs, in particular:



5 GENDER EQUALITY

Achieve gender equality and empower all women and girls.

Our DEI program brings to life our vision to address inequities, promote a more diverse and inclusive workforce, and support a fairer, more just world. We make investments and efforts to attract, retain and empower women, and support their professional and personal development and well-being. In FY22, 55% of our employees globally were women. Additionally, through our brands we aim to support women, such as through our marketing practices and campaigns.

See [Our Values](#); [Advancing Diversity, Equity and Inclusion](#); [Using Our Brands as a Force for Good](#); [AR: Part 1, p. 9](#)



8 DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

We are committed to respecting human rights and promoting sustainable business practices across our global operations and supply chain. We do not tolerate modern slavery or human trafficking in our business or our suppliers. Our Edgewell Code of Conduct and Supplier Code of Conduct outline our expectations, and we regularly monitor and assess our supplier performance across four pillars: Environment, Labor and Human Rights, Ethics and Sustainable Procurement. We recently published a Human Rights Policy in alignment with the key values and principles found in internationally recognized human rights standards, including the UN Guiding Principles on Business & Human Rights.

See [Our Values](#); [Promoting Health and Safety](#); [Supporting Our Teammates' Growth](#); [Ethical and Responsible Sourcing](#); [Using Our Brands as a Force for Good](#); [AR: Part 1, p. 9](#); [Edgewell Modern Slavery Act Statement](#)



10 REDUCED INEQUALITIES

Reduce inequality within and amongst countries.

As a global business operating across 20+ countries, we are conscious of inequalities between nations, regions and communities. We foster an open, inclusive and diverse company culture that actively seeks to advance equality. This involves investing in the professional development of our teammates around the world, advancing progressive human resources policies and giving back — both as individuals and as a company — through community impact initiatives that uplift those in need.

See [Our Values](#); [Advancing Diversity, Equity and Inclusion](#); [Volunteering and Charitable Giving](#); [Code of Conduct](#)



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.

We're committed to inspiring responsible production and consumption across our brands and operations. That's why we are designing, developing and delivering products and packaging in a more sustainable way, optimizing logistics, regionalizing production and working to make our environmental footprint smaller — continuously rethinking, reinventing and reducing the materials we use, with a focus on harnessing more recycled, renewable and recyclable materials. We support the move toward a circular economy and actively educate and inspire our consumers and retailers to join us on our sustainability journey. We are committed to responsibly sourcing materials for use in our products and packaging, especially when they can impact human rights and the natural environment.

See [Designing for Sustainability](#); [Packaging Sustainability](#); [Supporting Consumers in Recycling](#); [Embracing Smarter Logistics](#); [Reducing Waste](#); [Conserving Water](#); [Ethical and Responsible Sourcing](#)



13 CLIMATE CHANGE

Take urgent action to combat climate change and its impacts.

We are committed to supporting the shift to a low-carbon economy and using 100% renewable electricity across our global operations by 2030. We've set a goal to reduce our GHG emissions by 50% by 2030 (versus 2019), following leading climate science to align to a 1.5°C pathway. Our ambition is to go beyond this goal and achieve carbon neutrality across our global operations (Scope 1 and 2). To achieve these goals, we are investing in processes, machinery and systems to reduce consumption and increase energy efficiencies and are guided by a comprehensive set of environmental policies and standards, aligned with industry best practices.

See [Managing Our Operations](#); [Reducing Emissions and Energy Use](#); [Embracing Smarter Logistics](#)



14 LIFE BELOW WATER

Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

We strive to build brands that care for people and our planet, including our oceans and marine life. We work to reduce plastic waste, incorporating alternate materials in our products and packaging, and are targeting 100% of plastic packaging to be recyclable, compostable or reusable by 2030. We are offering more mineral-based sunscreens to consumers, and, at a community level, our teammates regularly engage in community and beach cleanups.

See [Designing for Sustainability](#); [Supporting Consumers in Recycling](#); [Ingredient Stewardship and Transparency](#); [Volunteering and Charitable Giving](#)



15 LIFE ON LAND

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.

We're committed to protecting our forests, using recycled and/or certified responsibly sourced virgin fiber for 100% of fiber packaging by 2030 and increasing our efforts to source certified sustainable palm oil for use in our products. At a brand level, we partner to promote restoration and reforestation, with, for example, our FIELDTRIP brand donating 5% of its net proceeds to Keep America Beautiful® to provide support for their RETREET® program. Edgewell also partnered with the Arbor Day Foundation in 2022 to support reforestation and biodiversity improvement efforts worldwide.

See [Designing for Sustainability](#); [Packaging Sustainability](#); [Ethical and Responsible Sourcing](#); [Volunteering and Charitable Giving](#); [Using Our Brands as a Force for Good](#)

GRI Index

Statement of Use: Edgewell Personal Care Company has reported the information cited in this GRI content index for the period October 1, 2021 to September 30, 2022 with reference to the GRI Standards. All content in this table can be found in the Edgewell FY22 Sustainability Report (SR), Edgewell 2022 Annual Report (AR), Edgewell 2023 Annual Meeting & Proxy Statement (AMPS), the Edgewell 2022 CDP Climate Change Response and on the [Edgewell Personal Care \(EPC\) website](#). Links to the relevant sections are included in the table below.

GRI 1 Used: GRI 1: Foundation 2021

GRI Standard/Other Source	Disclosure Number	Disclosure Name	Location/Response
GRI 2: General Disclosures			
The organization and its reporting	2-1	Organizational details	Edgewell Personal Care Company 6 Research Drive Shelton, CT 06484 SR: Overview, We Are Edgewell, p. 3 Edgewell Locations Nature of ownership: AR: Part 1, p. 3-11
	2-2	Entities included in the organization’s sustainability reporting	SR: The Details, About This Report p. 47 AR: Part 2, p. 50
	2-3	Reporting period, frequency and contact point	October 1, 2021 – September 30, 2022 Frequency: Annual Contact: Corporate.Communications@Edgewell.com
	2-4	Restatements of information	All restatements from previous reporting periods are explained in footnotes to data presentation.
	2-5	External assurance	All data is verified and reviewed internally. We also verify our GHG emissions data on an annual basis using a third-party provider and disclose their assurance statement in our annual CDP report. We have not pursued external assurance of our SR at this time.
Activities and workers	2-6	Activities, value chain and other business relationships	SR: Overview, We Are Edgewell, p. 3 AR: Part 1, p. 3-6 EPC website: Brands AMPS: Director Independence, p. 13; Certain Relationships and Related Transactions , p. 75
	2-7	Information on employees	SR: People and Communities, Advancing Diversity, Equity and Inclusion, p. 39
	2-8	Workers who are not employees	SR: People and Communities, Advancing Diversity, Equity and Inclusion, p. 39

GRI Index (continued)

GRI Standard/Other Source	Disclosure Number	Disclosure Name	Location/Response
Governance	2-9	Governance structure and composition	Corporate Governance Principles , p. 3-6 Board Committee Composition AMPS: Standing Committees and Meetings , p. 8-11
	2-10	Nomination and selection of the highest governance body	Corporate Governance Principles , p. 3-6 AMPS: Director Nominations , p. 13-14
	2-11	Chair of the highest governance body	Corporate Governance Principles , p. 3-6
	2-12	Role of the highest governance body in overseeing the management of impacts	SR: Overview, Managing Our Business Responsibly, p. 6 AR: Part 2, p. 85 AMPS: Corporate Governance , p. 8-17 Corporate Governance Committee Charter
	2-13	Delegation of responsibility for managing impacts	Corporate Governance Committee Charter SR: Overview, Managing Our Business Responsibly, p. 6
	2-14	Role of the highest governance body in sustainability reporting	SR: Overview, Managing Our Business Responsibly, p. 6
	2-15	Conflicts of interest	Edgewell Code of Conduct Edgewell Board of Directors Code of Conduct
	2-16	Communication of critical concerns	AMPS: Communicating Concerns to the Board , p. 15 Edgewell Ethics Point Edgewell Code of Conduct
	2-17	Collective knowledge of the highest governance body	In FY22, the full Board participated in an ESG educational session which was designed to advance their collective knowledge of ESG and understanding of stakeholder expectations. AMPS: Director Biographies , p. 3-7; Standing Committees and Meetings , p. 8-9 Corporate Governance Principles SR: Overview, Managing Our Business Responsibly, p. 6
	2-18	Evaluation of the performance of the highest governance body	AMPS: Board Structure and Practices , p. 11 Corporate Governance Principles
	2-19	Remuneration policies	AMPS: Executive Compensation , p. 24-53 Human Capital and Compensation Committee Charter , p. 2-5
	2-20	Process to determine remuneration	AMPS: Executive Compensation , p. 26-50 Human Capital and Compensation Committee Charter , p. 2-5
2-21	Annual total compensation ratio	AMPS: Chief Executive Officer Pay Ratio Disclosure , p. 56	

GRI Index (continued)

GRI Standard/Other Source	Disclosure Number	Disclosure Name	Location/Response
Strategy, policies and practices	2-22	Statement on sustainable development strategy	SR: Overview, Message From the CEO, p. 2
	2-23	Policy commitments	Edgewell does not explicitly refer to the precautionary approach or principle in our reporting or other materials. Edgewell strives to contribute to society by operating our business as responsibly as we can, working on all of our products and packaging with people and the planet in mind, even in some instances going above and beyond the appropriate regulation and legislation. SR: Overview, What Guides Us, p. 5 SR: Overview, Managing Our Business Responsibly, p. 6 SR: People and Communities, Fostering a Joyful Culture, p. 33 SR: The Details, About This Report, p. 47 AR: Part 1, p. 3-10 EPC website: Guided by purpose Edgewell Code of Conduct Edgewell Board of Directors Code of Conduct Edgewell Supplier Code of Conduct Edgewell Human Rights Policy
	2-24	Embedding policy commitments	Edgewell Code of Conduct , p. 6 Edgewell Supplier Code of Conduct SR: Overview, Managing Our Business Responsibly, p. 6 SR: People and Communities, Fostering a Joyful Culture, p. 33 SR: People and Communities, Advancing Diversity, Equity and Inclusion, p. 39
	2-25	Processes to remediate negative impacts	Edgewell Code of Conduct , p. 10 SR: Overview, Managing Our Business Responsibly, p. 6 SR: Operations and Supply Chain, Ethical and Responsible Sourcing, p. 29
	2-26	Mechanisms for seeking advice and raising concerns	Edgewell Code of Conduct , p. 8-9
	2-27	Compliance with laws and regulations	AR: Part 2, p. 79-80

GRI Index (continued)

GRI Standard/Other Source	Disclosure Number	Disclosure Name	Location/Response
Strategy, policies and practices (continued)	2-28	Membership associations	<p>Edgewell is a member of the following associations:</p> <p>Australia</p> <ul style="list-style-type: none"> • Accord – Hygiene, Personal Care and Specialty Products Industry <p>Canada</p> <ul style="list-style-type: none"> • Cosmetics Alliance <p>China</p> <ul style="list-style-type: none"> • American Chamber of Commerce South China (AmCham China) <p>Europe</p> <ul style="list-style-type: none"> • Cosmetics Europe (CE) • Cosmetics, Toiletry and Perfumery Association (CTPA) • European Committee for Standardization (CEN) • German Cosmetic, Toiletry, Perfumery and Detergent Association (IKW) • Irish Cosmetics, Detergent & Allied Products Association (ICDA) • National Standards Authority of Ireland (NSAI) • Plastics Recyclers Europe RecyClass™ Platform <p>Latin America</p> <ul style="list-style-type: none"> • CASIC – Council of Latin American Cosmetic, Personal Care and Home Care Industries • Chile Chamber of Cosmetic Products • Colombia Chamber of Cosmetics and Personal Care Products (ANDI) • Mexico Chamber of Cosmetics and Personal Care Products (CANIPEC) • Peru Chamber of Cosmetics, Personal Care and Home Cleaning Products (COPEHCO) <p>U.S.</p> <ul style="list-style-type: none"> • Baby and Adult Hygiene Products Association (BAHP) • Personal Care Product Council (PCPC) • Public Access to Sunscreens (PASS) • Sustainable Packaging Coalition* <p>International</p> <ul style="list-style-type: none"> • International Association Collaboration (IAC) • International Collaboration on Cosmetic Safety (ICCS)
Stakeholder engagement	2-29	Approach to stakeholder engagement	SR: The Details, Stakeholder Engagement, p. 48
	2-30	Collective bargaining agreements	Edgewell complies with all employee rights and laws on collective bargaining and maintains good relationships with employee representatives globally. As of September 30, 2022, approximately 43% of our employees company-wide were covered by a collective bargaining agreement.

GRI Index (continued)

GRI Standard/Other Source	Disclosure Number	Disclosure Name	Location/Response
Material topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	SR: The Details, Materiality, p. 49
	3-2	List of material topics	SR: The Details, Materiality, p. 49
GRI 300: Environmental			
GRI 301: Materials	3-3	Management of material topic	SR: Brands, p. 8
	301-1	Materials used by weight or volume	Total weight of packaging in FY22: 38,294 metric tons
	301-2	Recycled input materials used	SR: Brands, Our Commitments, p. 8 SR: Brands, Designing for Sustainability, p. 9 SR: Brands, Packaging Sustainability, p. 12 SR: Brands, Supporting Consumers in Recycling, p. 15 SR: SASB Index, p. 61
GRI 302: Energy	3-3	Management of material topic	SR: Operations and Supply Chain, Reducing Emissions and Energy Use, p. 24
	302-1	Energy consumption within the organization	SR: Operations and Supply Chain, Reducing Emissions and Energy Use, p. 25 (Energy Use by Type) SR: Operations and Supply Chain, Acting on Climate, p. 23
	302-4	Reduction of energy consumption	SR: Operations and Supply Chain, Acting on Climate, p. 23 SR: Operations and Supply Chain, Reducing Emissions and Energy Use, p. 24 <u>2022 CDP Climate Change Response: C4.2a</u>
GRI 303: Water and Effluents	3-3	Management of material topic	SR: Operations and Supply Chain, p. 21
	303-1	Interactions with water as a shared resource	SR: Operations and Supply Chain, Conserving Water, p. 28
	303-2	Management of water discharge-related impacts	SR: Operations and Supply Chain, Conserving Water, p. 28 Edgewell's Water Pollution Standard requires each site to meet all local/state discharge limits and other requirements as a minimum threshold. The standard also addresses instances where no local discharge limitations or requirements have been established. In these cases, the standard sets numerical limits for specific pollutants. These minimum standards were developed using industry best practices and through a review of existing local discharge requirements. Additionally, the standard directly references and incorporates the U.S. Environmental Protection Agency's Total Toxic Organics Effluent Guidelines.
	303-3	Water withdrawal	SR: SASB Index, p. 61 SR: Operations and Supply Chain, Conserving Water, p. 28
	303-5	Water consumption	SR: Operations and Supply Chain, Conserving Water p. 28

GRI Index (continued)

GRI Standard/Other Source	Disclosure Number	Disclosure Name	Location/Response
GRI 305: Emissions	3-3	Management of material topic	SR: Operations and Supply Chain, p. 21
	305-1	Direct (Scope 1) GHG emissions	SR: Operations and Supply Chain, Acting on Climate, p. 23 2022 CDP Climate Change Response: C6.1
	305-2	Energy indirect (Scope 2) GHG emissions	SR: Operations and Supply Chain, Acting on Climate, p. 23 2022 CDP Climate Change Response: C6.2-6.3
	305-3	Other indirect (Scope 3) GHG emissions	We report on business travel – see our 2022 CDP Climate Change Response: C6.5
	305-4	GHG emissions intensity	2022 CDP Climate Change Response: C6.10
	305-5	Reduction of GHG emissions	SR: Operations and Supply Chain, Acting on Climate, p. 23 2022 CDP Climate Change Response: C4.1a, C4.2-4.3c
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	SR: Operations and Supply Chain, Acting on Climate, p. 23 Reporting of other air emissions covered by GRI 305-7 are managed at a local level based on local requirements and not incorporated into our overall sustainability data collection.
GRI 306: Waste	3-3	Management of material topic	SR: Operations and Supply Chain, Reducing Waste, p. 27
	306-1	Waste generation and significant waste-related impacts	SR: Operations and Supply Chain, Reducing Waste, p. 27
	306-2	Management of significant waste-related impacts	SR: Brands, Supporting Consumers in Recycling, p. 17 SR: Operations and Supply Chain, Reducing Waste, p. 27
	306-3	Waste generated	SR: Operations and Supply Chain, Reducing Waste, p. 27
	306-4	Waste diverted from disposal	SR: Operations and Supply Chain, Reducing Waste, p. 27
	306-5	Waste directed to disposal	SR: Operations and Supply Chain, Reducing Waste, p. 27
GRI 308: Supplier Environmental Assessment	3-3	Management of material topic	SR: Operations and Supply Chain, p. 21
	308-1	New suppliers that were screened using environmental criteria	SR: Operations and Supply Chain, Ethical and Responsible Sourcing, p. 29
	308-2	Negative environmental impacts in the supply chain and actions taken	SR: Operations and Supply Chain, Ethical and Responsible Sourcing, p. 29
GRI 400: Social			
GRI 401: Employment	3-3	Management of material topic	SR: People and Communities, p. 32
	401-1	New employee hires and employee turnover	SR: People and Communities, Advancing Diversity, Equity and Inclusion, p. 39
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR: People and Communities, Fostering a Joyful Culture, p. 33
	401-3	Parental leave	SR: People and Communities, Fostering a Joyful Culture, p. 33

GRI Index (continued)

GRI Standard/Other Source	Disclosure Number	Disclosure Name	Location/Response
GRI 403: Occupational Health and Safety	3-3	Management of material topic	SR: People and Communities, p. 32
	403-1	Occupational health and safety management system	SR: People and Communities, Promoting Health and Safety, p. 43
	403-2	Hazard identification, risk assessment, and incident investigation	SR: People and Communities, Promoting Health and Safety, p. 43
	403-3	Occupational health services	SR: People and Communities, Promoting Health and Safety, p. 43
	403-4	Worker participation, consultation, and communication on occupational health and safety	SR: People and Communities, Promoting Health and Safety, p. 43
	403-5	Worker training on occupational health and safety	SR: People and Communities, Promoting Health and Safety, p. 43 SR: People and Communities, p. 32
	403-6	Promotion of worker health	SR: People and Communities, Promoting Health and Safety, p. 43
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR: People and Communities, Promoting Health and Safety, p. 43
	403-8	Workers covered by an occupational health and safety management system	SR: People and Communities, Promoting Health and Safety, p. 43 Edgewell's safety standards and policies are applicable to all of our production facility locations. This includes 100% of direct employees and temporary labor at those sites.
GRI 404: Training and Education	3-3	Management of material topic	SR: People and Communities, p. 32
	404-2	Programs for upgrading employee skills and transition assistance programs	SR: People and Communities, Supporting Our Teammates' Growth, p. 37
	404-3	Percentage of employees receiving regular performance and career development reviews	SR: People and Communities, Supporting Our Teammates' Growth, p. 37
GRI 405: Diversity and Equal Opportunity	3-3	Management of material topic	SR: People and Communities, p. 32
	405-1	Diversity of governance bodies and employees	SR: People and Communities, Advancing Diversity, Equity and Inclusion, p. 39 SR: People and Communities, p. 32
GRI 414: Supplier Social Assessment	3-3	Management of material topic	SR: Operations and Supply Chain, Ethical and Responsible Sourcing, p. 29
	414-1	New suppliers that were screened using social criteria	SR: Operations and Supply Chain, Ethical and Responsible Sourcing, p. 29
	414-2	Negative social impacts in the supply chain and actions taken	SR: Operations and Supply Chain, Ethical and Responsible Sourcing, p. 29
GRI 416: Customer Health and Safety	3-3	Management of material topic	SR: Brands, Ingredient Stewardship and Transparency, p. 16
	416-1	Assessment of the health and safety impacts of product and service categories	SR: Brands, Ingredient Stewardship and Transparency, p. 16

SASB Index

SASB is an independent standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. The table below references where relevant SASB disclosures can be found based on the Household and Personal Products Standard. This report marks the second time that Edgewell has reported to the SASB standards.

Topic	Accounting Metric	Code	2022 Response
Water Management	(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	CG-HP-140a.1	Total water withdrawn in FY22: 311,041 cubic meters SR: Operations and Supply Chain, Conserving Water, p. 28
	Description of water management risks and discussion of strategies and practices to mitigate those risks	CG-HP-140a.2	SR: Operations and Supply Chain, Conserving Water, p. 28
Product Environmental, Health, and Safety Performance	Revenue from products that contain REACH substances of very high concern (SVHC)	CG-HP-250a.1	SR: Brands, Ingredient Stewardship and Transparency, p. 16
	Revenue from products that contain substances on the California DTSC Candidate Chemicals List	CG-HP-250a.2	Our approach to the safety of products and ingredients is outlined in our Product Safety Principles and Ingredient Principles. Additionally, we describe our product safety and ingredient stewardship practices in our Sustainability Report — Ingredient Stewardship and Transparency. We do not currently track product revenue by chemical composition regulations or designed with green chemistry principles as our policies and practices for chemicals management and ingredient stewardship are integrated into our overall approach to product design.
	Discussion of process to identify and manage emerging materials and chemicals of concern	CG-HP-250a.3	
	Revenue from products designed with green chemistry principles	CG-HP-250a.4	
Packaging Lifecycle Management	(1) Total weight of packaging, (2) Percentage made from recycled and/or renewable materials, and (3) Percentage that is recyclable, reusable, and/or compostable	CG-HP-410a.1	(1) Total weight of packaging in FY22: 38,294 metric tons. (2) We are working to increase our use of recycled plastic and fiber paperboard, as well as certified sustainably sourced fiber paperboard in our packaging, and in FY22 achieved 85% recycled or certified responsibly sourced fiber packaging. (3) Percentage of packaging that was reusable, recyclable or compostable in FY22: 62%. Additional information can be found in our SR: SR: Brands, Designing for Sustainability, p. 9 SR: Brands, Packaging Sustainability, p. 12 SR: Brands, Supporting Consumers in Recycling, p. 15 SR: Operations and Supply Chain, Responsibly Sourcing Ingredients and Materials, p. 31 SR: The Details, Our Progress, p. 50
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	CG-HP-410a.2	Information about our strategies and progress to reduce the environmental impact of packaging throughout its lifecycle can be found in our SR: SR: Brands, Designing for Sustainability, p. 9 SR: Brands, Packaging Sustainability p. 12 SR: Brands, Supporting Consumers in Recycling, p. 15 SR: Operations and Supply Chain, Responsibly Sourcing Ingredients and Materials, p. 31 SR: The Details, Our Progress, p. 50
Environmental & Social Impacts of Palm Oil Supply Chain	Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book & Claim	CG-HP-430a.1	In FY22, we sourced 5,514 metric tons of palm oil and palm oil derivatives for use in our products, of which 100% is certified under the following RSPO certification schemes: a) Identity Preserved: 0% b) Segregated: 2.5% c) Mass Balance: 85% d) Book & Claim: 12.5% SR: Operations and Supply Chain, Responsibly Sourcing Ingredients and Materials, p. 31 SR: The Details, Our Progress, p. 50
Activity Metrics	Number of manufacturing facilities	CG-HP-000.B	Edgewell has 11 manufacturing sites. Information on locations and details can be found on p. 3

TCFD Index

The TCFD framework was created to offer organizations a consistent approach to climate-related financial risk and opportunity disclosures. This table details where information relevant to Edgewell’s TCFD disclosures can be found.

Disclosure Focus Area	Recommended Disclosure Description	2022 Response
Governance Disclose the organization’s governance around climate-related risks and opportunities.	a) Describe the board’s oversight of climate-related risks and opportunities.	2022 CDP Climate Change Response : C1.1, C1.1a-1.1b, C1.2 SR: Overview, Managing Our Business Responsibly , p. 6
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	2022 CDP Climate Change Response : C1.2-1.2a, C1.3-1.3a SR: Overview, Managing Our Business Responsibly , p. 6
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2022 CDP Climate Change Response : C2.1a-2.1b, C2.2-2.2a, C2.3-2.3a, C2.4-2.4a
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	2022 CDP Climate Change Response : C2.3-2.3a, C2.4-2.4a, C3.1-3.4
	c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2022 CDP Climate Change Response : C2.3a, C3.1-3.4
Risk Management Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization’s processes for identifying and assessing climate-related risks.	2022 CDP Climate Change Response : C2.2-2.2a, C2.3-2.3a, C2.4-2.4a
	b) Describe the organization’s processes for managing climate-related risks.	2022 CDP Climate Change Response : C2.2-2.2a, C2.3-2.3a, C2.4-2.4a, 3.2a-3.2b, 3.4
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.	2022 CDP Climate Change Response : C2.1b, C2.2-2.2a SR: Operations and Supply Chain, Acting on Climate , p. 23, SR: Operations and Supply Chain, Managing Our Operations , p. 22, SR: Operations and Supply Chain, Ethical and Responsible Sourcing , p. 29
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2022 CDP Climate Change Response : C2.3a, C2.4a, C4.1-4.1b, C4.2-4.2b SR: Operations and Supply Chain, Acting on Climate , p. 23 SR: Operations and Supply Chain, Reducing Waste , p. 27
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2022 CDP Climate Change Response : C6.1, C6.2, C6.3, C6.4-6.4a, C6.5, C6.10, C71-71a SR: Operations and Supply Chain, Acting on Climate , p. 23
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2022 CDP Climate Change Response : C1.3a, C4.1-4.1a, C4.2-4.2b, C4.3-4.3b SR: Operations and Supply Chain, Acting on Climate , p. 23 SR: Operations and Supply Chain, Reducing Waste , p. 27

Forward-Looking Statements

This report includes "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. The Private Securities Litigation Reform Act of 1995 provides a safe harbor for forward-looking statements made by or on behalf of Edgewell Personal Care Company or any of our businesses. All statements other than statements of historical fact are, or may be deemed to be, forward-looking statements, including, but not limited to, our goals of (i) no longer producing Grooming branded products that contain oxybenzone and octinoxate by 2025, (ii) no longer producing products that contain microplastic and parabens by 2024, (iii) reducing overall Edgewell product volatile organic compounds consumption by 5% by 2030, (iv) reducing the virgin petroleum-based plastic content in our disposable razor handles by 50% by 2030, (v) reducing the virgin petroleum-based plastic content in our feminine care products by 25% by 2030, (vi) ensuring 100% of plastic packaging is recyclable, compostable or reusable in our razors and blades segment by 2025 and all segments by 2030, (vii) reducing the use of virgin petroleum-based plastic in packaging by 50% in our razors and blades segment by 2025 and all segments by 2030, (viii) using recycled and/or certified responsibly sourced fiber for 100% of fiber packaging in our razors and blades segment by 2025 and all segments by 2030, (ix) reducing packaging materials by 20% (by weight) by 2030, (x) reducing GHG emissions by 50% by 2030 based on our fiscal year 2019 baseline, (xi) achieving carbon neutrality across our global by 2030, (xii) reducing energy use by 10% by 2030 based on our fiscal year 2019 baseline, (xiii) achieving 100% renewable electricity use by 2030, (xiv) reducing waste by 10% across our manufacturing facilities by 2030 based on our fiscal

year 2019 baseline, (xv) pursuing zero waste to landfill across our manufacturing facilities by 2030 and (xvi) reducing water use by 5% by 2030 based on our fiscal year 2019 baseline. Forward-looking statements generally can be identified by the use of words or phrases such as "believe," "expect," "expectation," "anticipate," "may," "could," "intend," "estimate," "plan," "target," "predict," "likely," "will," "should," "forecast," "outlook," "strategy," or other similar words or phrases. These statements are not based on historical facts, but instead reflect our expectations, estimates or projections concerning future results or events, including, without limitation, the future earnings and performance of Edgewell Personal Care Company or any of our businesses, and the integration of the Billie, Inc. ("Billie") acquisition and expected benefits from this transaction, including growth opportunities and cost savings. Many factors outside our control could affect the realization of these estimates. Many factors outside our control could affect the realization of these estimates. Factors that might cause or contribute to a material difference include, but are not limited to, the risks discussed in our filings with the Securities and Exchange Commission. These statements are not guarantees of performance and are inherently subject to known and unknown risks, uncertainties and assumptions that are difficult to predict and could cause our actual results to differ materially from those indicated by those statements. We cannot assure you that any of our expectations, estimates or projections will be achieved. The forward-looking statements included in this report are only made as of the date of this report, and we disclaim any obligation to publicly update any forward-looking statement to reflect subsequent events or circumstances, except as required by law. You should not place undue reliance on these statements.





For more information on our sustainability policies and initiatives, please visit our website: www.edgewell.com/sustainability

For questions regarding Edgewell's sustainability efforts or the content of this report, please contact: Corporate.Communications@Edgewell.com