



# FY24 Sustainability Report

# Continuing the Journey

**Our story is one of evolution. Whether launching innovative new products or modernizing our business, at Edgewell we aim to evolve with the changing needs of our many stakeholders and the broader world around us.**

We see sustainability as key to our growth and an important aspect of our long-term plan and success. Guided by our *Sustainable Care 2030* strategy, we're proud of the meaningful steps we continue to take on this journey, working closely with our teammates, customers and suppliers.

Our passionate team of over 6,700 visionaries and doers is dedicated to bringing joy to consumers in more than 50 countries — helping us deliver better outcomes locally and globally, for our business, brands, people and communities.

Throughout this report, we share details about our progress, including toward our 2030 goals, as we strive to balance the joy of caring for yourself while also caring for our planet and society.



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# Message From the CEO



I am proud to welcome you to Edgewell's Fiscal 2024 Sustainability Report. This report highlights our ongoing commitment to our sustainability journey and the strides we have made in embedding this important strategic enabler across our business.

In all we do, we are *People First*. It is our leading value for a reason — it fuels our results and guides every interaction, every policy and every output from our organization. While others may shape their values around external measures, we will and have always shaped ours around prioritizing people — our teams, consumers, retailers, shareholders, partners, communities and beyond. It is a fundamental part of who we are and how we operate, and this approach has proven to be beneficial in all areas of our business, as evidenced by our results. In FY24, we achieved organic net sales growth, meaningful gross margin accretion and delivered double-digit adjusted earnings per share growth at constant currency

for the second consecutive fiscal year. These results further demonstrate the progress we are making in transforming our business and the effectiveness of the strategy and business model we launched only four short years ago.

The importance of this work is recognized at the very top levels of the organization. Our Board of Directors regularly discusses sustainability matters and integrates them into its oversight and decision-making. Sustainability also continues to be a key enabler of our long-term business strategy, with our *Sustainable Care 2030* strategy guiding us. We remain committed to continuous improvement and making advancements when it comes to our sustainability efforts.

FY24 was another year of progress in the transformation of Edgewell. We ended our fiscal year with strong momentum across our international businesses, a strengthened leadership team and increased focus on execution across the organization. In the face of a heightened competitive landscape and an increasingly cautious consumer, we introduced category-leading suncare innovation in the U.S., deepened our participation across men's and women's grooming and accelerated growth in our international markets. Among our fast-growing international teams, Japan and China achieved standout growth. Through a combination of strong innovation, smart leadership and engaged teammates, they have driven an average growth of nearly 6% over the last two fiscal years. Our most recent acquisitions — BILLIE, CREMO and BULLDOG, in particular — have also performed exceptionally well, contributing to our overall success.

Through our *Sustainable Care 2030* strategy, we remain committed to our **people and communities**, and that commitment is unwavering. We are a purpose- and values-driven company. This positive, forward-thinking approach is good for our brands, our people and the stakeholders we serve. As an employer, we continue to raise the bar

to ensure we are supporting our team. In FY24, we launched our BeWell global wellbeing program, continued to upskill our people leaders, provided meaningful opportunities to engage with guest speakers and learning workshops, and much more. On our FY24 Global Teammate Experience Survey, our teammates showed a strong overall engagement rate of 80%, up 2% from FY23 and an all-time high for the organization. When our global team is engaged, the external world starts to notice. Last year, we received Great Place to Work® certifications in Japan and across many countries in Europe; our China Commercial team was recognized as a 2025 Top Employer by 51job; we were recognized by Forbes as one of America's Best Midsize Employers for the second year in a row; and by Newsweek as one of America's Most Responsible Companies for the sixth year running.

We also continue to demonstrate our commitments through our **brands** and try to bring sustainability into the conversation throughout the lifecycle of product development. Our retailers and consumers set high standards when it comes to the products they choose to sell or use, and we are always working to meet their expectations. As we introduce new innovations, renovate current products and update packaging, we consider if or how we can improve their sustainable features. Examples of this would be the transition of our XTREME3 razor Club retail offering in the U.S. to a lighter-weight handle with significantly less plastic and the launch of a new innovative BANANA BOAT 360 COVERAGE Sunscreen Mist product, featuring a reusable non-aerosol sprayer<sup>1</sup> and corresponding refill bottles. As we focus on our goals, in FY24 we achieved 90% recycled and/or certified responsibly sourced fiber for fiber- and paper-based packaging across our product portfolio and continued to reduce the virgin petroleum-based plastic in our disposable razor handles. As both an Edgewell teammate and an avid consumer of our products, I am proud of these efforts.

Our **operations and supply chain** teams are instrumental in reaching our environmental goals. Across our global locations, we continue to reduce our electricity usage, waste and emissions. Our teammates are always on the lookout to identify, implement and measure energy-conservation projects, and 55% of our manufacturing facilities are zero-waste-to-landfill. Our manufacturing teams are passionate about sustainability, and their ongoing ingenuity is a key contributor to our overall success.

As we look to the future, we remain committed to continuous improvement on this important journey. While the external environment will always continue to evolve, and the words we use on many of these topics may shift, one thing is clear: Edgewell's commitment to operating responsibly will always hold steady. We will look to strategy, innovation, leadership and continued growth and transformation to help us navigate ongoing global shifts, and we will keep sustainability deeply embedded in who we are. Because it's about more than just those who we reach in this moment; it is also about the future generations that will be impacted by the decisions of today, and it is why I consider this work to be so meaningful. Thank you for your interest in our efforts as we strive to create a more sustainable future together.

Sincerely,

**Rod Little**  
President and Chief Executive Officer

<sup>1</sup> Can be used up to 14 times.

# We Are Edgewell

## Edgewell's brand portfolio

Our 25 brands are loved and trusted by households around the world. Spanning four categories, these leading names in personal care include some with histories stretching back more than 250 years. Together, they represent a tradition of meeting continuously evolving consumer needs and lifestyles.

### Shave



### Grooming



### Sun and Skin Care



### Feminine Care



<sup>2</sup> Edgewell-owned and -operated manufacturing facilities.

<sup>3</sup> FY24 rounded.

At our locations around the world, we strive to always do what we do best: to *make useful things joyful*.

## Our global operations<sup>2</sup>

**Headquarters:** Shelton, CT, U.S.



**29**  
offices globally

**~6,700**  
employees

**>50**  
countries in which our  
products are sold

**US\$2.3B**  
in revenue<sup>3</sup>

# What Guides Us

We are innovators at heart — looking ahead while being deeply informed by where we’ve been. Every step of the way, we remain true to our guiding lights: our sustainability vision, mission and strategy.

## 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.

*“This year, we continued bringing joy to everyday life for our consumers while embedding sustainability even more deeply into our business. Guided by our Sustainable Care 2030 strategy, I’m proud of the meaningful progress we’re making — driven by our incredible team’s passion, creativity and commitment to positive change.”*

**Amy Knight**

Vice President, Global Sustainability



## Our Sustainable Care 2030 strategy

We are always aiming to identify small changes and transformative shifts that, together, move us toward our goals and objectives. Our Sustainable Care 2030 strategy forms a roadmap for this progress, setting out our sustainability vision and clear actions for realizing it.

The strategy comprises three pillars and 10 commitments in areas where we believe we have the greatest potential for positive impact. It’s the driving force behind our efforts to innovate our brands, to evolve our operations for reduced environmental impact and to find ways to create a positive impact for people and communities.

- **Brands:** Innovating products and packaging, championing values of inclusion and belonging, and using our brands as a catalyst for good
- **Operations and Supply Chain:** Reducing our environmental footprint with a focus on greenhouse gas (GHG) emissions, energy, waste and water; responsibly sourcing materials; and engaging suppliers on ethical and sustainable practices
- **People and Communities:** Living our values and uplifting teammates, customers, consumers, suppliers and communities

We share more about our progress within these pillars and toward our commitments throughout this report and in [The Details](#) section.

# Doing Business Responsibly

Our sustainability vision and mission depend upon the sustained efforts of people across our organization. We manage sustainability topics at the highest levels of our company. We also foster collaboration between technical experts and regional teams to more effectively implement our programs and initiatives and to monitor our progress.

## Board of Directors

Edgewell’s Board of Directors and its Committees oversee our sustainability policies and practices, including our approach to managing climate impacts, human rights and human capital-related risks. The full Board oversees areas including corporate governance, sustainability priorities and goals, and inclusion and belonging, and is briefed on our sustainability reporting approach and annual sustainability report. Additionally, in FY24, ongoing Board education continued to be an element of our scheduled sustainability issue briefings.

The Corporate Governance Committee oversees our climate change response, ongoing efforts in ethical and responsible sourcing and the embedding of human rights policies into our global operations and supply chain.

Complete Committee-level sustainability responsibilities are detailed in the [Committee charters](#).

## Risk oversight and management

Our Board — directly and through its Committees — is involved in the oversight of risks affecting our business, informed by our management’s risk assessment and risk management processes. The Board’s role in risk oversight is consistent with our company’s leadership structure: Management has day-to-day responsibility for assessing and managing risk exposure, while our Board and its Committees provide oversight, with particular focus on the most significant risks facing our company.

## Edgewell Leadership Team

The Edgewell Leadership Team (ELT), led by our CEO, governs and shapes sustainability policies, goals and initiatives and is briefed by our Global Sustainability Vice President. The ELT plays a key role in embedding and driving *Sustainable Care 2030* priorities in their respective business areas and reviews and approves our annual sustainability report.

## Global Sustainability Vice President

Our Global Sustainability Vice President reports to the Chief Operating Officer and is responsible for driving our sustainability strategy, embedding it as a key business enabler across the global organization and leading stakeholder engagement and sustainability reporting. The VP updates the ELT and the Board’s Corporate Governance Committee, as well as the full Board as appropriate, on sustainability-related topics.

## Sustainability Workstream Leaders and Champions

Sustainability Workstream Leaders and Champions are empowered, engaged and passionate individuals who serve as technical and regional experts. Workstream Leaders work in partnership with our Global Sustainability function and are responsible for implementing and tracking progress against our sustainability goals and key initiatives.



# FY24 Highlights

## Brands

# 90%

recycled and/or certified responsibly sourced fiber for fiber- and paper-based packaging across our product portfolio



# 100%

recycled plastic<sup>4</sup> barrels featured in CREMO's new range of antiperspirants and deodorants in the U.S.

# 1M+

individual menstrual health products (pads, tampons and liners) donated to nonprofit organizations by our Feminine Care team in FY24



# 23.6%

reduction in virgin petroleum-based plastic in disposable razor handles versus FY19 baseline

## Operations and Supply Chain



# 55%

of Edgewell manufacturing facilities achieved or maintained zero-waste-to-landfill in FY24

# ~95%

of lighting at most of our manufacturing facilities has been upgraded to energy-efficient LEDs



# 35%

reduction in waste across our manufacturing facilities in FY24, compared to our FY19 baseline

# 100%

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

## People and Communities

# 85%

of teammates reported feeling satisfied with Edgewell as a place to work in our annual Global Teammate Experience Survey

# 0.65

world-class injury rate achieved



# 37.5K+

recognition moments celebrating our teammates in FY24



# ~\$915K

U.S. dollars donated in charitable giving by Edgewell throughout FY24

<sup>4</sup> Barrels only; excludes barrel colorant, caps, labels and inserts.

# Awards and Recognition



Ranked one of **America's Most Responsible Companies** by Newsweek and Statista for the sixth year in a row, we proudly placed **#4** in our industry in 2025. This distinction reflects our deep commitment to responsible business practices, continuous improvement and creating a meaningful, lasting impact.



Recognized as one of **America's Climate Leaders** by USA Today based on its ranking of American companies that have achieved the greatest reductions in core GHG emissions intensity.



Ranked in the top 25 of companies listed on Forbes **America's Best Midsize Employers in 2025** — and ranked **#1** among those in the packaged goods industry. This recognition is a testament to our dedication to creating a workplace and culture where team members feel valued, supported and empowered in their roles.



Recipient of a **SmartWay® Excellence Award** from the U.S. Environmental Protection Agency as an industry leader in freight and supply chain environmental performance and energy efficiency. Edgewell was one of 18 shipper companies to receive this distinction, representing the best environmental performers of SmartWay's® more than 4,000 partners.

# Brands

*“Every day, Edgewell’s teammates around the world delivered on our purpose: to make useful things joyful. I’m proud of our progress this year, delivering high-quality products and unique, award-winning innovation that our customers and consumers love while continuing to enhance the overall sustainability of our portfolio.”*

*Dan Sullivan*  
Chief Operating Officer

We are committed to:

**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 of supporting a more circular economy

**Positive brand impact**

Actively using our “hero” brands to create positive impact

# Joyful by Design

Our brands and private label products represent the Edgewell name — trusted by people around the world and thoughtfully created to meet their needs. They're a source of everyday connection and a point of pride for our teammates. By making useful things joyful — from getting ready in the morning to enjoying fun in the sun — they're part of many of life's most memorable moments.

We strive to create thoughtfully designed choices that consumers love and to market them in ways that make everyone feel represented, no matter who they are. We want our products to work for everyone, so we target consumer-centric innovations that take inspiration from local insights and market needs.

Beyond being effective, we also know that consumers expect products that are responsibly made and packaged. That's why we're embedding the principles of sustainability deeper into design, identifying opportunities to reduce environmental impacts, supporting circularity in our packaging and maintaining high standards around our ingredients.

As they enrich consumers' daily lives, our brands also continue to show how — through partnerships with organizations, programs and subject matter experts — they can enhance their impact in a socially responsible way. In this way, we strive to build our positive impact as we do our small part in supporting society and helping to care for our planet.



# Designing for Sustainability

We know that what we do today has a lasting impact tomorrow. That’s why, as we continue to pride ourselves on creating products that deliver exceptional experiences and value, we strive to meet growing consumer demand for products and packaging with a smaller environmental footprint.

Across Edgewell, we are working to reduce our impact, embed circular design principles and make sustainability an important tenet of our approach to innovation. We recognize our role in helping advance more responsible consumption, which is why we are continually rethinking and reinventing the materials we use, where feasible, with a focus on reducing our material use and harnessing more recycled, renewable and recyclable materials.

Recognizing that no two markets are the same, we also take a regional innovation approach, enabling markets to tailor solutions to specific consumer and retail customer needs. By doing so, we can closely align our innovations with local market requirements, delivering products that are increasingly more inclusive and sustainable, and that meet the unique needs of our consumers.

As we create new products, we strive to balance product lifecycle considerations along with cost, quality, supply and consumer value. While it is not always possible to measure the precise impact of every change we make, we believe that we are moving toward a better, more sustainable portfolio.

## Embedding sustainability into product design

We strive to embed sustainability at every stage of product development. We start with putting consumers at the heart of our brands, recognizing their increasing interest in inclusive products that support wellbeing while creating less waste and having a smaller environmental footprint. It’s a sustainability ambition we share as we look for opportunities to design with product lifecycle, quality, cost and material considerations in mind.

We embed sustainability into our research and development processes, helping shape our thought processes and informing choices across our portfolio — including how we identify and evaluate the materials we use. We expect the same from our suppliers and partners.

A key business enabler, we also embed sustainability into our new product and packaging development process. This includes embracing a more circular mindset and striving to embed circular economy principles into our products and packaging, such as using more renewable, recycled or alternative materials.

By sourcing and manufacturing regionally, where feasible, we can further reduce the carbon footprint of our production process. Optimizing logistics can also contribute to our emissions reductions — such as by reducing the distance that materials and products travel and the number of trips needed to transport them. By doing so, we strive to balance environmental impact with the delivery needs of our customers.

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.



# Packaging Sustainability

Packaging plays a vital role in protecting and delivering personal care products that are essential to everyday life. We believe that packaging should be designed, sourced and made responsibly, with the aim of embracing opportunities to reduce the use of virgin petroleum-based plastic, create less waste and support a circular economy. We remain committed to continually considering the environmental impact of our packaging throughout its lifecycle, and collaborating, problem-solving and designing to improve the environmental footprint of our packaging.

Our sustainable packaging approach complements innovative design with a “reduce, replace, reuse, recycle and reimagine” approach.

- **Reduce:** We aim to reduce packaging where possible, such as reducing the amount of material we use in product packaging or in transporting products from our manufacturing facilities to consumers
- **Replace:** We look to replace virgin materials with recycled alternatives, such as recycled plastic and paperboard, without compromising our product quality and regulatory compliance
- **Reuse:** We are exploring reusable packaging format opportunities as an additional way to reduce waste and support circular economy principles
- **Recycle:** We design packaging with end-of-life in mind and strive to enhance recyclability when feasible
- **Reimagine:** We foster a sustainable packaging innovation mindset and incorporate sustainability considerations in upfront package innovation and continuous improvement

As we develop new packaging, we continuously explore opportunities to improve performance, drive sustainability and meet the needs of our customers and consumers. Consumer acceptance, material availability and costs represent some of the macro-challenges we face as we deliver on our objective without compromising on protection, regulatory compliance, product efficacy and safety. As of FY24, 69.8% of our razors and blades plastic packaging is recyclable, compostable or reusable, which represents a 6% increase from the prior fiscal year. We continue to research and actively explore solutions that could help us advance our sustainability objectives while also addressing the growing inherent challenges and constraints.

## Continued packaging progress

In FY24, we continued to advance our efforts to find more ways to shift from plastic blister packs to paper-based cartons, incorporating recycled plastic content and delighting consumers with the launch of a new suncare packaging innovation that features a reusable sprayer<sup>5</sup> with corresponding refill bottles that are recyclable where facilities exist, among other efforts.

We also identified more ways to reduce the amount of material we use across our packaging formats and continued to shift from nonrecyclable to recyclable packaging materials where possible. Additionally, where feasible and cost-effective, we continue to work to increase our use of fiber- and paper-based materials with recycled and/or certified responsibly sourced virgin fiber material in our packaging.

**90%** recycled and/or certified responsibly sourced fiber for fiber- and paper-based packaging across our product portfolio.



<sup>5</sup> Can be used up to 14 times.

# Supporting Product and Packaging Recycling

We know that an important aspect of making our products more sustainable extends beyond product design and includes how they are disposed of at the end of their useful lives. We also know that consumers can find it challenging to know how best to dispose of products and packaging where they live.

That’s in part because recycling capabilities vary across communities. Additionally, few municipalities have the infrastructure to collect and process smaller items like razors and blades, as well as some packaging types, through curbside recycling.

To help support our consumers in their recycling efforts, we offer a range of consumer-focused initiatives and resources that support effective waste management, such as:

- **Recycling information for product packaging:**

In the U.S. and Canada, our products carry the How2Recycle® label, and in Australia and New Zealand, we include the Australasian Recycling Label where feasible.

- **Convenient consumer take-back programs:**

In the U.S., we partner with a third party to offer a [nationwide recycling program](#) for SCHICK-branded disposable razors. In the U.K., BULLDOG offers a [free take-back service](#) in partnership with First Mile®, which helps consumers divert tube packaging and razor blades from landfill.

Additionally, we recognize the value of engaging across industries to accelerate packaging sustainability and circularity on a wider scale. We maintain memberships and engagements with various packaging-related organizations, which enables us to evolve our own packaging while contributing to industry discussions. For example, we engage with organizations such as the Australian Packaging Covenant Organisation, RecyClass™ and the Sustainable Packaging Coalition®.

**Schick XTREME 3 SENSITIVE BLADES**

3 flexible blades adapt to any contour and a lubricating strip, formulated with aloe, fights skin irritation.

3 Long Lasting Blades

Handle made with 70% Recycled Plastic and is Recyclable\*\*

3 Flexible Blades Adapt and Contour

Lubricating Strip with Aloe

**\*\* Recyclable Razor. Learn how to recycle your razor at edgewellrecycling.com**

Edgewell

Questions? 1-800-SHAVERS schick.com

PAPER BOX PAPER INSERT



# Choosing Our Ingredients

We take product formulation and design seriously. Our formulation and design standards are guided by the latest scientific research and new and emerging regulatory requirements. To meet our quality and [safety standards](#), each product must pass a series of rigorous safety evaluations — something that is particularly important when identifying ingredients for use in our products. We also engage and actively listen to what matters most to our customers and consumers, and we regularly review our formulations and make ingredient decisions to meet their expectations.

Since FY22, our sun care brand products have not used oxybenzone and octinoxate.<sup>6</sup> In FY24, we continued our work in addressing the use of these ingredients in a small number of our grooming brand products. We are also continuously working to phase out the use of parabens and microplastics from our remaining products.<sup>7</sup>

## Principles for ingredient use

We believe safe products start with safe raw materials. Our [ingredient principles](#) guide our selection decisions and are designed to enable a consistent global approach to safety and effectiveness in our product design process.

Our testing is related to the unique benefits each product provides, as well as our own safety, quality and efficacy specifications. To study any potential skin compatibility

concerns, we conduct testing on our product formulations carried out by independent third-party experts. We share our Ingredient Selection Policy with all our suppliers before selecting any raw materials for use in our products to confirm they meet our expectations. We also monitor chemical compliance to ensure we continuously meet or exceed all relevant government requirements.

## Being transparent about fragrances

To give consumers peace of mind, all our fragrances are developed by fragrance houses that comply with our comprehensive safety and regulatory standards and those of the [International Fragrance Association](#). We publicly disclose our [Fragrance Safety Principles](#).

## Respecting animal welfare

We support a global ban on animal testing for cosmetics and only test on animals in markets where it is legally required. We continue to work with the International Collaboration on Cosmetics Safety and our other industry associations to encourage the development and regulatory acceptance of animal-free testing methods.

Additionally, we are pleased to see the publication of research that supports a nonanimal approach for evaluating sunscreen active ingredients.



<sup>6</sup> Excludes existing SPF 80 and 100 products sold only in select stores and markets.

<sup>7</sup> Edgewell continually assesses its product formulations and will comply with evolving microplastic regulations as they come into force.

# Innovating Products Consumers Love

At Edgewell, we are driven to continually create joyful everyday products that offer something for everyone.

Across shave, suncare, grooming, skin care and feminine care categories, our well-loved brands deliver consistently high-quality products that follow clear ingredient stewardship principles and science-backed research to put consumers first.

Our product range continues to grow and evolve — including by becoming increasingly sustainable — whether in the materials they use, the packaging they are shipped in or the way we manufacture them. In other ways, our portfolio stays the same. Across all categories, our leading names continue to offer accessible, affordable products that deliver the protection, comfort and quality that our consumers know to expect.

We're proud of our progress as our brand teams continue to bring innovative new and improved products to market, each one tailored to unique category opportunities, challenges and consumer preferences. This includes striving to continue creating products that make people feel heard and empowered, no matter who they are, and to leverage our brands in support of broader social and environmental impact.



# Shaving

Our shaving brands and private label business, Edgewell Custom Brands, support consumers in looking and feeling their best, however they choose to express themselves. As one of the world’s leading hair removal manufacturers, we pride ourselves on creating high-quality, innovative products that our customers and consumers know, love and trust to deliver a feel-good experience. And we’re not stopping there. We are also working hard to find ways to reduce plastic waste and embed circularity principles into our razor handle designs and packaging.



## Making hygiene accessible

In the U.K., our WILKINSON SWORD brand team partnered with Tesco and the charity In Kind Direct to support a retail campaign aimed at addressing hygiene poverty. For every two qualifying products purchased at Tesco during the two-month campaign, WILKINSON SWORD donated one hygiene item — contributing over 21,000 products in total.

## Championing womankind

Since day one, our BILLIE brand has partnered with women-first organizations in its quest to empower women worldwide. BILLIE donates to a number of charitable organizations that support womankind each year.



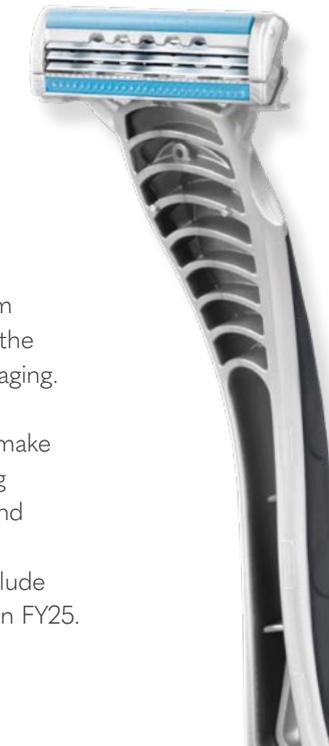
## Making a great shave even better

Our WILKINSON SWORD brand team in Europe is working hard to enhance the recyclability of our systems razor packaging. By removing plastic windows in favor of fully paper-based boxes, we aim to make the packaging easier to recycle. Having started with women’s systems razors and men’s HYDRO systems razors in FY24, the team is expanding its efforts to include more men’s systems razors beginning in FY25.



## Same great shave, less plastic waste

In FY24, our SCHICK brand introduced a new XTREME 3 handle at Club retailers in the U.S. This handle is lighter weight by design — using 58% less plastic than the previous handle — and incorporates 75% recycled plastic material.



## Masterfully cutting virgin plastic use

In Europe, our WILKINSON SWORD brand team continues to find more ways to reduce the use of virgin petroleum-based plastic in key product lines. In FY24, we upgraded our ESSENTIALS 3 razor handle to include 30% recycled plastic.

# Suncare

We want to help everyone experience more joyful moments under the sun, knowing their skin is protected. That’s why our suncare brands strive to create products that work for every person, with most of our suncare range designed to blend in across skin tones. Our ingredient choices are guided by a set of core ingredient principles that help to ensure our formulas are always made to be safe and effective. And we love to innovate and find new ways to make our products even better — whether that’s expanding our selection of mineral formulations, launching the first reusable sprayer in the sunscreen category or increasing the use of recycled materials in our packaging where feasible.



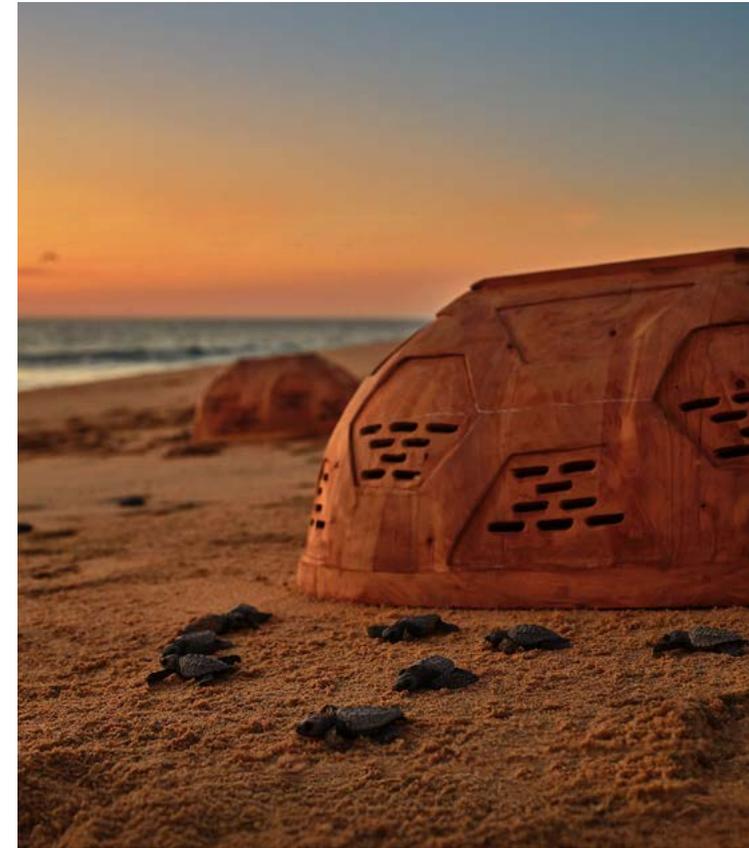
## The beauty in recycled plastic

In Europe, we continue to advance our use of recycled materials across our suncare packaging. HAWAIIAN TROPIC Glowing Protection Oils and Aloe Gel products are now packaged in bottles made from 100% recycled plastic.<sup>8</sup> Additionally, all lotion sunscreen bottles produced in Europe now include 50% recycled plastic<sup>8</sup> — helping eliminate approximately 91 metric tons of virgin plastic.



## Even more fun in the sun

In early FY25, BANANA BOAT launched six new formulas<sup>10</sup> in the U.S., designed to improve rub-in across a wide range of skin tones. By refining these formulations, we’ve ensured our products meet our consumers’ efficacy needs while at the same time are even more enjoyable to use, no matter your skin tone.



## Spray. Reuse. Repeat.

BANANA BOAT 360 COVERAGE Sunscreen Mist features a reusable non-aerosol sprayer<sup>9</sup> and corresponding refill bottles that are recyclable, where facilities exist. This innovative format is set to further expand across the BANANA BOAT portfolio in FY26 and was honored as a finalist for the U.S. Plastics Pact Sustainable Packaging Innovation Award in the Refill category in FY24.



## Protecting sea turtles from the sun

In Latin America, BANANA BOAT expanded its Nest Domes project to the Puerto Escondido region in Mexico, deploying 15 new domes in early 2025. We are proud of our continued partnerships with The Colombian Sea Turtle Conservation Project, Rancho San Cristobal and VML to create natural domes designed to help regulate sand temperatures and support the potential hatching of a more balanced proportion of male and female sea turtle eggs. To learn more about the Nest Domes project, read our [Biodiversity section](#).

<sup>8</sup> Bottles only; excludes bottle colorant, cap, sprayer and pump components and labels.

<sup>9</sup> Can be used up to 14 times.

<sup>10</sup> New and reformulated products include BANANA BOAT and BANANA BOAT SPORT SPF 50 Mineral Lotions, BANANA BOAT SPORT SPF 50 Face Lotion and the BANANA BOAT SPORT Lotion range.



# Feminine Care

We're passionate about making reliable feminine care products for women of all ages so that they can live actively, joyfully and confidently at any stage of their lives. And we want everyone who needs it to have access to period products, which is why we're committed to partnering with nonprofit organizations that help get period products to those in need. In addition to caring for communities, we're always looking for ways we can improve — and that includes how we design our products and the materials we use, with a focus on reducing plastic use where feasible and without compromising product quality.



## Comfort without compromise

In FY24, CAREFREE launched a range of Ultra Thin pads in the U.S. featuring a top layer made with VEOCEL™-branded lyocell fibers. Derived from wood sourced from responsibly managed forests, these fibers are used to create a non-plastic top sheet that maintains the absorbency, breathability and comfort consumers expect. This high-performance material offers an alternative to plastic — and in FY24 alone, the switch helped avoid the use of approximately 218 metric tons of virgin plastic.

## Making period care more accessible

Girls Helping Girls. Period. is a U.S.-based nonprofit dedicated to raising awareness about the need for menstrual products, collecting and distributing those products and advocating for systemic change. The organization works to provide essential products to food pantries, social service agencies and community groups while also hosting workshops and offering consulting services to promote affordable menstrual management solutions. We're proud to continue supporting their mission, donating over 1 million individual menstrual health products (pads, tampons and liners) in FY24.

Additionally, we maintained our partnerships with Women's Shelters of Canada and Food Banks of Canada, donating nearly 10,000 packs of pads and tampons to violence against women shelters and food banks, helping ensure more women and girls have access to the period products they need.

# Skin Care

Hand hygiene is central to the health and safety of people and communities, and we're proud that our antibacterial hand cleansing products play a role in enabling that. We offer quality hand hygiene products with kind-to-your-skin formulas available in a variety of convenient formats, so our consumers can stay clean with WET ONES by their side. And, where feasible, we're working hard to find ways to make our product offerings more sustainable, such as by offering plant-based<sup>16</sup> hand wipes in select markets and striving to reduce virgin plastic use in packaging.

## Supporting recovery, one wipe at a time

In FY24, we donated nearly 45,000 units of WET ONES 24-count wipes to support communities affected by Hurricane Helene through our partnership with Good360, a nonprofit that helps distribute critically needed goods to those in crisis. Much of the donation was deployed across North Carolina, where hundreds of homes were destroyed and thousands more were damaged. Additional product was prepositioned in other regions to aid in long-term recovery efforts.

<sup>16</sup> Wipes substrate is made with plant-derived fibers.

<sup>17</sup> Effective at killing 99.99% of many common harmful bacteria in as little as 15 seconds.

## Plant-based freshness

Our WET ONES plant-based antibacterial hand wipes are made with soft, plant-derived fiber — which is a renewable resource that can be replenished over time — and leave hands feeling clean and refreshed. Available in Canada and the U.K., these non-plastic antibacterial wipes are tough on germs and gentle on skin, killing 99.99% of germs.<sup>17</sup> Pediatrician-tested and free from parabens and added dyes, these hypoallergenic wipes are the perfect daily partner for whenever water and soap aren't available.



# Operations and Supply Chain

*“Innovation isn’t just a product story at Edgewell — it’s a mindset that drives how we manufacture, source and operate every day. We’ve moved beyond the quick wins and are building real momentum by embedding sustainability into the heart of our operations. Whether it’s designing smarter supply networks, choosing better materials or reducing our environmental footprint, we’re pushing forward — staying focused, staying energized and doing the hard work that lasting impact requires.”*

*Paul Hibbert*  
Chief Supply Chain Officer

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

#### **Environmental footprint reduction**

Continuing to reduce our environmental footprint in our globally owned and operated manufacturing facilities

#### **Supplier engagement**

Actively engaging with our suppliers so that they can meet our social and environmental standards

#### **Responsible sourcing**

Ensuring that as many of our ingredients and materials as possible are responsibly sourced

# Managing Our Operations

We believe in operating responsibly, acting with intention and staying focused on our commitments. To advance in our sustainability journey, we actively seek innovative solutions, embrace new opportunities and incorporate sustainable practices throughout our operations and supply chain.

As we continue to embed sustainability into our daily operations and decision-making, we are confident that our steady progress will create a lasting impact, propelling us toward our ambitious goals.

Across our global business, we work alongside our passionate teammates as we continue our efforts to reduce greenhouse gas (GHG) emissions,<sup>18</sup> energy consumption, waste and water use. We also remain focused on responsibly sourcing ingredients and materials and engaging with our suppliers to help ensure they uphold our social and environmental standards.

## Guided by our policy framework

We have a comprehensive set of Health, Safety, Environmental and Sustainability (HSES) policies and standards covering 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.

This framework guides our work and provides a systematic and consistent approach with the goal of driving positive change and taking appropriate steps toward significant, lasting improvements.

In FY24, we updated our HSES standards scorecards. These scorecards outline the requirements for each HSES standard and are completed by each manufacturing facility. The scorecards help demonstrate compliance to the standard’s requirements and identify any gaps that need to be addressed.

## Going above and beyond

When possible, we aim to perform above and beyond Environment, Health and Safety (EHS) regulatory requirements, laws and globally recognized standards.

We require all our manufacturing facilities to implement and maintain EHS management systems consistent with International Organization for Standardization (ISO) 14001 and 45001 standards. These globally recognized standards require that facilities maintain robust systems for managing and controlling environmental impacts, safety risks and hazards. Our facilities are internally audited, measured and scored against our policies and standards, with a focus on compliance and continual improvement.

Several of our sites have been formally certified under ISO 14001 and 45001. In addition, we are proud that our Milford and Dover, U.S., facilities are recognized as [Occupational Safety and Health Administration \(OSHA\) Voluntary Protection Program \(VPP\) Star facilities](#).

We support all our facilities in their pursuit of OSHA VPP or ISO certifications. In FY24, to help our facilities further explore site certification readiness, we initiated a gap analysis aimed at evaluating site compliance preparedness. As a result of this analysis, our Solingen, Germany, facility is embarking on its ISO 45001 certification journey in FY25.

## EHS certifications

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, CT, U.S. Solingen, Germany Guangzhou, China Teplice, Czech Republic
Medical Devices — Quality Management Systems (ISO 13485)	Dover, DE, U.S.
Occupational Health and Safety Management Systems (ISO 45001)	Guangzhou, China Teplice, Czech Republic
Quality Management System (ISO 9001)	Milford, CT, U.S. Knoxville, TN, U.S. Obregón, Mexico Solingen, Germany Teplice, Czech Republic Guangzhou, China
Social Accountability Certification (SA 8000)	Guangzhou, China



# Acting on Climate

The impacts of climate change are being felt around the world, with increasingly severe and unpredictable weather patterns contributing to natural disasters like hurricanes, flooding, drought and wildfires. These impacts can disrupt lives, affect human health and destroy natural ecosystems around the globe.

Through our *Sustainable Care 2030* strategy, we have committed to reducing GHG emissions associated with our operations and contributing to other solutions that help address the climate challenge.

Following climate science aligned with a 1.5°C pathway, we've set a goal to reduce our GHG emissions by 50% by 2030, compared to FY19. Our ambition is to go beyond this goal by achieving carbon neutrality across our global operations for both direct (Scope 1) and indirect (Scope 2) emissions.

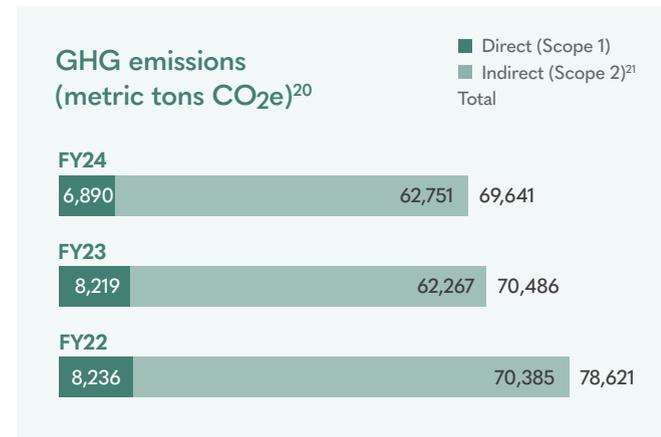
To make progress and chart a course to carbon neutrality, we are actively working to detail our approach and actions to help move us toward achieving our goals, which may include efforts such as energy efficiency, electrification, GHG emissions-reduction projects and procurement of renewable electricity. Our approach may also include the limited procurement of certified carbon offsets to address any remaining emissions we are unable to reduce or eliminate.

Across our value chain, we are also working hard to evaluate our GHG impacts, aiming to identify opportunities and strategies to reduce emissions and decarbonize our business over time, to the extent possible.

## Reducing our GHG emissions

We continued to focus on reducing our operational GHG emissions (Scope 1 and 2) throughout FY24 and observed a slight decrease in GHG emissions versus the prior fiscal year. Reductions in FY24 were due, in part, to changes in production volume, energy conservation projects and a partial shutdown of the operations at our WET ONES manufacturing facility due to a fire that occurred on-site, while we also saw some increases in regional emissions factors. Our overall performance against our targets remained on track, with a GHG emissions reduction of 22.8%<sup>19</sup> versus our FY19 baseline.

We calculate our GHG emissions in alignment with the GHG Protocol, and each year we engage an external third party to perform limited assurance over our Scope 1 and 2 GHG emissions metrics. See our latest [CDP Climate Change response](#) for more details.



<sup>19</sup> In FY24, we slightly adjusted our historical GHG emissions data, due to minor data entry corrections.

<sup>20</sup> Our GHG emissions data includes all Edgewell-owned and -operated facilities across our global operations (office, manufacturing and research facilities and warehouses). In FY24, we slightly adjusted our historical GHG emissions data due to minor data entry corrections.

<sup>21</sup> Scope 2 emissions are calculated according to the market-based method.

## Conserving energy

A key focus of our climate efforts is energy use — from the types and amounts we use to exploring new practices and technologies, we are working to drive energy savings and enhance operational efficiency. Since our energy use can fluctuate based on facility-specific production needs, we also continue to seek ways to improve energy intensity.

We track and regularly review our energy use and conduct internal energy audits, which help to identify areas for improvement, such as through upgrades to production processes, lighting, chillers and HVAC systems. For example, the vast majority of our manufacturing facilities have transitioned to energy-efficient LED lighting for 95% or more of their lighting, enhancing the energy efficiency of our operations. Our teammates continue to work hard to identify, implement and measure a range of energy-conservation projects. In FY23, we met our 2030 goal to reduce energy use by 10% ahead of schedule, with an 11.3% reduction versus our FY19 baseline.

### Energy use by type<sup>22</sup> (gigajoules)

	FY22	FY23	FY24
Electricity	680,454	651,432	627,091
Fuel oil	119	1,442	155
Natural gas	151,035	135,966	111,008
Propane	59	66	75
<b>Total</b>	<b>831,667</b>	<b>788,906</b>	<b>738,329</b>

## Driving energy efficiency across our operations

- Our Teplice, Czech Republic, facility implemented a number of energy use-reduction projects in FY24. From installing new, more efficient equipment, including molding machines and dryers, to streamlining efficiencies in existing HVAC units, the team was able to save an estimated 175 metric tons of CO<sub>2</sub>e annually.
- Our manufacturing facility in Milford, U.S., implemented improvement projects that are estimated to reduce energy use by over 1.3 million kWh (over 336 metric tons of CO<sub>2</sub>e) annually. This included optimization of the existing compressed air generation system and utilization of a centrifugal compressor. The team also installed flow meters and upgraded the demand controllers, improving the overall energy utilization of this equipment. Additionally, the team implemented a water treatment process for the boilers, cooling towers and water chillers.



<sup>22</sup> In FY24, we slightly adjusted our historical GHG emissions data due to minor data entry corrections.

## Optimizing through regionalization

Regional manufacturing can provide many benefits: from increasing efficiencies and supporting more agile customer service to minimizing time to market and allowing us to better manage potential disruptions. It can also help us reduce our environmental footprint.

By optimizing the locations of our manufacturing facilities, warehouses and distribution centers (DCs), we can streamline delivery routes and shorten the distance components and products need to travel, which is key to helping us reduce GHG emissions from transportation. That's why regionalizing our manufacturing and optimizing our logistics are important focuses of our business strategy — plus, it helps us advance our sustainability objectives.

Regionalization also helps us to build resilience against global disruptions. By increasing regional sourcing and building local capacities, we can safeguard our ability to deliver products to consumers across our markets.

## Embracing smarter logistics

As a global company, we transport components and products around the world. We rely on a range of carriers and transportation modes to meet our logistics needs, including ships, planes, rail and trucks. We aim to optimize freight efficiencies, transportation logistics and operational strategies, choosing the most cost-effective and sustainable options. We also make it a priority to avoid air freight wherever possible.

Where feasible, we explore fuel-saving technologies and lower-emission alternatives for logistics, evaluating available options within our manufacturing regions. This includes assessing efficiencies, improvements and shifts toward low-emitting modes that may reduce our emissions and wider environmental footprint.

To remain informed of the latest logistical developments, we frequently assess carriers to identify the most fuel-efficient options. We also work with our vendors to reuse, refurbish and recycle pallets to get the most value out of the materials utilized in our logistics processes.

We are always looking for smarter ways to optimize and manage our distribution, for example:

- **Choosing efficient freight carriers:** We participate in the U.S. Environmental Protection Agency's (EPA) SmartWay® program to identify low-emitting carriers in the U.S. and collaborate with partners globally to find fuel-efficient alternatives
- **Maximizing truckloads:** We optimize orders by adjusting transport frequency, minimum order quantities and combining shipments to reduce freight miles
- **Reducing empty miles:** We seek backhaul opportunities to minimize empty miles after deliveries, where feasible
- **Consolidating shipments:** We work with partners to pool multiple shipments into a single truckload, reducing the number of trucks needed for deliveries

## Recognized for excellence in freight management

In the U.S., we ensure the carriers we partner with are approved by the EPA SmartWay® program, a voluntary initiative that helps companies identify and select more efficient freight carriers, service providers, transport modes, equipment and operational strategies. In FY24, we were proud to have been a recipient of the SmartWay® Excellence Award, which recognizes partners that have optimized the environmental performance and efficiency of their freight management operations.

# 99%

*of our U.S. shipping by volume and distance was completed by U.S. EPA SmartWay® carriers during FY24 (versus a peer average of 80%).*



# Reducing Waste

We aim to limit the amount of waste that goes to landfills and to ensure valuable resources remain in use for as long as possible. Across our manufacturing facilities, we are working hard to divert waste and production by-products through recycling, reuse and other methods while also finding ways to minimize overall waste. By doing so, we can move closer to our pursuit of zero-waste-to-landfill across our manufacturing facilities by 2030.

Our waste management program is guided by our HSES standards, which define our approach to identifying, handling and minimizing a range of waste types — including business, hazardous, nonhazardous and chemical waste — and pollution prevention. This program includes a requirement for all manufacturing offices and production facilities to establish a comprehensive waste inventory as well as to identify, develop and prioritize waste minimization opportunities annually. Edgewell’s approach to waste minimization is through the reduction or elimination of waste at its source and through the recycling, reuse or recovery of waste that cannot be eliminated.

Each year, our procurement group meets with our manufacturing facilities to discuss improvement opportunities and collaborate globally to share best practices, track and evaluate effectiveness, and continually improve waste management programs.

## Managing facility waste

Our zero-waste-to-landfill ambition is global, but we recognize that each facility can have different waste streams or unique challenges to overcome. That’s why we have created detailed, discrete waste inventories for each facility that give us a better picture of our progress and help us identify areas for improvement. Each quarter, we review individual sites’ waste projects, including strategies for waste reduction, repurposing, recycling or conversion of waste into energy.

## Zero-waste-to-landfill progress

In FY24, we continued our work to reduce waste, including through facility-level projects that included diverting waste streams to recycling or reuse instead of landfill, treating wastewater on-site, finding vendors and working with suppliers to find alternative methods for handling waste, and substituting materials with reusable alternatives.

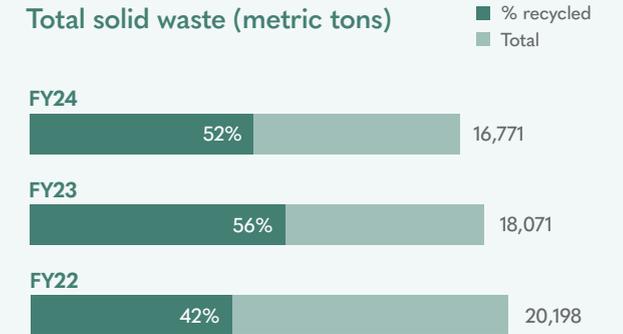
Reducing waste is a complex, multifaceted task, so we take care to celebrate progress. Six of our facilities have achieved and maintained zero-waste-to-landfill status: Solingen, Germany; Teplice, Czech Republic; Hanover, Canada; and Milford, Knoxville and Dover, U.S. This requires considerable and continuous effort, and we continue to support our remaining sites in identifying alternative diversion routes to move them closer to achieving zero-waste-to-landfill status.

### Waste (metric tons)<sup>23</sup>

Nonhazardous solid waste	FY22	FY23	FY24
Landfilled	3,591	2,433	2,154
Recycled	8,358	10,026	8,606
Treated	8,121	5,331	5,365
<b>Total</b>	<b>20,070</b>	<b>17,790</b>	<b>16,126</b>
% recycled	42%	56%	53%

Hazardous solid waste	FY22	FY23	FY24
Landfilled	—	—	1
Recycled	36	76	99
Treated	92	205	545
<b>Total</b>	<b>128</b>	<b>281</b>	<b>645</b>
% recycled	28%	27%	15%

### Total solid waste (metric tons)



### Hazardous solid waste by region in FY24 (metric tons)

Location	Solid waste (metric tons)
North America	516
Asia-Pacific	9
Europe	21
Latin America	99
<b>Total</b>	<b>645</b>

**35%** *reduction in waste across our manufacturing facilities in FY24, compared to our FY19 baseline, including diverting over half of all nonhazardous waste to recycling.*

**55%** *of Edgewell manufacturing facilities achieved or maintained zero-waste-to-landfill in FY24.*

<sup>23</sup> Edgewell’s waste and recycling data covers owned and operated manufacturing and research facilities.

# Conserving Water

Although we don't use water extensively in our operations, we do recognize the opportunity we have to contribute to water conservation, and we are committed to reducing our operational water use through identifying effective solutions that can deliver reductions. In FY23, we met our 2030 goal to reduce water use by 5% versus our FY19 baseline ahead of schedule.

Our internal Water Conservation Standard clearly outlines how, at the local level, our facilities should manage water use, including identifying targets and measuring performance, developing annual water-conservation objectives and responding to local drought conditions. Each facility also completes a water balance to determine its use by activity.

Our Water Pollution Standard directly references and incorporates the U.S. EPA's Total Toxic Organic Effluent Guidelines and requires each site to meet all local/state discharge limits and other requirements at a minimum. Where no discharge limits or requirements have been established, our standard provides numerical limits for specific pollutants, developed with reference to industry best practices and based on a review of existing local discharge requirements.

In FY24, we enhanced our water data collection system to provide more accurate and granular data, improving visibility to better inform our strategy and approach. We also continued our efforts to improve on-site meterage and explore other opportunities to improve our data, potentially leading to more water-efficient projects.

During the year, we also continue to drive operational efficiencies, uncovering and addressing water use inefficiencies such as correct-sizing oversized water pumps and resolving potential leaks.

## Understanding local water issues

As part of our ongoing commitment to sustainability, we continue to assess and address local water issues across our facilities. Building on a comprehensive water-issues assessment conducted in FY22, which included evaluating accessibility, availability and quality of water in regions of high water stress, we developed tailored action plans for each site, informed by location-specific water risks identified during workshops. We regularly track progress through internal training and check-ins, ensuring continued focus on water challenges at each site.

### Water withdrawal (cubic meters)<sup>24</sup>



## Ongoing upgrades at Milford

In FY24, our Milford, U.S., teammates continued to make a series of improvements to reduce energy use and water withdrawal, expanding on the major upgrades to the HVAC equipment conducted in FY23.

Additionally, building on the success of a previous installation, the team converted an additional steel strip cleaning line from a mineral spirit-based treatment to using only recirculated hot water. By switching cleaning methods on this line, we eliminated the need to continuously rinse the steel strip, which in turn lowers the facility's water use by over 900 cubic meters per year.



<sup>24</sup> Edgewell's water data covers water withdrawn at owned and operated manufacturing and research facilities.

# Biodiversity

We find joy in creating products that people love while also doing our small part for our shared world.

Our commitments guide us in conserving natural resources, responsibly sourcing ingredients and materials when possible and playing a role in protecting biodiversity. We continue to make progress on our efforts for [responsible fiber and palm oil sourcing](#).

We aim to use fiber- and paper-based packaging made using recycled or responsibly sourced materials that are certified by recognized organizations. In this way, we can help contribute to forest protection — recognizing forests as invaluable in mitigating climate change and as crucial habitats for diverse plant and animal species.

We also maintain membership of the Roundtable on Sustainable Palm Oil (RSPO), a member organization focused on minimizing the negative impacts of palm oil production on the local environment, wildlife and communities. This includes taking collective action to preserve peatland and forests of High Conservation Value and High Carbon Stock, which also helps protect the habitats of endangered species.

## Inspiring local actions

Around the world, our manufacturing facilities and teammates continue to work to support their local environments. From coastal cleanups, litter collections, tree planting programs and so much more — our teammates care deeply about helping to do their small part to protect and preserve nature. To learn more about their efforts, read our [People and Communities](#) section.

## Protecting sea turtles with nesting domes

During incubation, sand temperatures determine a sea turtle's sex. With temperatures changing, research has shown that today, up to 99% of sea turtles are born female,<sup>25, 26</sup> putting the species at a growing risk of extinction.

Since FY22, BANANA BOAT has supported conservation efforts through the Nest Domes program, in partnership with organizations including The Colombian Sea Turtle Conservation Project, Rancho San Cristobal and VML. By deploying natural domes designed to regulate sand temperatures, the project strives to create the shaded and ventilated conditions needed to hatch an even number of female and male newborns. The domes are designed to lower temperatures by approximately 4°C, which, if maintained, means they could be 90% effective at achieving an even proportion of eggs.<sup>27</sup>

The project's first 20 Nest Domes, located in Santa Marta, Colombia, and Baja California Sur, Mexico, offer the area's five sea turtle species the opportunity to nest thousands of eggs per season in these shaded conditions. Across 2022–2025, an estimated 5,500 eggs have hatched under the protection of the Nest Domes.

Building on this success, in 2025, we were proud to support the project's expansion to Mexico's Puerto Escondido region with Vivemar and VML. With 15 new domes, the initiative may protect an estimated 50 nests — and over 4,000 hatchlings.



25 Source: Blechschmidt, J., Wittmann, M. J. & Blüml, C. (2020). "Climate change and green sea turtle sex ratio — preventing possible extinction." *Genes*, 11(5), 588. Retrieved from: <https://doi.org/10.3390/genes11050588>.

26 Source: Moncada, F. G., Azanza, J. & Nodarse, G. (2020). Retrieved from: "Sea turtles and climate change in Cuba." *Cuba: Environment and Development*, 11(20). Retrieved from: [www.bluesanctuary.org/wp-content/uploads/2019/11/106.pdf](http://www.bluesanctuary.org/wp-content/uploads/2019/11/106.pdf).

27 To date, no safe program has been developed to effectively test the sex of newly hatched turtles at birth, which have yet to develop easily identifiable physical characteristics.

## Reforestation for biodiversity

Since FY22, we have partnered with the Arbor Day Foundation and supported the planting of over 44,000 trees across areas of the U.K., Australia, U.S. and South America. Over the next 40 years, these trees are projected to help restore 81 acres and sequester almost 23,000 metric tons of carbon (equivalent to 4,994 fewer cars on the road for one year).<sup>28</sup>

In FY24, we advanced our efforts to help restore the Polylepis forest in the Andes Mountains — a critically important but often overlooked ecosystem. This forest supports Andean and Amazon watersheds, providing fresh water to hundreds of thousands in local communities and cities, and serves as vital habitat for a variety of hummingbird populations, including several endangered ones. Today, less than 10% of this critical forest type's natural range remains.

Our FY24 efforts supported the planting of 17,000 native trees in Aquia and the Calipuy National Sanctuary. In Aquia, a legally protected area was recently established to allow this restoration work to begin; in Calipuy, previously degraded forests were restored through partnerships with two local communities. These efforts, led with Indigenous community collaboration, also aimed to preserve the existing forest canopy.

Forest ecosystem restoration in this region strengthens long-term water security for vulnerable high-Andes populations and expands wildlife habitat — especially for more than 50 hummingbird species, including the black metaltail, black-breasted hillstar and bronze-tailed comet. This project is especially meaningful to us, as Polylepis forests are home to one-third of all known hummingbird species — Edgewell's emblem.



# Respecting Human Rights

It matters deeply to us that our teammates and our suppliers' employees have access to fair and inclusive working environments. Across our global operations and in our supply chain, we promote respect for human rights and sustainable business practices.

We recognize that our potential human rights impacts go beyond our own operations into our supply chain. We continually review and improve our Ethical and Responsible Sourcing program to ensure alignment between our [Human Rights Policy](#) and business activities.

To ensure our teammates understand our stance and expectations, we include a human rights module as part of our annual [Edgewell Code of Conduct](#) training. We also require our business partners to comply with our [Supplier Code of Conduct](#) and expect that they cascade this commitment to human rights to other business relationships and throughout their own supply chains.

## A dedicated Human Rights Policy

Our Human Rights Policy aligns with key values and principles found in internationally recognized human rights standards, including the UN Guiding Principles on Business and Human Rights (UNGPs).

In developing the policy, we conducted a gap analysis, reviewing our existing policies, practices, procedures and governance. We also interviewed key stakeholders and carried out industry benchmarking. At the same time, through a robust analysis, we identified our most salient human rights issues — based on our industry and business activities — for our operations and supply chain. For more detail on the process, see our [FY22 Sustainability Report](#).

## Our salient human rights issues

Through the development of our Human Rights Policy, we identified the following human rights issues as being salient to Edgewell (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, reporting on our actions and potential changes to our issues as appropriate.



# Ethical and Responsible Sourcing

We want Edgewell’s products, where possible, to contain high-quality ingredients and materials that are sourced in a responsible way.

We are committed to [respecting human rights](#) and promoting sustainable business practices across our entire value chain, so we work with our suppliers to ensure they understand and uphold our social and environmental standards and strive to treat all workers with fairness, decency and respect.



## Our five-step approach to managing our Ethical and Responsible Sourcing program:

### 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 and Engagement

Our supplier management practices are designed to ensure our sourcing activities and supplier conduct meet our expectations, with the support of consistent communication and active engagement with our suppliers.

### 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 sustainability 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.

## Our approach

Sustainable and ethical sourcing has long been a priority for us. We work across our global team to identify ways to embed sustainability into our processes in a systematic way. In FY24, we produced additional guidance for procurement leaders addressing specific materials to better support them in integrating sustainability into their day-to-day work.

In striving to promote sustainable business practices across our entire value chain, we aim to work with organizations that share our values, and we expect our suppliers and business partners to uphold ethical business practices. We detail our expectations — and conditions for partnering with Edgewell — in our [Supplier Code of Conduct](#), including our standards related to:

- Labor and human rights (including nondiscrimination, forced labor, child labor, working hours, wages, benefits and freedom of association)
- Environmental management
- Health and safety
- Ethics and anti-corruption

Edgewell does not tolerate modern slavery or human trafficking either in our own teams or those of our suppliers.

We communicate regularly with suppliers, customers and other stakeholders around our sourcing practices, and we work to support customers with their own sustainability priorities.

## Monitoring supplier sustainability performance

Sustainability is a core consideration of our supplier performance management. We pursue multiple avenues for engagement to understand supplier sustainability efforts and provide our suppliers with recommended actions to improve their sustainability score, which represents their sustainability performance and understanding of ethical and responsible sourcing practices.

### Engaging with suppliers

We partner with EcoVadis — a globally recognized sustainability ratings and intelligence agency — to help us monitor and assess supplier sustainability across four pillars:

- Environment
- Labor and Human Rights
- Ethics
- Sustainable Procurement

The EcoVadis assessment uses a robust methodology and data analysis to score participating suppliers on a scale of 1–100. 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. We use this information to help us monitor risk and to prioritize and tailor our supplier engagement efforts. This includes encouraging suppliers to access sustainability courses available to them through EcoVadis about how to improve their scores.

## Enhancing supplier performance

Beyond increasing supplier participation in our annual assessment process, we aim to see suppliers progressively improve their EcoVadis scores. In FY24, our invite response rate was 79%, reflecting our commitment to working closely with new suppliers and reassessment suppliers. This collaboration helps them navigate the process and improve their scores in future assessments.

In FY24, 70% of our total supplier spend — direct and indirect — was rated through EcoVadis, with a net average score of 57.9, exceeding the global benchmark of 52.2. Although total coverage was down this year, driven by updates in indirect sourcing, a growing number of rated suppliers continue to improve the quality of our supply chain sustainability insights.

In FY24, 417 suppliers participated in the assessment, representing 86% of our direct material spend — up from 76% in FY23. Of those assessed, 72% achieved an acceptable rating of 45 or higher, an improvement from 68% the previous year. Additionally, 94% of newly engaged direct suppliers completed the assessment, which evaluates both social and environmental performance.

For suppliers that do not demonstrate improvement or do not meet minimum scoring requirements, we request corrective action plans based on areas that need the most improvement. Additionally, these assessments help us to identify and prioritize higher-risk areas that may require additional supplier oversight. We also request reassessments annually for suppliers with a score below 65 and every two years for those above 65.

### EcoVadis supplier ratings

	FY22	FY23	FY24
Number of Edgewell suppliers rated	348	377	417
Average Edgewell supplier score	54.7	55.6	57.9
EcoVadis benchmark score	44.8	45.6	52.2

### Advancing understanding through education

We continue to work to inspire more suppliers to participate in our Ethical and Responsible Sourcing program. In FY24, this included working closely with suppliers on their corrective actions and addressing their questions throughout their assessment journey. We also encouraged suppliers to attend EcoVadis webinars in their preferred language to gain a deeper understanding of the assessment process. Within Edgewell, we continued offering sustainability-related trainings in multiple languages for our Procurement team to keep them updated and provide support to our suppliers.

## Supplier oversight

We take a risk-based approach to supplier oversight, conducting factory audits on suppliers not only in high-risk regions, but also based on EcoVadis ratings, customer requests and other business requirements.

In FY24, we continued to develop our audit program, which will further ensure compliance and foster continuous improvement across our supply chain. Designed to be a more formal risk-based program, we will select suppliers based on a supplier risk evaluation process and conduct virtual and/or on-site audits, requiring suppliers to develop and submit corrective action plans to address key issue areas.

During the year, we continued engaging with our cross-functional teams and internal and external stakeholders — such as audit providers — to develop a shared goal and vision for this global program. We outlined a framework for supplier selection based on several key sustainability data points and developed an audit methodology that meets our requirements. We also worked with teammates to understand how to build upon our existing processes and identified a list of suppliers in our Asia-Pacific region that we will launch the program with.



## Responsibly sourcing ingredients and materials

We remain committed to responsibly sourcing ingredients and materials for use in our products and packaging, especially when they can impact human rights and the natural environment. We strive to help mitigate these impacts through our procurement policies and practices, as well as through our efforts to responsibly source certified virgin fiber and palm oil.<sup>29</sup>

### Forest and fiber

Healthy forests are important ecosystems for biodiversity and are also critical to mitigating climate change, and we're working to do our small part in helping to protect them. We strive to use recycled and/or certified responsibly sourced virgin fiber- and paper-based packaging when feasible.

We aim to use recycled and/or certified responsibly sourced virgin fiber for all of our razor and blade fiber- and paper-based packaging by 2025 and for our other segments by 2030.

In FY24, 90.7% of the fiber- and paper-based packaging used for our razors and blades segment, as well as 89.1% of all other remaining segments, was made with recycled and/or certified responsibly sourced virgin fiber material.

### Palm oil

Palm oil is a versatile and widely used ingredient, which is in high demand globally, putting pressure on rainforests where oil-producing palm trees are grown. While we do not directly purchase palm oil, it is an ingredient in some materials we source. As such, we work continuously to try to ensure our suppliers are not contributing to deforestation.

Our efforts are guided by our [Responsible Palm Oil Sourcing Policy](#), and we gain best practice insights through our membership of the RSPO. Through this membership, we strive to help promote global standards, transparency and traceability in materials.

During the year, we made progress in enhancing our understanding of our suppliers' visibility into their own supply chains. This effort was part of our broader initiative to improve data transparency within our supply chain. By employing detailed questionnaires that extend beyond standard certifications for palm sourcing, we are gaining a more comprehensive view of our suppliers' practices.

In FY24, we also continued to meet our goal of sourcing 100% certified sustainable palm oil for use in our products, achieved through both direct sourcing and the use of some credits.

### Conflict minerals

Conflict minerals comprise tin, tantalum, tungsten and gold (3TG) that originate in the Democratic Republic of the Congo (DRC) or adjoining countries (the "Covered Countries") with the potential to support armed conflict. While most Edgewell products contain no trace of 3TG minerals, we use very small amounts in our power razors and trimmers. We maintain a [Conflict Mineral Sourcing Policy](#) that outlines, in detail, our commitment to 100% DRC conflict-free 3TG minerals.

For more information, read our [2024 Conflict Minerals Report](#).

<sup>29</sup> "Palm oil" includes palm oil derivatives, palm kernel oil and palm kernel oil derivatives.



# People and Communities

*“At Edgewell, our teammates are at the heart of everything we do. We are committed to fostering a people first culture that values everyone’s contributions and supports their professional growth and wellbeing.”*

**LaTanya Langley**  
Chief People Officer, Chief Legal Officer  
and Corporate Secretary

We are committed to:

**Community support and giving**

Encouraging teammate volunteerism and charitable giving to support local communities with a focus on caring for people and our planet

**Health, safety and wellbeing**

Protecting the health and safety of our teammates around the world and supporting their wellbeing and professional development

**Inclusion and belonging**

Promoting an open and inclusive culture to ensure all team members are treated fairly and with respect and to attract the best talent

# Putting People First

As a people first organization, we are passionate about our teammates. We prioritize creating a working culture that fosters their growth and wellbeing and where everyone can feel a sense of belonging.

We work to nurture a spirit of collaboration and creativity, and we are continually evolving and enhancing our health and safety program to maintain safe workplaces.

Our commitment to caring also extends beyond Edgewell. Through our volunteerism and charitable giving, we work to deliver meaningful impact for the people in our local and global communities.

## Guided by our values

In FY20, we launched our Purpose, Values and Behaviors (PVB) to spark meaningful business growth by making our teammates feel supported and welcome, and inspiring productive and engaged careers. Our purpose, to *make useful things joyful*, is the catalyst for all we do and the foundation for the values and behaviors we exhibit each day.

Our PVB pinpoint four core values: *People First*, *Move Forward*, *Own It Together* and *Listen Up and Speak Up*.

Since the launch, we have woven our PVB throughout the teammate experience — from onboarding to long-term career progression — to support our guiding purpose.

To understand how they are received and to gauge progress, we **conduct surveys to gather teammate feedback**.

We've also incorporated our PVB into our performance management processes, emphasizing the importance of transforming these attributes into behaviors we are all accountable for upholding.

## 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.



## 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.



## 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.



# Recognizing Values in Action

Our *InspireJOY* program brings our values to life. Through this platform, our teammates can recognize and celebrate one another when our values are put into action. These awards range from a simple “thank you” for daily tasks to redeemable points and even cash awards for exceptional input on larger projects and scopes.

In FY24, our people continued to celebrate one another, creating 37,596 recognition awards, service milestones and congratulations. Of these nominations, 30% were made by managers looking to recognize their direct reports, while 70% were cross-organizational, cross-regional nominations.

## Building our global culture

Around the world, a part of our people first culture is uniting our teams in unique ways — from complimentary snacks and birthday celebrations to themed occasions and sports tickets. In many cases, these events also extend to families, with activities like family days at the zoo or even counseling services for teenagers.

## Listening to our teammates

Our aim is to create a space where every voice can be heard, making *Listen Up and Speak Up* a part of our culture. We have many avenues for listening to our teammates so that we can work to improve their experience as a part of our team.

This includes the annual Global Teammate Experience Survey, which provides a broad understanding of teammate sentiment and detailed analytics by function, location and team. It helps us benchmark our performance and gain valuable insights into effective actions and the most impactful areas of the teammate experience.

In FY24, we achieved an 88% survey response rate, with a strong overall engagement rate of 80%, up 2% from FY23.

### Highlights from our FY24 Global Teammate Experience Survey

78%

favorability for the statement “I feel as if I belong here,” up 1% from FY23.

72%

favorability for the statement “Edgewell provides me with opportunities to learn and develop,” up 4% from FY23.

85%

report feeling satisfied with Edgewell as a place to work, up 2% from FY23.

## Own It Together

was our most awarded value through *InspireJOY* in FY24





## Acting with integrity

Championing joy is about putting people first and uniting our team around a shared commitment to acting with integrity. Our efforts to uphold a responsible business are guided by the [Edgewell Code of Conduct](#), which outlines our expectations and policies on ethical practices, including, among others:

- Financial reporting
- Antitrust
- Conflicts of interest
- Equal employment opportunities (including nondiscrimination)
- Use of company resources
- Safety
- Antibribery
- Political contributions

We require Edgewell teammates to complete annual Code of Conduct training, which includes training on human rights, to ensure ongoing alignment with our expectations. In FY24, we achieved a 97.9% completion rate among our global workforce.

## Fostering a speak-up culture

We encourage and empower teammates, suppliers, customers and anyone else to speak up if they see something wrong. This includes reporting potential issues related to compliance, business conduct, integrity, ethics and fairness at work.

In FY24, we upgraded our third-party compliance platform, EthicsPoint, utilizing enhanced data analytics and reporting capabilities. These new tools have improved our ability to spot trends and themes, as well as benchmark our performance against others.

We now offer an anonymous real-time communications platform for individuals to raise issues and correspond with us directly while maintaining their anonymity, and we have also implemented a streamlined digital tool for faster escalation of concerns raised by others. For example, managers can instantly escalate concerns raised by teammates, reducing the time to initiate an investigation. Further, to promote quick and easy direct access to the reporting platform for teammates, we post QR code links at all our sites globally.

In FY24, we expanded our Employee Relations Community of Expertise (COE) beyond the U.S. to include Europe. This team, comprising HR and legal experts, is trained to conduct investigations fairly, impartially and without retaliation. In support of this work, we have internal metrics showing how well we deliver on our commitment to address cases in a timely and objective manner — including case volume, average time to close, substantiation rates and anonymity rates.

We also have a confidential third-party ethics hotline, EthicsPoint, that ensures anonymity and protection against retaliation, and various other channels for teammates to voice concerns internally, including through their managers, HR representatives and the Legal and Audit teams.

## Protecting teammate privacy

The collection, use and disclosure of personal information is subject to numerous privacy requirements around the world. Our Teammate Privacy Notice explains how we handle and protect the personal information of our employees (full- and part-time, present and past), temporary and/or leased workers, and contractors. The Edgewell Group Data Protection Officer is responsible for overseeing this notice and, as applicable, developing related policies, processes and guidelines.

We updated our Privacy Notice in FY24 to reflect emerging global privacy requirements and developments, including adding more detailed information on the privacy rights of our teammates and also on what data we handle and who can access it. This revised notice was communicated globally with new training available to all teammates, which was designed to enhance their skills and knowledge about privacy principles.

# Elevating the Teammate Experience

We're committed to helping our teammates thrive. The teammate experience is more than just our day-to-day; it encompasses onboarding, how we feel while at work, connecting our tasks to the broader strategy, having impactful opportunities for growth and so much more.

## Supporting wellbeing

We believe that the most productive people are those who are feeling their best. Our teammates have access to many programs to support their wellbeing, including:

- On-site biometric screening and cancer screening
- Weight loss programs and education
- Mental and emotional health awareness and support, including through our Employee Assistance Program that offers 24/7 confidential aid and counseling for teammates and their families

We continuously seek out new opportunities to improve how we show up for our teammates. In FY24, we expanded and formalized our wellbeing program by launching BeWell, a global resource center promoting emotional, physical, financial and social wellbeing. Our activities vary by location and include everything from guest speakers, fitness and nutritional challenges, educational programs, stress management and relaxation activities. We also provided access to services such as on-site health screenings that may include blood pressure monitoring, skin cancer screenings, flu vaccines and more.

Additionally, we launched a BeWell Wellbeing CoE, focused on promoting events, activities and resources that can help our teammates be and stay well. To embed this work across the company, our Wellbeing Champions at each location focus on specific initiatives chosen to meet the needs of their local population and in support of BeWell's four pillars.

## Edgewell's wellbeing program

Across its four pillars, it is designed to foster a culture of balance and care by supporting teammates' physical, social, financial and emotional health.



### Physical

Supporting teammates in achieving their physical health goals by offering resources for healthy living



### Social

Encouraging stronger social connections and internal networking opportunities, helping teammates build meaningful professional networks



### Financial

Expanding access to financial tools and resources, empowering teammates to take control of their finances and achieve long-term financial security



### Emotional

Strengthening emotional resilience by providing resources and support to enhance teammates' mental fitness



## Looking after our teammates in FY24

For International Self-Care Day in August 2024, we hosted a virtual event and invited a mindfulness and resilience expert to share how teammates can embrace self-care at work, develop resilience to enhance business performance and employ five-minute mindfulness strategies throughout the day. Her guidance helped to equip teammates with practical techniques to recharge and improve their wellbeing.



## Working models that prioritize people

Our workforce includes a mix of fully in-person, hybrid and fully remote teammates. Ways of working to support our flexible working model may include:

- **Days for collaboration:** We encourage our salaried teammates who are a part of our hybrid working model to attend in-person collaboration days for tasks like team building, professional development, brainstorming and new teammate onboarding
- **Openness to change:** Ways of working are never static, and with a core behavior of “try, create and learn,” we’re always iterating our model and moving it forward to ensure we deliver the best possible teammate experiences
- **Moments of joy:** Our local culture and community engagement teams proactively look for occasions to bring teammates together, creating valuable touchpoints for our salaried and hourly teammates to remain connected to the company and immersed in our culture

## Engaging our people from day one

Launched in FY24, *JOYful Journey* is our onboarding and networking program that spans a teammate’s first year at Edgewell. It is designed to make sure that every new hire feels a sense of joy and belonging from day one. The program enables a consistent approach to integrating people into their roles and teams and provides managers with resources to help teammates navigate the early stages of their careers at Edgewell.

As a part of this, we use an onboarding survey to gain insightful feedback and use predictive analytics to identify those who may be at risk of leaving, so that we can provide these teammates with any additional support that may be needed as they navigate their new career at Edgewell.

From the very first day to the very last, we want to understand the full teammate experience. That’s why we continue to evolve our exit survey, which helps us learn more about why people may choose to leave Edgewell. Using these insights, we are better able to transform the teammate experience and increase retention and engagement.

### Global hiring and voluntary turnover<sup>30, 31</sup>

Gender	Hire	Turnover
Men	5%	4%
Women	6%	5%

Age	Hire	Turnover
Under 30 years	4%	2%
30–50 years	6%	5%
51+ years	1%	3%

Region	Hire	Turnover
North America (U.S./Canada)	3%	4%
Asia-Pacific	1%	2%
Europe	3%	2%
Latin America	4%	2%

<sup>30</sup> All data refers to FY24.  
<sup>31</sup> Percentages have been rounded and may not total to 100%.

## A Great Place to Work

In 2024, Edgewell was certified as a Great Place To Work® across Europe in France, Germany, Italy, Poland and the U.K. Additionally, in the U.K., we were named one of the U.K.’s Best Workplaces in Manufacturing, Production & Transportation by Great Place To Work®.



We’re proud to be **Great Place To Work® Certified™**

## 2025 Top Employer

The Edgewell China Commercial team was recognized as a **2025 Top Employer** by 51job — one of the most respected job boards in China. The selection process was rigorous, evaluating everything from employer brand and talent development to business performance and teammate wellbeing. Out of thousands of companies, only 10 in the consumer goods industry received this distinction.

This honor is a testament to the passion and dedication of the Greater China Commercial management team in creating a workplace where teammates feel valued, supported and inspired to grow. It also reflects the evolution of China’s employer brand — gaining well-deserved recognition both internally and externally as a great place to work.



## Competitive compensation and rewards

We continually assess our rewards offerings to meet our teammates’ needs both at work and beyond. Our Global Total Rewards plans are designed to advance teammate satisfaction and success and are tailored to location and role. They may include compensation options such as base pay, bonus eligibility, short- and long-term incentive plans, recognition awards, employee referral incentives and employee discounts.

Although varied by global region, our benefit plans cover essentials like health, dental, vision, life and disability insurance, along with savings accounts and retirement plans.

## Tailored family support

We recognize the importance of a healthy work-life balance and fulfillment beyond the workplace, and we provide resources specifically for teammates and their families. We know every family is unique, so we offer a range of benefits to meet varying needs, including adoption aid, paid parental leave, infertility assistance and pet insurance, to name a few.

In the U.S., we provide new birth and adoptive parents up to six weeks’ leave with 100% pay, in addition to paid disability leave for the birth parent. We also offer a full spectrum of family health and reproductive care benefits, including, but not limited to, counseling, pregnancy care, infertility services, adoption assistance and more.

In FY25 in the U.S., we plan to expand our family building support by increasing our paid parental leave to eight weeks. Through our third-party fertility partner, teammates will have access to best-in-class support and resources throughout

their family planning journeys, including dedicated Patient Care Advocates and digital support, access to the nation’s largest network of fertility specialists, and greater success and outcomes. Through our partner, we will offer fertility treatment coverage for every path to parenthood, including surrogacy and adoption financial assistance.

### U.S. parental leave in FY24

<b>Number of employees who were eligible for parental leave</b>	<b>2,094</b>
Men	1,194
Women	900
<b>Number of employees who took parental leave</b>	<b>43</b>
Men	27
Women	16
<b>Number of employees who returned to work after parental leave</b>	<b>43</b>
Men	27
Women	16
<b>Return to work rate (%)</b>	<b>100%</b>
Men	100%
Women	100%



# Supporting Teammate Growth

Putting people first means offering the tools, technologies and training our teammates need to evolve and grow throughout their careers.

We are committed to supporting our people in reaching their full potential. We recognize that professional development is a personalized journey, and we encourage team members to enhance their skills to prepare for various roles.

We use performance reviews and development plans to track and motivate global teammate progress. We also look to annual performance goals to help teammates understand and prioritize their responsibilities, setting them up for success each year.

**97%** | *of our global salaried teammates entered FY24 performance goals.*

**85%** | *of our global salaried teammates completed performance reviews in FY24.*

## Programs for collective development

We invite all salaried teammates to complete *Insights Discovery*, an assessment tool that is core to our culture. It inspires self-awareness of personal working styles and how they impact others, providing insights that can guide our people to cultivate strong interpersonal skills, meaningful interactions and a productive and collaborative workplace.

To further advance progress, our *Impactful Feedback* program — available in multiple languages — provides a framework for delivering constructive feedback to our salaried population. We also provide offerings such as the *Positive Power & Influence* workshop, which prepares teammates to influence effectively across a range of situations. In FY24, we conducted 16 *Impactful Feedback* workshops with a total of 132 attendees. We also ran three *Positive Power & Influence* workshops with a total of 45 attendees.

Our *Leading Across Generations* and *Working Across Generations* interactive training programs analyze the challenges and opportunities that can come with being a multigenerational company, including distinct communication styles, workplace expectations and professional values. Sessions also explore stereotypes and assumptions, how to build trust and ways to advance understanding of various generational norms.

## Offering choices for individual growth

We deliver resources that offer people the freedom to choose which skills they want to enhance. Our Learning Management System (LMS) is central to our approach, providing a catalog of self-paced, virtual or in-person offerings to drive individual progression and enabling us to track training completion.<sup>32</sup>

The LMS consolidates all formal learning opportunities and internal training programs so that teammates can explore available courses on one easy-to-access, centralized platform. Teammates can also nominate themselves for specific courses and select options that address their knowledge gaps and align with their career goals. In FY24, we expanded our offering of internally created self-paced e-learning programs that allow teammates to learn at their own speed. This includes modules sourced from LinkedIn Learning, an online learning platform, further enhancing learning flexibility and accessibility. Our growing collection of modules covers a range of topics, including newly created ones:

- People Leader Scenarios: Inspiring Those You Lead
- Project Management Foundational Program
- Performance Calibration Essentials
- Edgewell’s Purpose, Values and Behaviors
- Communicating With Empathy
- Path to Team Success: How to Lead Your Team Through the Stages of Team Development

In addition, we offer access to LinkedIn Learning for just-in-time learning and the ability for teammates to learn at their own pace.

**10** | *unique global training programs offered.*

**9** | *self-paced e-learning programs available.*

**53** | *global training sessions completed.*

**620** | *teammates participated in global virtual/in-person trainings.*

**566** | *teammates completed e-learning programs.*



<sup>32</sup> The LMS is primarily targeted at salaried employees.



## Enabling teammates to further their education

In the U.S., we encourage teammates to continue to develop their skills and knowledge through our Education Reimbursement Program. The program reimburses eligible teammates for the majority of fees for approved courses at accredited institutions, as well as items such as textbooks, lab fees and required supplies.

To reach more of our global teammates, we offer a Study Assistance Program in the U.K., for which the company covers the cost of courses, registration and exam fees, and other eligible expenses, for teammates who are pursuing a professional qualification. We plan to launch a similar program in Canada in FY25.

## Developing our leaders

Effective leadership is crucial to the success of our teams. That's why we're focused on attracting, developing and promoting exceptional leaders across our organization.

Our *Global Leadership Development* program is delivered across three levels — *Virtual Foundation Academy*, *Manager Academy* and *Leader Academy* — and offers one-on-one personalized coaching sessions for leadership. In FY24, 90 total participants completed one of the three levels in the program.

The *Manager Academy* program provides a hybrid learning model that includes understanding the importance of building trust and conflict management. It also features *Empathetic Leadership*, a program that helps People Managers explore scenarios that they may encounter in a more empathetic way. Since its initiation in FY22, over 500 People Managers have participated in the *Empathetic Leadership* program, building the capabilities to lead with understanding and compassion.

In FY24, we updated our *Leader Academy* to ensure it reflects evolutions and trends in our operating environment and aligns to our revised expectations of leaders. This included better linking several high-priority themes to our Values and Behaviors, such as:

- Conflict and Crucial Conversations
- Empowerment and Delegation
- Critical Thinking and Decision-Making
- Innovative Thinking, Assumption Breaking and Taking Intelligent Risks
- Effective Communication
- Leading Change

	Virtual Foundation Academy	Manager Academy
Total # sessions completed in FY24	2	3
Total # of attendees	35	39
Total time commitment of attendees <sup>33</sup>	27 hours	36.5 hours

*Spark Growth* is a program that equips managers with coaching skills to drive performance and coaching across the organization to realize team potential. In FY24, we held two sessions with a total of 30 participants.

In addition, our CEO hosts *Global Leadership Connect* sessions each quarter for senior leaders across the organization to come together for information sharing and development opportunities. For each session, our most senior leaders are invited to connect to discuss key topics, with breakout sessions to facilitate deeper dives.

## Setting expectations for our people leaders

Defining clear standards, starting with our leaders, helps us establish consistent practices across the company, leading to better outcomes from happier, more engaged teams.

In April 2024, we launched the *People Leader Expectations* initiative to set clear guidelines for leaders, ensuring consistent behaviors that create an inclusive and supportive environment. We shared these expectations with salaried people leaders globally and reinforced them through a series of activities and events.

In FY25, this initiative will include our hourly teammates in leadership roles. This will help clarify responsibilities, foster trust and collaboration, motivate teammates and contribute to a positive organizational culture.

## Our updated expectations of our people leaders



### People First

- Create connections
- Invest in your team
- Celebrate your team



### Move Forward

- Experiment with alternatives
- Take decisive action



### Listen Up and Speak Up

- Say it straight
- Commit to listening



### Own It Together

- Be accountable
- Create strength in numbers

<sup>33</sup> Total training hours for the program.

# Promoting Health and Safety

We are committed to maintaining workplaces in the safest conditions possible. No injury is ever acceptable, and we strive continuously to help reduce the potential for injuries. This includes always [advancing our Environment, Health and Safety \(EHS\) frameworks](#) to enable a swift approach to addressing risks and promoting safety.

Our safety policies align with International Organization for Standardization (ISO) 45001 standards and apply to everyone working in our facilities.

## Understanding incidents

We uphold robust EHS standards and work proactively to understand and address incidents if they do occur. We employ industry best practice tools to investigate accidents and incidents, exploring root causes and implementing corrective measures to prevent future occurrences. Each of our manufacturing facilities has teammates trained in root cause investigative processes to ensure effective implementation.

Ongoing partnerships with machine safety experts help us maintain a best-in-class machine safety program through comprehensive training, guidance, support and safety tools. We have completed a variety of machine safety assessments and addressed findings across our facilities in the past few years, and we have since shifted our focus to assessing equipment when changes occur or new equipment is purchased or installed.

## Our safety progress

We develop and maintain trainings, policies, procedures and programs with the aim of helping to prevent injuries from occurring. This is supported by the tireless work of our EHS teammates, who, in FY24, helped us once again achieve our goal of maintaining a world-class injury rate of below 1.0.

During the year, we updated our Health, Safety, Environmental and Sustainability (HSES) standards scorecards in line with revised certification standards, helping our EHS site managers maintain our performance.

### Safety performance in FY24

Total Recordable Incident Rate (TRIR) <sup>34</sup>	0.65
Days Away, Restricted or Transferred (DART) Rate	0.45
DART days	671
Work-related injuries <sup>35</sup>	33
Work-related fatalities	0

**300+** | *days without a recordable injury and achieved an injury rate of 0.06 in our Obregón, Mexico — its best safety record ever!*

## Maintaining a culture of safety

To complement our best practice systems and engineering controls, we foster a mindset that sets workplace health and safety as a shared responsibility. Our *Alive and Well* program<sup>36</sup> helps embed and promote a “safety starts with me” mindset that encourages all teammates, including management, to lead by example when it comes to proactively identifying and addressing hazards.

Safety activities vary from site to site. However, one thing remains consistent across our global workforce, and that is the promotion of *Alive and Well* principles. We share examples and continually refresh the program to ensure our people fully understand and embody safety best practices.

**600** | *days without a recordable injury in Knoxville, TN.*

## Certified safety stars

The Occupational Safety and Health Administration (OSHA) Voluntary Protection Program (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. We are proud that our Milford and Dover, U.S., facilities are recognized as OSHA VPP Star facilities — the highest possible level of recognition.

## Demonstrating our leaders’ commitment to safety

During FY24, we analyzed our *Alive and Well* program to assess its strengths and opportunities for continual improvement. Finding that leadership engagement and involvement are essential components of the initiative’s ongoing success, we identified local best practices, such as a leadership safety inspection program deployed at our Guangzhou, China, facility during the year.

Building on our findings, we have set an ambition for all our manufacturing facilities to implement leadership-driven monthly safety inspections. Led by site management, these inspections aim to identify hazards and track issues through to correction while engaging with teammates and consistently promoting safety awareness across each facility.



<sup>34</sup> TRIR is the number of recordable injuries × 200,000/employee hours worked.

<sup>35</sup> The main injury types in FY24 were cuts requiring stitches (52%) and strains/sprains (24%).

<sup>36</sup> 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).

# Inclusion and Belonging

At its core, Edgewell aims to have everyone feel valued, empowered and respected. We bring that commitment to life through actions and initiatives that clearly tell the story of who we are and what we stand for.

Our comprehensive approach to inclusion and belonging is directly linked to our PVB. Reaching across our company, it encompasses four pillars — People, Work Environment, Awareness and Learning, and Community.

We continue to nurture a culture of sharing and listening in workplaces that reflect the communities and consumers we serve. We encourage our teammates to connect and collaborate, learning from each other. At the same time, we empower our leaders to bring our values to life as they cultivate teams that celebrate diversity of thought and experience.

## Inclusive from the start

We prioritize inclusion from the recruitment phase, striving to increase the diversity of our applicant pool so that we can remove common barriers and biases. While we always hire based on merit and experience, as part of our process, candidates meet with multiple team members to gain a well-rounded understanding of our corporate culture and gives us the opportunity to assess whether they would be a strong fit with our culture and the team they are joining. This robust process helps to ensure that all candidates have an equal opportunity to be considered.

## Creating connection through teammate resource groups

Our teammate resource groups (TRGs) are one way we create opportunities for our teammates to build community, learn and contribute to a sense of belonging at Edgewell. Participation in all of our TRGs is purely voluntary, and

all TRGs are open to all teammates across roles and locations. Our TRGs include Cultural Awareness Respecting Everyone (C.A.R.E.), Diversity & Inclusion Committee for U.K. Edgewell (D.I.C.E.), Pride, QueerBillies, Vested in Black Excellence (V.I.B.E.) @ Edgewell, Veterans and Women & Individuals Supporting Equality (W.I.S.E.).

TRGs focus on activities like community engagement, awareness and learning, and relevant panel discussions. In FY24, we supported and encouraged our TRGs to continue growing the impact they make beyond Edgewell.

## Understanding how our teammates feel

We continually evaluate how well our programs are resonating with teammates, leveraging insights from our annual Inclusion Survey. Edgewell teammates responded 80% favorable for an overall inclusive workplace culture in the FY24 Inclusion Survey, with 85% noting that Edgewell treats everyone “with respect and dignity, regardless of their beliefs or identity.”

## Setting the tone from the top

Our commitment to an inclusive workplace begins with setting the tone from the top with our Board of Directors. At all times, we are committed to maintaining a Board comprising talented and dedicated directors with a diverse mix of experience, skills and backgrounds, collectively reflecting the strategic needs of the business and the nature of the environment in which the company operates. The Board’s Corporate Governance Committee is entrusted with the responsibility of assessing Board composition and identifying, evaluating and selecting candidates for Board membership.

## Our TRGs in action in FY24

### Fostering leader development:

We hosted an Inclusion Summit to provide development opportunities for the leaders of our TRGs. Leaders were provided with insights on their strengths, how to increase workplace civility and how to manage through change.

### Empowering young people:

In Connecticut, our C.A.R.E. TRG supported the local Boys & Girls Club in many ways, including through

after-school events, other volunteer opportunities and supporting its annual fundraising gala.

### Helping to understand trauma:

Our Veterans TRG hosted an event to discuss and share the impacts of post-traumatic stress disorder (PTSD). It was an important moment for intersectionality. Veterans have elevated the general conversation around PTSD, but they are not the only ones who suffer.



## FY24 performance<sup>37, 38</sup>

### U.S. ethnicity

#### Workforce

White	64%
Black/African American	16%
Hispanic/Latinx	9%
Asian	7%
American Indian/Alaska Native	<1%
Native Hawaiian/Pacific Islander	<1%
Two or more races	1%
Declined/unknown	1%
Not disclosed	1%

#### Leadership<sup>39</sup>

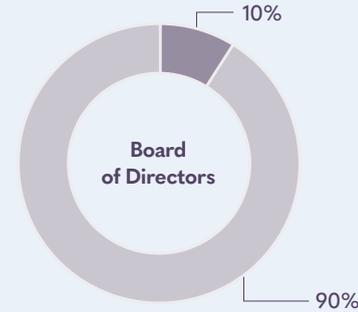
White	83%
Black/African American	4%
Hispanic/Latinx	6%
Asian	4%
American Indian/Alaska Native	<1%
Native Hawaiian/Pacific Islander	0%
Two or more races	<1%
Declined/unknown	1%
Not Disclosed	<1%

#### Board of Directors

White	70%
Black/African American	10%
Asian	20%

### Age

■ Under 30 years ■ 30–50 years ■ 51+ years



### Gender

■ Men ■ Women

#### Global



#### Leadership<sup>39</sup>



#### Board of Directors



#### Region

Region	Men	Women
North America (U.S./Canada)	18%	16%
Asia-Pacific	5%	8%
Europe	12%	13%
Latin America	10%	17%

#### Employment type

Employment type	Men	Women
Salaried	18%	20%
Hourly	28%	35%

#### Contract type

Contract type	Men	Women
Regular	43%	49%
Temporary <sup>40</sup>	3%	6%

<sup>37</sup> All data refers to FY24.

<sup>38</sup> Percentages have been rounded and may not total to 100%.

<sup>39</sup> Director level and above.

<sup>40</sup> Excludes contingent workers.

# Caring for Our Communities

At the heart of our *Sustainable Care 2030* strategy lies a deep commitment to care for our communities. Our community impact initiatives and investments aim to inspire joy and deliver self-care and support when and where it's needed most.

We believe the simple act of tending to one's personal care, even in times of struggle and crisis, can help strengthen an individual's overall emotional, physical and mental wellbeing. Feeling better about your health and wellbeing can make you feel stronger and more confident in your abilities.

Through product donations, charitable giving, volunteering and disaster readiness/response/recovery partnerships, Edgewell, our brands and our passionate teammates enable people to maintain personal hygiene and grooming, and care for their skin, as they confront life's challenges.

## Caring in action

Our teammates model our people first value daily and play a critical role in advancing our community impact efforts. By giving their time, talents and resources to support the causes they care most about, our teammates drive meaningful and positive impact across the globe.

## Matching teammate contributions

Teammates across the world give generously to support their favorite causes and organizations.

In the U.S., Canada and Puerto Rico, teammates can double their charitable giving impact through our donation matching program, which provides a match of up to US\$5,000 per teammate, per calendar year. In FY24, Edgewell matched US\$255,000 in teammate charitable contributions, enabling US\$510,000<sup>41</sup> in support for more than 245 nonprofit organizations.

Edgewell is an ongoing supporter of United Way, an international network of nonprofits that exists to advance health, education and financial stability for people globally. For decades, we have helped amplify United Way's efforts in the U.S. through teammate donations and corporate matching.

## Sharing time to care

Our teammates support their local communities through both personal and group volunteering activities.

In the U.S., Canada and Puerto Rico, our teammates are encouraged to track their volunteering actions through our *Together We Care* impact platform. In FY24, 720 volunteer hours were recorded by teammates in North America.

Globally, we are expanding our volunteer program to enable greater opportunities for all teammates to come together to inspire joy and enable personal and environmental care in our communities. We will report our progress in future sustainability reports.

**~\$915K** | *U.S. dollars donated in charitable giving by Edgewell in FY24.*

**720** | *volunteer hours recorded by Edgewell teammates in FY24 (North America).*

## Teammates volunteering around the world

**Canada:** Our team in Mississauga, joined by our CEO, donated cash and gift items to Holiday Helpers and volunteered at its facility, where they shopped, sorted and wrapped gifts to help spread holiday cheer for low-income families.

**Connecticut:** Our C.A.R.E. TRG organized its fourth annual community outreach event with the Boys & Girls Club of Milford, during which teammate volunteers supported the club's summer camp activities.

**Delaware:** Our Delaware teammates have a close connection to the Special Olympics, which provides year-round sports training and athletic competitions for people with intellectual disabilities. For the 10th year, Edgewell sponsored the Special Olympics State Bowling Tournament. Some teammates volunteered to support the event, while others took part in the annual Polar Plunge® — the organization's signature fundraising effort, which last year raised US\$1.2 million.

**Florida:** Teammates in Ormond Beach hosted a peanut butter drive to support food security in their community. The group also packed over 9,600 meals at its local pantry, which were then provided to local elementary school children so they could have food to eat during the weekend.

**Illinois:** In honor of National Day of Giving, an account team in Aurora organized a volunteer event at its local Feed My Starving Children facility. Together, the team built 70 boxes of nutritionally complete meals that will feed over 40 children a daily meal for a year.

**Mexico:** For the 10th consecutive year, our Obregón team partnered with the Manos Que Suman Foundation to spread holiday cheer — delivering gifts, toys and joy to children at the foundation's shelter. Over the years, the team has sponsored more than 160 children, helping to create a brighter and more joyful holiday season for all.



41 United Way teammate contributions based on campaign donation pledges in FY24.



## Donating product to people in need

We are proud to support people in communities around the world with relevant product donations that meet unique local needs — both throughout the year and during times of crisis. To further enhance positive community impact, our brands also donate cash and products to those in need. This work would not be possible without several of our nonprofit partners.

### Feed the Children

Through our long-standing partnership with Feed the Children, a U.S.-based nonprofit addressing childhood hunger in vulnerable communities globally, we distribute essential personal care products to families who need help. In FY24, more than 230 community partners received Edgewell products included in Feed the Children's deliveries of essential items.

### Good360 Australia

Our Australian team has partnered with Good360 Australia for over five years to help distribute our product donations to nonprofits where and when they're needed most. The organization connects charities, disadvantaged schools and society's most vulnerable with businesses willing to donate goods, services and disaster recovery essentials.

To amplify the impact of this partnership, Edgewell Australia is a proud founding member of the Good360 Inner Circle program. As a part of this, we've continued to donate products and fundraise on behalf of the organization to support its Good360 consumer fundraising campaign, EveryOne Day.

## Supporting in times of crisis

In times of crisis, Edgewell is there, offering support to humanitarian relief organizations through financial giving, teammate gift matching and product donations.

### Funding immediate response

In FY24, we renewed our partnership with the American Red Cross as a leading member of the Ready 365 Giving Circle, supporting disaster preparedness, response and recovery across the world. Ready 365 members pledge donations on an ongoing basis, ahead of major disasters, to ensure the Red Cross can respond immediately to meet the needs of those affected by disasters of all sizes, from wildfires to home fires.

- **Disaster preparedness:** Support of the Ready 365 Giving Circle helps stock warehouses with lifesaving supplies, train disaster response volunteers, maintain a fleet of emergency response vehicles, deploy next-generation technology and better prepare and build community resilience for the growing impacts of climate-related disasters.
- **Disaster response:** Our partnership with the Red Cross also supports emergency response throughout the year. The Red Cross responds to about 65,000 disasters annually, including opening emergency shelters in communities facing a natural disaster, providing food and lodging to people displaced by fire, delivering supplies in response to flooding and providing immediate psychological care and toys to children impacted by disaster.

- **Disaster recovery:** Our Ready 365 Giving Circle support aids long-term recovery to help impacted communities and families after disasters, for example, sheltering displaced residents, providing meals and other essentials, and helping people transition into more stable housing.

Edgewell also supported immediate disaster response and emergency preparedness through our partnership with Good360. In FY24, we donated 46 pallets of Edgewell products, supporting more than 7,750 people across North Carolina, Tennessee and Florida impacted by Hurricanes Helene and Milton.

**~\$150K** | *U.S. dollars donated in FY24 to support disaster relief efforts.*

## Stepping up to preserve nature

We know that the Earth sustains us in so many ways, by connecting us, energizing us and bringing us joy. We believe a healthy planet helps us lead joyful lives, which is why we care deeply about doing our small part to protect and preserve nature. A sampling of our teammates' efforts in FY24 includes:

- At our Solingen, Germany, manufacturing facility, the team actively supports biodiversity through a thriving bee colony of over 180,000 bees, which produced 50 kilograms of pure blossom honey in FY24. The site also features a wildflower meadow, nesting boxes and insect hotels — including a new, extra-large hotel constructed during a woodworking and metalworking workshop hosted in partnership with a local youth-focused vocational training organization. In addition, teammates organized a litter collection campaign at Müngsten Bridge Park, one of the most ecologically valuable conservation areas in the Bergisch city-triangle (Solingen-Remscheid-Wuppertal).
- Teammates at our Ormond Beach, U.S., facility — where we manufacture suncare products — continued their long-standing commitment to protecting the nearby coastline. Since 2010, the site has adopted a one-mile stretch of local beach, organizing quarterly cleanups with teammates and their families. Each event typically removes around 25 pounds of trash, helping prevent ocean pollution and supporting the health of the local ecosystem.
- In celebration of Earth Day, our teammates in Guangzhou, China, participated in a local tree-planting event organized by the district government and 80 labor unions. The event brought together approximately 2,000 participants and resulted in the planting of 2,000 saplings. Edgewell teammates contributed by planting 12 saplings, joining the collective effort to green the community. Through this hands-on initiative, we helped shape a more sustainable and vibrant environment for the future.

### Brand-led action

Our brands help us deliver positive impact, including by partnering with organizations and programs to find ways to benefit society and demonstrate care for the planet through the issues our consumers care about.

To learn more about our brand team efforts, read our [Brands section](#).

### Helping nature thrive

Since FY22, we have partnered with the Arbor Day Foundation and supported the planting of over 44,000 trees across areas of the U.K., Australia, U.S. and South America. Over the next 40 years, these trees are projected to help restore 81 acres and sequester almost 23,000 metric tons of carbon.<sup>42</sup>

Read our [Biodiversity section](#) to learn more about our reforestation partnership.



<sup>42</sup> Source: Metrics reported by the Arbor Day Foundation, configured using U.S. Department of Agriculture Forest Service i-Tree Tools.

# The Details

At Edgewell, sustainability is an important driver of our performance and provides a lens through which we aim to future-proof and continue to grow our business in a responsible way. We're proud of our continued progress and are determined to maintain our momentum in the coming years.

In this section, we disclose our performance in pursuit of our *Sustainable Care 2030* commitments. We also map our performance toward the United Nations Sustainable Development Goals (UN SDGs), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD).

# About This Report

In this FY24 Sustainability Report, we share the details of our objectives and progress in relation to sustainability performance. We share data about our financial performance in the [Investor section of our website](#) and in our public filings with the U.S. Securities and Exchange Commission (SEC).

The report covers our fiscal year 2024, which ran from October 1, 2023, to September 30, 2024 (referred to as “this year” or “FY24”), and details our sustainability progress, performance and achievements over that period.

Throughout, we focus on our key sustainability priority areas as organized by our strategic sustainability framework. Our disclosures cover our office, manufacturing and research facilities, and warehouses, as noted throughout. All data has been internally reviewed and verified. We also verify our greenhouse gas (GHG) emissions data through a third-party provider and disclose their assurance<sup>43</sup> statement in our annual CDP report.

We have prepared this report with reference to the [GRI Standards](#) and in line with the [SASB](#) Household & Personal Products Standard. We have also included disclosures in line with the recommendations of the [TCFD](#).

For questions regarding Edgewell’s sustainability efforts or the content of this report, please contact [Corporate.Communications@Edgewell.com](mailto:Corporate.Communications@Edgewell.com).



<sup>43</sup> Limited assurance.

# Stakeholder Engagement

We engage regularly with our stakeholders to deepen our understanding of their needs, gain insights into current and emerging risks and opportunities, and prioritize the most important issues relating to our business.



## Our key stakeholders and engagement methods

### Consumers

We are committed to creating products that help consumers care for themselves and align with their sustainability values while also providing the transparency they would expect. We engage with our consumers in many ways, including through our products, in-store interactions, e-commerce platforms, market research and brand communications.

### Customers

Sustainability is an increasingly important consideration for our customers, and we want to be a valued supplier across the markets in which we operate. This includes working with our retail customers to help them meet consumer needs and try to advance their own sustainability objectives.

### Governments and regulators

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

### Industry, business and trade associations

We maintain a voice through our memberships in industry, business and trade associations, as well as platforms for monitoring issues and sharing joint research and best practices. See our [GRI Index](#) for a list of associations we are involved with.

### Nongovernmental organizations (NGOs) and nonprofits

Engagement with NGOs and nonprofits helps us better understand key issues, stay on top of industry practices and achieve important certifications. Through our corporate, brand and teammate engagement, we also 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. Additionally, through our company and brands, we engage in strategic partnerships and initiatives to address locally relevant issues and amplify our community impact.

### Shareholders and investors

We regularly engage with shareholders and investors on our shared 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 seek relationships with those who promote standards that are consistent with ours within their own supply chains.

### Teammates

With a people first culture, we are dedicated to the development, inclusion and wellbeing of every individual. Our two-way feedback process, using open dialogue, surveys, ethics reporting channels, performance reviews and more, enables us to maintain trust and promote a positive, safe and fulfilling working experience. We also offer various wellness and development opportunities, including teammate resource groups (TRGs), learning opportunities and guest speakers.

# Our Sustainability Priorities

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

We conducted a comprehensive materiality assessment in FY19, which helped to define our key sustainability priorities. We regularly review these priority areas to keep them relevant to our business and a changing sustainability landscape. These priority areas are topics that we believe we can have the greatest impact on, as well as those that might most meaningfully impact our business, and include:

- Employment, talent and employee wellbeing
- Energy use and emissions
- Inclusion and belonging
- Ingredient stewardship
- Product and packaging materials
- Supply chain
- Waste reduction
- Water conservation

In late 2024, we undertook a sustainability materiality process to identify and assess the sustainability topics most relevant to Edgewell and our stakeholders in alignment with global sustainability reporting standards. This process considered potential business risks and the impacts of our business on people and the environment. In addition to conducting a thorough review of internal documentation and external research, we gathered perspectives from key stakeholder groups, such as internal leadership, our Board, consumers, customers, investors, NGOs, peers and suppliers, through direct engagement and analysis of publicly available sources. The assessment is ongoing, and its results will help inform our sustainability strategy and future reporting as we continue to strengthen our sustainability foundation.



# Our Progress<sup>44, 45</sup>

## Brands

Our commitment	Our goal	Our progress																
<p><b>Ingredient stewardship and transparency</b> Continuing to ensure the ingredients we use meet our high standards and improving our fragrance transparency.</p>	<p>By 2025, no longer produce grooming branded products that contain oxybenzone and octinoxate.</p> <p>By 2024, no longer produce products that contain microplastics and parabens.</p> <p>By 2030, reduce overall Edgewell product volatile organic compounds (VOC) consumption by 5%.<sup>47</sup></p>	<p>In progress: Reformulating applicable grooming products.</p> <p>Adjusted: In FY24, we reformulated the use of parabens out of our remaining products; however, we experienced a delay in moving a few new formulas into production due to stability testing and artwork requirements. Therefore, we are extending this goal to FY25, when we can flow them into our production schedule.</p> <p>While the vast majority of our products do not contain microplastics,<sup>46</sup> we were unable to reformulate a small number of remaining formulations within the intended timeframe due to competing business priorities and constraints. Therefore, we are extending this goal to FY26 to continue our reformulation/testing efforts and flow into our production schedule. Additionally, we continue to evaluate our product formulations based on new information and/or a broadening definition of microplastics.</p> <p>In FY24, we continued to adopt a new packaging format across select product lines that will facilitate further VOC reduction.</p>																
<p><b>Sustainable products and packaging</b> 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 of supporting a more circular economy.</p>	<table border="1"> <thead> <tr> <th data-bbox="422 824 576 930">Products</th> <th data-bbox="576 824 1645 930">Goal</th> </tr> </thead> <tbody> <tr> <td data-bbox="422 930 576 1011"></td> <td data-bbox="576 930 1645 1011">By 2030, reduce the virgin petroleum-based plastic content in our disposable razor handles by 50%.</td> </tr> <tr> <td data-bbox="422 1011 576 1092"></td> <td data-bbox="576 1011 1645 1092">By 2030, reduce the virgin petroleum-based plastic content in our feminine care products by 25%.</td> </tr> <tr> <th data-bbox="422 1092 576 1271">Packaging<sup>48</sup></th> <th data-bbox="576 1092 1645 1271">Goal</th> </tr> <tr> <td data-bbox="422 1092 576 1222"></td> <td data-bbox="576 1092 1645 1222">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.</td> </tr> <tr> <td data-bbox="422 1222 576 1271"></td> <td data-bbox="576 1222 1645 1271">By 2030, reduce the use of virgin petroleum-based plastic in packaging by 50% across the suncare, grooming, skin care and feminine care segments.<sup>49</sup></td> </tr> <tr> <td data-bbox="422 1271 576 1369"></td> <td data-bbox="576 1271 1645 1369">By 2025, use recycled and/or certified responsibly sourced fiber for 100% of fiber- and paper-based packaging in our razors and blades segment. By 2030, achieve this in all remaining segments.</td> </tr> <tr> <td data-bbox="422 1369 576 1417"></td> <td data-bbox="576 1369 1645 1417">By 2030, reduce packaging materials by 20% (by weight).</td> </tr> </tbody> </table>	Products	Goal		By 2030, reduce the virgin petroleum-based plastic content in our disposable razor handles by 50%.		By 2030, reduce the virgin petroleum-based plastic content in our feminine care products by 25%.	Packaging <sup>48</sup>	Goal		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.		By 2030, reduce the use of virgin petroleum-based plastic in packaging by 50% across the suncare, grooming, skin care and feminine care segments. <sup>49</sup>		By 2025, use recycled and/or certified responsibly sourced fiber for 100% of fiber- and paper-based packaging in our razors and blades segment. By 2030, achieve this in all remaining segments.		By 2030, reduce packaging materials by 20% (by weight).	<p>23.6% reduction in virgin petroleum-based plastic in disposable razor handles versus FY19 baseline.</p> <p>8.1% reduction in virgin petroleum-based plastic in feminine care products versus FY19 baseline.</p> <p>69.8% of our razor and blade plastic packaging is recyclable, compostable or reusable. 42.9% of our packaging is recyclable, compostable or reusable in all remaining segments.</p> <p>Reduced virgin petroleum-based plastic in packaging across the suncare, grooming, skin care and feminine care segments by 6.5% versus FY19 baseline.<sup>50</sup></p> <p>90.7% of fiber- and paper-based packaging made from recycled material and/or certified responsibly sourced across our razor and blade segment. 89.1% of fiber- and paper-based packaging made from recycled material and/or certified responsibly sourced in all remaining segments.</p> <p>Achieved: Reduced absolute weight of packaging by 20.8% versus FY19 baseline.<sup>50</sup></p>
Products	Goal																	
	By 2030, reduce the virgin petroleum-based plastic content in our disposable razor handles by 50%.																	
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<p><b>Positive brand impact</b> Actively using our “hero” brands to create positive impact.</p>	<p>By 2025, Edgewell “hero” brands will have a clearly defined sustainability strategy and participate in efforts that help to support health and wellbeing and/or protect our planet.</p>	<p>In progress: See the <a href="#">Brands section</a> for examples of our efforts.</p>																

44 All goal timeframes noted throughout the progress chart refer to end of fiscal year, unless otherwise noted.

45 Sustainability goals based on FY19 baseline; progress data rounded to the nearest whole number unless otherwise noted.

46 Edgewell continually assesses its product formulations and will comply with evolving microplastic regulations as they come into force.

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

48 Packaging data includes primary and secondary packaging data made available to us.

49 Edgewell achieved a similar 50% virgin petroleum-based plastic packaging reduction goal for the razors and blades segment in FY23.

50 Baseline includes primary and secondary packaging data made available to us, excluding acquired brands (CREMO and BILLIE), multipack e-commerce and Club store packaging in which products are packed or presented, and packaging utilized by our Solingen facility.

# Our Progress (continued)

## Operations and Supply Chain

Our commitment	Our goal	Our progress
<p><b>Carbon neutrality</b> Supporting the shift to a low-carbon economy and using 100% renewable electricity across our global operations by 2030.</p>	<p>By 2030, reduce GHG emissions by 50%, based on FY19 baseline.<sup>51</sup></p> <p>By 2030, achieve carbon neutrality across our global operations.<sup>51</sup></p> <p>By 2030, achieve 100% renewable electricity use.</p>	<p>Reduced emissions by 22.8% since FY19.<sup>52</sup></p> <p>In progress: Current GHG reductions in Scope 1 and 2 contribute toward this goal.</p> <p>In development.</p>
<p><b>Environmental footprint reduction</b> Continuing to reduce our environmental footprint in our globally owned and operated manufacturing facilities.</p>	<p>By 2030, pursue zero-waste-to-landfill across our manufacturing facilities.</p>	<p>Six facilities (55%) have achieved and maintained zero-waste-to-landfill status.</p>
<p><b>Supplier engagement</b> Actively engaging with our suppliers so that they can meet our social and environmental standards.</p>	<p>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.</p>	<p>In FY24, 72% of all direct suppliers assessed through EcoVadis achieved an acceptable level of performance based on our monitoring program.</p>
<p><b>Responsible sourcing</b> Ensuring our ingredients and materials are responsibly sourced.</p>	<p>Continue to source 100% certified sustainable palm oil for use in our products.</p>	<p>Achieved: 100% certified sustainable palm oil directly sourced and through credits for use in our products in FY24. See <a href="#">SASB Index</a> for sourcing details.</p>

<sup>51</sup> This goal covers Scope 1 and 2.

<sup>52</sup> In FY24, we slightly adjusted our historical GHG emissions data due to minor data entry corrections.

# Our Progress (continued)

## People and Communities

Our commitment	Our goal	Our progress
<b>Inclusion and belonging</b> Promoting an open and inclusive culture to ensure all team members are treated fairly and with respect and to attract the best talent.	By the end of FY25, develop executive mentorship program to help build leadership capabilities that allow teammates <sup>53</sup> to enhance their career path options.	In progress.
	By the end of FY25, expand <i>Generational Differences</i> training to teammates in international markets.	Achieved ahead of schedule.
<b>Health, safety and wellbeing</b> Protecting the health and safety of our teammates around the world and supporting their wellbeing and professional development.	Maintain a world-class injury rate of <1.0 and continue to foster an <i>Alive and Well</i> <sup>54</sup> safety culture at every Edgewell manufacturing facility.	Achieved: 0.65.
<b>Community support and giving</b> Encouraging teammate volunteerism and charitable giving to support local communities with a focus on caring for people and our planet.	Develop and launch global teammate volunteer program by the end of 2024.	Achieved: Teammate volunteer program active in North America; global program expansion developed in FY24. See the <a href="#">People and Communities section</a> for examples of our community engagement efforts.
	Foster a culture of community engagement and caring and drive positive impact through Edgewell’s global volunteer program.	New.

<sup>53</sup> Program evaluated and expanded to include a broader cohort of teammates in FY24.

<sup>54</sup> *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<sup>55</sup> provide a lens through which to view our company contributions to reducing environmental impacts and creating positive impact for people and communities, when possible. Through our strategic work and actions, we contribute to many of the SDGs, in particular:

## Responsible consumption and production



**Ensure sustainable consumption and production patterns.**

To inspire responsible production and consumption, we strive to design, develop and deliver products and packaging in a more sustainable way, optimizing logistics, regionalizing production and working to make our environmental footprint smaller. We are 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 educate and inspire our consumers and retailers to join us. We are also committed to trying to responsibly source materials for use in our products and packaging, especially when they can impact human rights and the natural environment.

See SR: [Designing for Sustainability](#); [Packaging Sustainability](#); [Supporting Product and Packaging Recycling](#); [Embracing smarter logistics](#); [Reducing Waste](#); [Conserving Water](#); [Ethical and Responsible Sourcing](#)

## Gender equality



**Achieve gender equality and empower all women and girls.**

Through our Inclusion and Belonging program, we aim to address inequities and promote a more inclusive workplace. We invest in attracting and retaining women and supporting their professional and personal development and wellbeing. In FY24, 54% of employees globally were women, while 42% of our leaders were women. We also aim to amplify our support for women through our brands and product design, our W.I.S.E. TRG and our engagements with relevant community organizations.

See SR: [Guided by our values](#); [Inclusion and Belonging](#)

## Climate action



**Take urgent action to combat climate change and its impacts.**

We are committed to reducing the GHG emissions associated with our operations and contributing to other solutions that help address the climate challenge. We've set a goal to reduce our GHG emissions by 50% by 2030 (versus FY19), 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 committed to using 100% renewable electricity across our global operations by 2030 and investing in upgrading our processes, facilities and equipment to reduce energy use, where feasible. We are guided by a comprehensive set of environmental policies and standards, aligned with industry practices. Where feasible, we are also regionalizing our manufacturing by moving sourcing and production closer to their respective markets and optimizing our logistics.

See SR: [Managing Our Operations](#); [Acting on Climate](#); [Embracing smarter logistics](#)

## 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 either in our own teams or those of our suppliers. Our Code of Conduct and Supplier Code of Conduct outline our expectations, and we regularly monitor and assess supplier performance. Our Human Rights Policy aligns with the key values and principles found in internationally recognized human rights standards, including the UN Guiding Principles on Business and Human Rights.

See SR: [Guided by our values](#); [Elevating the Teammate Experience](#); [Inclusion and Belonging](#); [Edgewell Modern Slavery Act Statement](#); [Promoting Health and Safety](#); [Respecting Human Rights](#); [Ethical and Responsible Sourcing](#); [Supporting Teammate Growth](#)

## Life below water



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

We work to reduce plastic waste, incorporating alternative materials in our products and packaging and targeting 100% recyclable, compostable or reusable plastic packaging by 2030. We are also offering more mineral-based sunscreens to consumers. Our teammates also support their communities, such as by engaging in local cleanups to help remove waste that could reach oceans and waterways.

See SR: [Designing for Sustainability](#); [Packaging Sustainability](#); [Supporting Product and Packaging Recycling](#); [Choosing Our Ingredients](#); [Biodiversity](#); [Caring for Our Communities](#)

## Reduced inequalities



**Reduce inequality within and among countries.**

As a global business that operates in more than 50 markets, we are conscious of inequalities between nations, regions and communities. We foster an open and inclusive company culture, invest in the professional development of our teammates and deliver trainings and resources that inspire a shared understanding of inclusion and belonging topics. We strive to diversify our applicant pool, including by removing common barriers and biases so that all candidates have an equal opportunity to be considered for a position at Edgewell based on their merits. We also aim to leverage our community presence to support initiatives that uplift those in need.

See SR: [Guided by our values](#); [Inclusion and Belonging](#); [Caring for Our Communities](#); [Edgewell Code of Conduct](#)

## Life on land



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

We're committed to using recycled or certified responsibly sourced virgin fiber for 100% of fiber- and paper-based packaging by 2030 and increasing our efforts to source certified sustainable palm oil for use in our products. We also pursue partnerships that enable us to promote restoration and reforestation, including with the Arbor Day Foundation. Since FY22, we have partnered with the Arbor Day Foundation and supported the planting of over 44,000 trees across areas of the U.K., Australia, U.S. and South America.

See SR: [Designing for Sustainability](#); [Packaging Sustainability](#); [Biodiversity](#); [Ethical and Responsible Sourcing](#); [Caring for Our Communities](#)

# GRI Index

The information in this index covers the period October 1, 2023, to September 30, 2024, with reference to the GRI 2021 Reporting Standards. All content in this table can be found in this report, our [2024 Form 10-K \(10-K\)](#), [2025 Annual Meeting & Proxy Statement \(AMPS\)](#), [2024 CDP Climate Change Response](#) and on the [Edgewell website](#).

GRI Standard	Disclosure Number	Disclosure Name	Location/Response
<b>GRI 2: General Disclosures</b>			
<b>The organization and its reporting</b>	2-1	Organizational details	Edgewell Personal Care Company 6 Research Drive Shelton, CT 06484 SR: <a href="#">Overview, We Are Edgewell, p. 4</a> <a href="#">Edgewell Locations</a> Nature of ownership: 10K: Part 1, pp. 3-11
	2-2	Entities included in the organization's sustainability reporting	SR: <a href="#">The Details, About This Report, p. 49</a> 10K: Part 1, pp. 3-11, Part 2, p. 49
	2-3	Reporting period, frequency and contact point	October 1, 2023-September 30, 2024 Frequency: Annual Contact: <a href="mailto:Corporate.Communications@Edgewell.com">Corporate.Communications@Edgewell.com</a>
	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 Scope 1 and 2 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 Sustainability Report at this time.
<b>Activities and workers</b>	2-6	Activities, value chain and other business relationships	SR: <a href="#">Overview, We Are Edgewell, p. 4</a> 10K: Part 1, pp. 3-11 EPC website: <a href="#">Brands</a> AMPS: <a href="#">Director Independence, p. 13</a> ; <a href="#">Certain Relationships and Related Transactions, p. 72</a>
	2-7	Employees	SR: <a href="#">People and Communities, Inclusion and Belonging, p. 43</a>

# GRI Index (continued)

GRI Standard	Disclosure Number	Disclosure Name	Location/Response
<b>Governance</b>	2-9	Governance structure and composition	<a href="#">Corporate Governance Principles, pp. 3–6</a> <a href="#">Board Committee Composition, p. 1</a> <a href="#">AMPS: Standing Committees and Meetings, pp. 9–12</a>
	2-10	Nomination and selection of the highest governance body	<a href="#">Corporate Governance Principles, pp. 3–6</a> <a href="#">AMPS: Director Nominations, pp. 16–17</a>
	2-11	Chair of the highest governance body	<a href="#">Corporate Governance Principles, pp. 3–6</a>
	2-12	Role of the highest governance body in overseeing the management of impacts	SR: <a href="#">Overview, Doing Business Responsibly, p. 6</a> 10K: Part 3, p. 84 <a href="#">AMPS: Corporate Governance, pp. 9–19; Corporate Governance, Risk Oversight, Sustainability and Director Independence, p. 13</a> <a href="#">Corporate Governance Committee Charter</a>
	2-13	Delegation of responsibility for managing impacts	<a href="#">Corporate Governance Committee Charter</a> SR: <a href="#">Overview, Doing Business Responsibly, p. 6</a> <a href="#">AMPS: Risk Oversight and Risk Management, p. 14</a>
	2-14	Role of the highest governance body in sustainability reporting	SR: <a href="#">Overview, Doing Business Responsibly, p. 6</a>
	2-15	Conflicts of interest	<a href="#">Edgewell Code of Conduct</a> <a href="#">Edgewell Code of Business Conduct (for Board of Directors Members)</a>
	2-16	Communication of critical concerns	<a href="#">AMPS: Communicating Concerns to Our Board, p. 17</a> <a href="#">Edgewell Ethics Point</a> <a href="#">Edgewell Code of Conduct</a>
	2-17	Collective knowledge of the highest governance body	<a href="#">AMPS: Director Biographies pp. 4–8; Standing Committees and Meetings, pp. 9–12</a> <a href="#">Corporate Governance Principles</a> SR: <a href="#">Overview, Doing Business Responsibly, p. 6</a>
	2-18	Evaluation of the performance of the highest governance body	<a href="#">AMPS: Board Structure and Practices, p. 13</a> <a href="#">Corporate Governance Principles</a>
	2-19	Remuneration policies	<a href="#">AMPS: Executive Compensation, pp. 25–53</a> <a href="#">Human Capital and Compensation Committee Charter, pp. 2–5</a>
	2-20	Process to determine remuneration	<a href="#">AMPS: Executive Compensation, pp. 27–53</a> <a href="#">Human Capital and Compensation Committee Charter, pp. 2–5</a>
	2-21	Annual total compensation ratio	<a href="#">AMPS: Chief Executive Officer Pay Ratio Disclosure, p. 53</a>

# GRI Index (continued)

GRI Standard	Disclosure Number	Disclosure Name	Location/Response
Strategy, policies and practices	2-22	Statement on sustainable development strategy	SR: <a href="#">Overview, Message From the CEO, p. 3</a> SR: <a href="#">The Details, UN SDGs, p. 55</a>
	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 our products and packaging with people and the planet in mind, even in some instances going above and beyond the applicable regulation and legislation. SR: <a href="#">Overview, What Guides Us, p. 5</a> SR: <a href="#">Overview, Doing Business Responsibly, p. 6</a> SR: <a href="#">People and Communities, Putting People First, p. 34</a> SR: <a href="#">The Details, About This Report, p. 49</a> SR: <a href="#">Operations and Supply Chain, Respecting Human Rights, p.29</a> <a href="#">10K: Part 1, pp. 3-10, 20</a> EPC website: <a href="#">Guided By Purpose</a> <a href="#">Edgewell Code of Conduct</a> <a href="#">Edgewell Code of Business Conduct (for Board of Directors Members)</a> <a href="#">Edgewell Supplier Code of Conduct</a> <a href="#">Edgewell Human Rights Policy</a>
	2-24	Embedding policy commitments	<a href="#">Edgewell Code of Conduct, p. 6</a> <a href="#">Edgewell Supplier Code of Conduct</a> SR: <a href="#">Overview, Doing Business Responsibly, p. 6</a> SR: <a href="#">People and Communities, Putting People First, p. 34</a> SR: <a href="#">People &amp; Communities, Inclusion and Belonging, p. 43</a> SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, p. 30</a>
	2-25	Processes to remediate negative impacts	<a href="#">Edgewell Code of Conduct, p. 10</a> SR: <a href="#">Overview, Doing Business Responsibly, p. 6</a> SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, p. 30</a>
	2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Edgewell Code of Conduct, p. 89</a>
	2-27	Compliance with laws and regulations	<a href="#">10K: Part 2, pp. 78-79</a>

# GRI Index (continued)

GRI Standard	Disclosure Number	Disclosure Name	Location/Response
Strategy, policies and practices (continued)	2-28	Membership associations	Edgewell is a member of the following associations: <b>Australia:</b> <ul style="list-style-type: none"> <li>• Accord – Hygiene, Personal Care and Specialty Products Industry</li> </ul> <b>Canada:</b> <ul style="list-style-type: none"> <li>• Cosmetics Alliance</li> </ul> <b>China:</b> <ul style="list-style-type: none"> <li>• American Chamber of Commerce South China (AmCham China)</li> </ul> <b>Europe:</b> <ul style="list-style-type: none"> <li>• Cosmetics Europe (CE)</li> <li>• Cosmetics, Toiletry and Perfumery Association (CTPA)</li> <li>• German Cosmetic, Toiletry, Perfumery and Detergent Association (IKW)</li> <li>• Plastics Recyclers Europe RecyClass™ Platform</li> </ul> <b>Latin America:</b> <ul style="list-style-type: none"> <li>• CASIC – Council of Latin American Cosmetic, Personal Care and Home Care Industries</li> <li>• Chile Chamber of Cosmetic Products</li> <li>• Colombia Chamber of Cosmetics and Personal Care Products (ANDI)</li> <li>• Mexico Chamber of Cosmetics and Personal Care Products (CANIPEC)</li> </ul> <b>U.S.:</b> <ul style="list-style-type: none"> <li>• Consumer Healthcare Products Association (CHPA)</li> <li>• Personal Care Product Council (PCPC)</li> <li>• Public Access to Sunscreens (PASS)</li> <li>• Baby and Adult Hygiene Products Association (BAHP)</li> <li>• Sustainable Packaging Coalition®</li> </ul> <b>International:</b> <ul style="list-style-type: none"> <li>• International Association Collaboration (IAC)</li> <li>• International Collaboration on Cosmetic Safety (ICCS)</li> </ul>
	2-29	Approach to stakeholder engagement	SR: <a href="#">The Details, Stakeholder Engagement, p. 50</a>
Stakeholder engagement	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, 2024, approximately 23% of our employees company-wide were covered by a collective bargaining agreement.

# GRI Index (continued)

GRI Standard	Disclosure Number	Disclosure Name	Location/Response
<b>GRI 3: Material Topics</b>			
<b>Material Topics</b>	3-1	Process to determine material topics	SR: <a href="#">The Details, Our Sustainability Priorities, p. 51</a>
	3-2	List of material topics	SR: <a href="#">The Details, Our Sustainability Priorities, p. 51</a>
	3-3	Management of material topics	SR: <a href="#">Overview, Doing Business Responsibly, p. 6</a> SR: <a href="#">Brands, p. 9</a> SR: <a href="#">Operations and Supply Chain, p. 20</a> SR: <a href="#">People and Communities, p.33</a>
<b>GRI 300: Environmental</b>			
<b>GRI 301: Materials</b>	3-3	Management of Material Topic	SR: <a href="#">Brands, p. 9</a>
	301-1	Materials used by weight or volume	Total weight of packaging in FY24: 33,277 metric tons.
	301-2	Recycled input materials used	SR: <a href="#">Brands, p. 9</a> SR: <a href="#">Brands, Designing for Sustainability, p. 11</a> SR: <a href="#">Brands, Packaging Sustainability, p. 12</a> SR: <a href="#">Brands, Supporting Product and Packaging Recycling, p. 13</a> SR: <a href="#">The Details, SASB Index, p. 64</a>
<b>GRI 302: Energy</b>	3-3	Management of Material Topic	SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 22</a>
	302-1	Energy consumption within the organization	SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 22</a> SR: <a href="#">Operations and Supply Chain, Acting on Climate, Reducing our GHG emissions, p. 22</a> SR: <a href="#">Operations and Supply Chain, Acting on Climate, Conserving energy, p. 23</a> 2024 CDP Climate Change Response, C4.2b
	302-4	Reduction of energy consumption	SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 22</a> SR: <a href="#">Operations and Supply Chain, Acting on Climate, Reducing our GHG emissions, p. 22</a> SR: <a href="#">Operations and Supply Chain, Acting on Climate, Conserving energy, p. 23</a> 2024 CDP Climate Change Response, C4.2b

# GRI Index (continued)

GRI Standard	Disclosure Number	Disclosure Name	Location/Response
<b>GRI 303: Water and Effluents</b>	3-3	Management of Material Topic	SR: <a href="#">Operations and Supply Chain, Conserving Water, p. 26</a>
	303-1	Interactions with water as a shared resource	SR: <a href="#">Operations and Supply Chain, Conserving Water, p. 26</a>
	303-2	Management of water discharge-related impacts	SR: <a href="#">Operations and Supply Chain, Conserving Water, p. 26</a> 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 for which 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: <a href="#">The Details, SASB Index, p. 64</a> SR: <a href="#">Operations and Supply Chain, Conserving Water, p. 26</a>
	303-5	Water consumption	SR: <a href="#">Operations and Supply Chain, Conserving Water, p. 26</a>
<b>GRI 305: Emissions</b>	3-3	Management of Material Topic	SR: <a href="#">Operations and Supply Chain, Acting on Climate, Reducing our GHG emissions, p. 22</a>
	305-1	Direct (Scope 1) GHG emissions	SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 22</a> <a href="#">2024 CDP Climate Change Response: C6.1</a>
	305-2	Energy indirect (Scope 2) GHG emissions	SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 22</a> <a href="#">2024 CDP Climate Change Response: C6.2–6.3</a>
	305-4	GHG emissions intensity	<a href="#">2024 CDP Climate Change Response: 7.45.1</a>
	305-5	Reduction of GHG emissions	SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 22</a> <a href="#">2024 CDP Climate Change Response: 7.53.1.1</a>
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 22</a> Reporting of other air emissions covered by GRI 305-7 is managed at a local level based on local requirements and not incorporated into our overall sustainability data collection.

# GRI Index (continued)

GRI Standard	Disclosure Number	Disclosure Name	Location/Response
<b>GRI 306: Effluents and Waste</b>	3-3	Management of Material Topic	SR: <a href="#">Operations and Supply Chain, Reducing Waste, p. 25</a>
	306-1	Waste generation and significant waste-related impacts	SR: <a href="#">Operations and Supply Chain, Reducing Waste, p. 25</a>
	306-2	Management of significant waste-related impacts	SR: <a href="#">Brands, Supporting Product and Packaging Recycling, p. 13</a> SR: <a href="#">Operations and Supply Chain, Reducing Waste, p. 25</a>
	306-3	Waste generated	SR: <a href="#">Operations and Supply Chain, Reducing Waste, p. 25</a>
	306-4	Waste diverted from disposal	SR: <a href="#">Operations and Supply Chain, Reducing Waste, p. 25</a>
	306-5	Waste directed to disposal	SR: <a href="#">Operations and Supply Chain, Reducing Waste, p. 25</a>
<b>GRI 308: Supplier Environmental Assessment</b>	3-3	Management of Material Topic	SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, p. 30</a>
	308-1	New suppliers that were screened using environmental criteria	SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, Monitoring supplier sustainability performance, p. 31</a>
	308-2	Negative environmental impacts in the supply chain and actions taken	SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, Monitoring supplier sustainability performance, p. 31</a>
<b>GRI 400: Social</b>			
<b>GRI 401: Employment</b>	3-3	Management of Material Topic	SR: <a href="#">People and Communities, Inclusion and Belonging, p. 43</a>
	401-1	New employee hires and employee turnover	SR: <a href="#">People and Communities, Elevating the Teammate Experience, Global hiring and voluntary turnover, p. 38</a>
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR: <a href="#">People and Communities, Putting People First, p. 34</a>
	401-3	Parental leave	SR: <a href="#">People and Communities, Elevating the Teammate Experience, Tailored family support, p. 39</a>

# GRI Index (continued)

GRI Standard	Disclosure Number	Disclosure Name	Location/Response
<b>GRI 403: Occupational Health and Safety</b>	3-3	Management of Material Topic	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 42</a>
	403-1	Occupational health and safety management system	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 42</a>
	403-2	Hazard identification, risk assessment, and incident investigation	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 42</a>
	403-3	Occupational health services	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 42</a>
	403-4	Worker participation, consultation, and communication on occupational health and safety	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 42</a>
	403-5	Worker training on occupational health and safety	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 42</a>
	403-6	Promotion of worker health	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 42</a>
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 42</a>
	403-8	Workers covered by an occupational health and safety management system	SR: <a href="#">People and Communities, Promoting Health and Safety, p. 42</a> 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.
<b>GRI 404: Training and Education</b>	3-3	Management of Material Topic	SR: <a href="#">People and Communities, Supporting Teammate Growth, p. 40</a>
	404-2	Programs for upgrading employee skills and transition assistance programs	SR: <a href="#">People and Communities, Supporting Teammate Growth, p. 40</a>
	404-3	Percentage of employees receiving regular performance and career development reviews	SR: <a href="#">People and Communities, Supporting Teammate Growth, p. 40</a>
<b>GRI 405: Diversity and Equal</b>	3-3	Management of Material Topic	SR: <a href="#">People and Communities, Inclusion and Belonging, p. 43</a>
	405-1	Diversity of governance bodies and employees	SR: <a href="#">People and Communities, Inclusion and Belonging, FY24 performance, p. 44</a>
<b>GRI 414: Supplier Social Assessment</b>	3-3	Management of Material Topic	SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, p. 30</a>
	414-1	New suppliers that were screened using social criteria	SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, Monitoring supplier sustainability performance, p. 31</a>
	414-2	Negative social impacts in the supply chain and actions taken	SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, Monitoring supplier sustainability performance, p. 31</a>
<b>GRI 416: Customer Health and Safety</b>	3-3	Management of Material Topic	SR: <a href="#">Brands, Choosing Our Ingredients, p. 14</a>
	416-1	Assessment of the health and safety impacts of product and service categories	SR: <a href="#">Brands, Choosing Our Ingredients, p. 14</a>

# SASB Index

SASB is an independent standards-setting organization that promotes the disclosure of material sustainability information to meet investor needs. The table below references where relevant SASB disclosures can be found based on the Household & Personal Products Standard.

Topic	Accounting Metric	Code	2024 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 FY24: 293,846 cubic meters. SR: <a href="#">Operations and Supply Chain, Conserving Water, p. 26</a>
	Description of water management risks and discussion of strategies and practices to mitigate those risks	CG-HP-140a.2	SR: <a href="#">Operations and Supply Chain, Conserving Water, p. 26</a>
Product Environmental, Health, and Safety Performance	Revenue from products that contain REACH substances of very high concern (SVHC)	CG-HP-250a.1	SR: <a href="#">Brands, Choosing Our Ingredients, p. 14</a>
	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 <a href="#">Ingredient Principles</a> . Additionally, we describe our product safety and ingredient stewardship practices in the <a href="#">Choosing Our Ingredients</a> section. 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-140a.1	
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	CG-HP-140a.2	Information about our strategies and progress to reduce the environmental impact of packaging throughout its lifecycle can be found in our Sustainability Report: SR: <a href="#">Brands, Designing for Sustainability, p. 11</a> SR: <a href="#">Brands, Packaging Sustainability, p. 12</a> SR: <a href="#">Brands, Supporting Product and Packaging Recycling, p. 13</a> SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, Responsibly sourcing ingredients and materials, p. 32</a> SR: <a href="#">The Details, Our Progress, p. 52</a>
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 FY24, we sourced 3,349 metric tons of palm oil and palm oil derivatives for use in our products, of which 100% is certified under the following Roundtable on Sustainable Palm Oil (RSPO) certification schemes: a) Identity Preserved: 0 b) Segregated: 0.1% c) Mass Balance: 97% d) Book & Claim: 2.9% SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, Responsibly sourcing ingredients and materials, p. 32</a> SR: <a href="#">The Details, Our Progress, p. 53</a>
Activity Metric	Number of manufacturing facilities	CG-HP-000.B	Edgewell has 11 manufacturing facilities. Information on locations and details can be found on <a href="#">page 4</a> .

# 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	2024 Response
<b>Governance</b> Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	<a href="#">2024 CDP Climate Change Response 4.1–4.2.3</a> SR: <a href="#">Overview, Doing Business Responsibly, p. 6</a>
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	<a href="#">2024 CDP Climate Change Response 4.3–4.3.1</a> SR: <a href="#">Overview, Doing Business Responsibly, p. 6</a>
<b>Strategy</b> 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.	<a href="#">2024 CDP Climate Change Response, 5.1–5.2, 5.3.1</a>
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	<a href="#">2024 CDP Climate Change Response, 4.11–4.11.2, 5.3–5.4</a>
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<a href="#">2024 CDP Climate Change Response, 5.1–5.2, 5.3.1</a>
<b>Risk Management</b> Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	<a href="#">2024 CDP Climate Change Response, 2.1–2.2.9</a>
	b) Describe the organization's processes for managing climate-related risks.	<a href="#">2024 CDP Climate Change Response, 3.1–3.1.1</a>
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	<a href="#">2024 CDP Climate Change Response, 3.6–3.6.2</a> SR: <a href="#">Operations and Supply Chain, Managing Our Operations, p. 21</a> SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 22</a> SR: <a href="#">Operations and Supply Chain, Ethical and Responsible Sourcing, p. 30</a>
<b>Metrics and Targets</b> 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.	<a href="#">2024 CDP Climate Change Response, 3.1–3.1.2, 3.6–3.6.2, 7.53–7.53.1</a> SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 22</a> SR: <a href="#">Operations and Supply Chain, Reducing Waste, p. 25</a>
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	<a href="#">2024 CDP Climate Change Response, 7.1–7.23, 7.45</a> SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 22</a>
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<a href="#">2024 CDP Climate Change Response, 7.53, 7.53.1, 7.53.2</a> SR: <a href="#">Operations and Supply Chain, Acting on Climate, p. 22</a> SR: <a href="#">Operations and Supply Chain, Reducing Waste, p. 25</a>

# 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 parabens by 2025, (iii) no longer producing products that contain microplastics by 2026, (iv) reducing overall Edgewell product volatile organic compounds consumption by 5% by 2030, (v) reducing the virgin petroleum-based plastic content in our disposable razor handles by 50% by 2030, (vi) reducing the virgin petroleum-based plastic content in our feminine care products by 25% by 2030, (vii) ensuring 100% of plastic packaging is recyclable, compostable or reusable in our razors and blades segment by 2025 and all remaining segments by 2030, (viii) reducing the use of virgin petroleum-based plastic in packaging by 50% across our suncare, grooming, skin care and feminine care segments by 2030, (ix) using recycled and/or certified responsibly sourced fiber for 100% of fiber- and paper-based packaging in our razors and blades segment by 2025 and all segments by 2030, (x) reducing GHG emissions by 50% by 2030 based on our fiscal year 2019 baseline, (xi) achieving carbon neutrality across our global operations by 2030, (xii) achieving 100% renewable electricity use by 2030, (xiii) pursuing zero-waste-to-landfill across our manufacturing facilities by 2030, (xiv) sourcing 100% certified sustainable palm oil for use in our products, and (xv) any purely qualitative goals, such as goals surrounding employee training and community or supplier engagement. However, it is not possible to predict or identify all such factors. Unlisted factors may present significant additional obstacles to the realization of forward-looking statements. While the list of factors presented here is considered representative, no such list should be considered to be a complete statement of all potential risks and uncertainties. Additionally, while certain information herein may be important, it is not necessarily material for purposes of our reporting under various regulatory obligations, even if we use “material,” “materiality,” or similar language herein.

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. 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. In addition, other risks and uncertainties not presently known to us or that we presently consider immaterial could significantly affect the forward-looking statement. All forward-looking statements should be evaluated with the understanding of their inherent uncertainty. Risks and uncertainties include those detailed from time to time in our publicly filed documents, including in Item 1A. Risk Factors of Part I of our 2024 Annual Report.



For more information on our sustainability policies and initiatives, please visit our website <https://edgewell.com/pages/sustainability>

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