

Helen of Troy

Our commitment to Diversity, Equity, Inclusion & Belonging

Helen of Troy strongly condemns racism, discrimination, hatred, violence, and any loss of life that results from these beliefs and actions. We have taken action by implementing several strategic and highly-visible diversity, equity, inclusion and belonging initiatives that we believe will result in true enduring improvement for all our stakeholders.

These initiatives include:

- Required unconscious bias training for all associates
- Active listening sessions
- Creation of a new company-wide diversity, equity and inclusion leadership position
- New multi-year programs related to recruiting, monetary donations, and volunteerism

We have received positive support for these initiatives and their alignment with our ongoing environmental, social, and governance (ESG) efforts. As we reaffirm our commitment to positive change by making the implicit much more explicit, we celebrate and include all races, ethnicities, cultures, sexual orientation, and gender identities.

Diversity, Equity, Inclusion & Belonging makes lives better and our Company stronger.

For more information on our DEI&B efforts please refer to our ESG Report, which has our updated DEI&B numbers:
<https://www.helenoftroy.com/esg/>

We are also providing our most recent US Equal Employment Opportunity (EEO)-1 form on the next page.



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

**SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT**

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID M519945	EMPLOYER NAME HELEN OF TROY NEVADA CORP			
ADDRESS 1 HELEN OF TROY PLAZA		CITY/TOWN EL PASO	STATE TX	ZIP CODE 79912

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS		CITY/TOWN	STATE	ZIP CODE

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
742804062**

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

423990 - Other Miscellaneous Durable Goods Merchant Wholesalers

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	2	4	35	1	3	0	0	1	22	4	1	0	0	0	73
First/Mid-Level Officials and Managers	32	39	98	26	13	0	0	3	122	18	15	1	0	4	371
Professionals	37	71	96	4	17	0	0	5	108	5	29	1	1	4	378
Technicians	5	0	4	5	1	0	1	0	1	0	0	0	0	0	17
Sales Workers	1	2	8	0	0	0	0	0	16	0	0	0	0	0	27
Administrative Support Workers	12	61	16	1	2	0	0	1	57	8	7	1	3	4	173
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	51	55	17	84	0	0	1	1	22	77	1	0	3	1	313
Laborers and Helpers	1	2	2	3	0	0	0	0	0	1	0	0	0	0	9
Service Workers	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
CURRENT 2023 REPORTING YEAR TOTAL	141	234	276	124	36	0	2	11	349	113	53	3	7	13	1362
PRIOR 2022 REPORTING YEAR TOTAL	141	253	303	138	43	1	4	13	363	116	47	3	5	10	1440

**SECTION I – WORKFORCE SNAPSHOT PERIOD
12/17/2023 - 12/30/2023**

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

EMPLOYER IDENTIFICATION

OFS COMPANY ID
M519945

EMPLOYER NAME
HELEN OF TROY NEVADA CORP

ADDRESS
1 HELEN OF TROY PLAZA

CITY/TOWN
EL PASO

STATE
TX

ZIP CODE
79912

CERTIFICATION COMMENTS (optional)

No Certification Comments Provided

CERTIFICATION STATEMENT

"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."

Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.

DATE OF CERTIFICATION

5/31/2024 11:55 AM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official
Sheby Parker

Title of Certifying Official
Senior Manager, Talent Acquisition

Email Address of Certifying Official
sparker@helenoftroy.com

Telephone Number of Certifying Official
915-225-5805

PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING

Name of Primary POC
Sheby Parker

Title and Employer of Primary POC
Senior Manager, Talent Acquisition
Helen of Troy Nevada Corp

Email Address of Primary POC
sparker@helenoftroy.com

Telephone Number of Primary POC
915-225-5805