

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
- Creation of a new company-wide diversity, equity and inclusion leadership position
- Active listening sessions
- 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.

OXO

Hydro Flask

OSPREY

Honeywell

PUR

BRAUN

VICKS

HOT TOOLS

drybar



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 08/31/2024					
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 <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): UNAVAILABLE <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input checked="" type="checkbox"/> 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	3	36	1	4	0	0	1	20	3	0	0	0	0	70
First/Mid-Level Officials and Managers	29	35	92	28	15	1	1	3	109	17	8	0	0	2	340
Professionals	41	70	120	4	20	0	0	8	103	5	26	1	0	4	402
Technicians	5	0	3	5	1	0	1	0	0	0	0	0	0	0	15
Sales Workers	2	6	11	0	0	0	0	0	29	0	2	1	0	0	51
Administrative Support Workers	16	84	19	6	3	0	0	0	78	9	10	1	3	3	232
Craft Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Operatives	44	49	22	90	0	0	2	1	24	81	1	0	2	1	317
Laborers and Helpers	1	3	0	4	0	0	0	0	0	1	0	0	0	0	9
Service Workers	1	3	0	0	0	0	0	0	0	0	0	0	0	0	4
CURRENT 2022 REPORTING YEAR TOTAL	141	253	303	138	43	1	4	13	363	116	47	3	5	10	1440
PRIOR 2021 REPORTING YEAR TOTAL	157	258	267	142	43	1	1	10	340	135	39	3	0	8	1404
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/18/2022 - 12/31/2022															
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>"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."</i> Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.			
DATE OF CERTIFICATION 12/2/2023 12:51 PM [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		