# Comprehensive Commitments

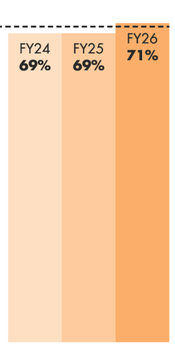
## People

### INCLUSIVITY

**COMMITMENT**
**Build a team that reflects the diverse communities we serve**

**GOAL >70%**
~in line with total employee population

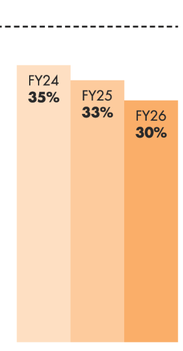
**% OF WOMEN IN LEADERSHIP POSITIONS** (Director and above)




Goal achieved

**GOAL >40%**
~in line with total employee population

**% OF RACIAL/ ETHNIC DIVERSITY IN LEADERSHIP POSITIONS** (Director and above)



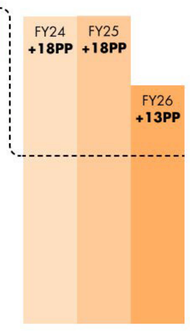

Goal in progress

### EMPOWERING OUR EMPLOYEES

**COMMITMENT**
**Be the employer of choice in the beauty industry.**

**GOAL +10PP*** above benchmark

**EMPLOYEE ENGAGEMENT % RELATIVE TO INDUSTRY BENCHMARK**




* Percentage points

Goal achieved and maintained

**COMMITMENT**
**Reward our employees with a "one-team" approach**

**GOAL 100%**

**% OF FULL-TIME EMPLOYEES PAID ANNUAL EQUITY AWARDS** in e.l.f. Beauty stock



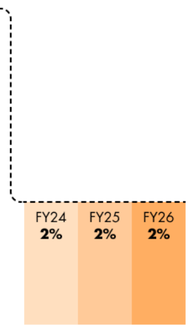

Goal achieved and maintained

### EMPOWERING OUR COMMUNITIES

**COMMITMENT**
**Donate >2% of our profits each year to drive positive impact in our communities.**

**GOAL 2%**

**% OF PRIOR YEAR REPORTED NET INCOME DONATED**




Goal achieved and maintained

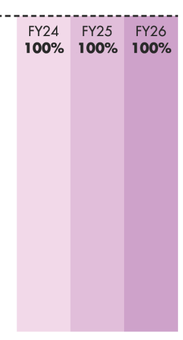
## Product

### PRODUCT STEWARDSHIP

**COMMITMENT**
**Create products that are 100% cruelty free**

**GOAL 100%**

**% OF OUR BRANDS CERTIFIED** by both PETA and Leaping Bunny

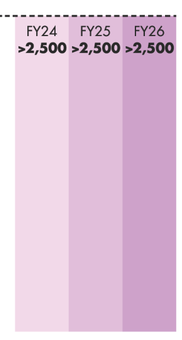



Goal achieved and maintained

**COMMITMENT**
**Use ingredients that meet our standards of "clean"**

**GOAL >2,500**

**# OF INGREDIENTS NOT USED** in product formulations



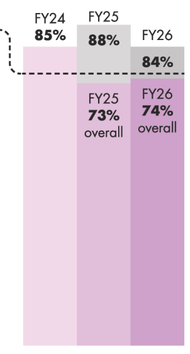

Goal achieved and maintained

### RESPONSIBLE SOURCING

**COMMITMENT**
**Utilize sustainable suppliers**

**GOAL ≥75%**

**% OF PRODUCT UNITS PRODUCED** in Fair Trade Certified™ facility

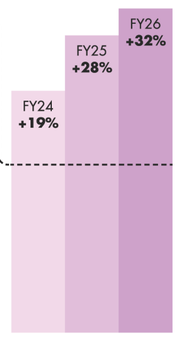



Products produced in Asia

Goal achieved and maintained for focus region

**GOAL >EcoVadis average**

**SUPPLIERS AVERAGE ECOVADIS' SCORE %** vs. overall EcoVadis average




Goal achieved and maintained

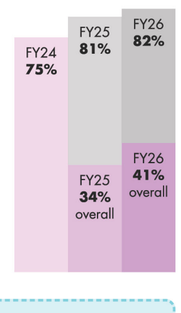
### RESPONSIBLE SOURCING

**COMMITMENT**
**Responsibly source sensitive ingredients and materials**

**GOAL 100%** by FY27

**% OF PALM-BASED INGREDIENTS CERTIFIED** by the Roundtable on Sustainable Palm Oil

As we continue Naturium's transition to RSPO, we are at 41% overall and 82% excluding Naturium

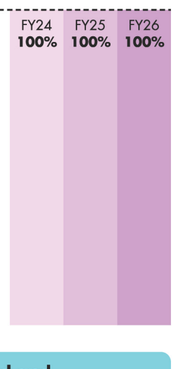



Excluding Naturium

Goal in progress

**GOAL 100%**

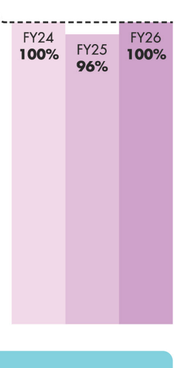
**% OF INDIAN MICA** sourced from Responsible Mica Initiative members




Goal achieved and maintained

**GOAL 100%** by FY25

**% OF PAPER PRODUCT BOXES** made with Forest Stewardship Council™-certified paper

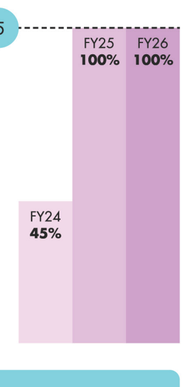



Goal achieved

**GOAL 100%** by FY25

**% OF WOOD BRUSH HANDLES** made with FSC-certified wood

As of FY 2026, this commitment also includes wood pencils, which are 100% FSC-certified.




Goal achieved and maintained

## Planet

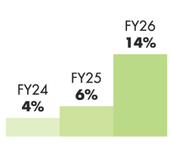
### CLIMATE & EMISSIONS

**COMMITMENT**
**Increase clean electricity in our supply chain**

**GOAL 50%** by FY32

**% CLEAN ELECTRICITY** our manufacturing suppliers use to make our products

Our newest sustainability commitment!

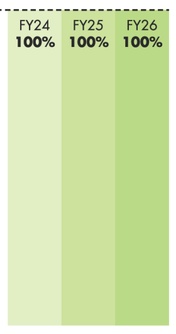



Goal in progress

**COMMITMENT**
**Source renewable electricity to power our leased facilities**

**GOAL 100%**

**% RENEWABLE ELECTRICITY** in our leased facilities




Goal achieved and maintained

### PACKAGING SUSTAINABILITY

**COMMITMENT**
**Reduce our packaging footprint**

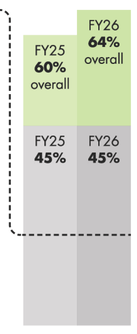
**GOAL 20%** ↓ by FY30

**% REDUCTION IN PACKAGING INTENSITY VS FY19 BASELINE**

Packaging intensity determined as average packaging weight per measure of formula

FY23 goal established
FY24 not reported

Excluding Naturium




Goal achieved early

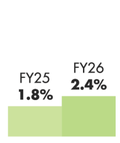
**COMMITMENT**
**Increase the circularity of our packaging**

**GOAL 50%** by FY30

**% OF OUR PLASTIC PACKAGING** with recycled content or responsibly-sourced bio-based content

This data does not yet include rhode, which is ~40% post-consumer recycled by weight

FY24 goal established




Goal in progress

**GOAL 50%** by FY30

**% OF OUR PLASTIC PACKAGING THAT IS RECYCLABLE, REUSABLE OR COMPOSTABLE**

Recyclability is impacted by multiple factors, including local programs. With 57% of our plastic resins technically recyclable in FY26, we're assessing what this means for the recyclability of our plastic packaging overall.

Goal in progress; not yet reported

***Unless otherwise noted, rhode, acquired by e.l.f. Beauty in August 2025, is not reflected in FY 2026 Commitments due to being acquired mid-fiscal year. We plan to include rhode in future reports.**

**For more details on our metrics and calculation, please see the FY26 Commitment Notes**