

## SASB INDEX

Topic	SASB Accounting Metric	SASB Reference Code	Location or Response for FY 2023
<b>Water Management</b>	Total water withdrawn: Thousand cubic meters (m3)	CG-HP-140a.1	141.3 thousand cubic meters
	Total water consumed: Thousand cubic meters (m3)	CG-HP-140a.1	14.3 thousand cubic meters
	Percentage of each in regions with High or Extremely High Baseline Water Stress	CG-HP-140a.1	96% is withdrawn and consumed from regions with High or Extremely High Baseline Water Stress
	Description of water management risks and discussion of strategies and practices to mitigate those risks	CG-HP-140A.2	We monitor our water usage, recognizing that water is essential to our business, including as a product ingredient and as used by our suppliers in their facilities. We began measuring water usage in FY 2022 and are using this information to better understand our impact and identify improvement opportunities. This includes engaging with our suppliers to ensure that they support our principles of minimizing environmental impact. We describe our policies and practices in our <a href="#">Water Policy</a>
<b>Product Environmental, Health, and Safety Performance</b>	Revenue from products that contain REACH substances of very high concern (SVHC)	CG-HP-250a.1	\$0. e.l.f. Beauty does not use any Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) substances of very high concern (SVHC) in any of our products
	Revenue from products that contain substances on the California DTSC Candidate Chemicals List	CG-HP-250a.2	\$0. e.l.f. Beauty does not use any substances on the California Department of Toxic Substances Control (DTSC) Candidate Chemicals List in any of our products
	Discussion of process to identify and manage emerging materials and chemicals of concern	CG-HP-250a.3	We describe our product environmental, health and safety policies and practices in our <a href="#">Ingredient Safety and Transparency Policy</a>
<b>Packaging Lifecycle Management</b>	(1) Total weight of packaging (in thousands of metric tons)	CG-HP-410a.1	2.6 thousand metric tons
	(2) percentage of packaging made from recycled and/or renewable materials	CG-HP-410a.1	e.l.f. Beauty does not currently track these measurements, and will evaluate measurement for future reports
	(3) percentage of packaging that is recyclable, reusable, and/or compostable	CG-HP-410a.1	e.l.f. Beauty does not currently track these measurements, and will evaluate measurement for future reports
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	CG-HP-410a.2	A description of our strategies to reduce the environmental impact of packaging throughout its lifecycle is disclosed in this report as well as in our <a href="#">Packaging Sustainability Policy</a>
<b>Environmental &amp; Social Impacts of Palm Oil Supply Chain</b>	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	70 metric tons palm oil derivatives. 50% RSPO. Palm derivatives are used in a portion of our products. We are working to ensure that any palm derivatives purchased by our suppliers are from sources certified by the Roundtable on Sustainable Palm Oil (RSPO), a global standard for sustainable palm oil. Additionally, we require that any palm derivatives in new product formulations be certified by the RSPO. The reported RSPO figure is not audited through RSPO Certification. For more information, see our <a href="#">Ingredient Safety and Transparency Policy</a>
<b>Activity Metric</b>	Number of manufacturing facilities	CG-HP-000.B	0. e.l.f. Beauty does not own or lease any manufacturing facilities. For more information on our principal owned and leased properties, please see our FY 2023 <a href="#">Form 10-K</a> , page 36