

WATER POLICY

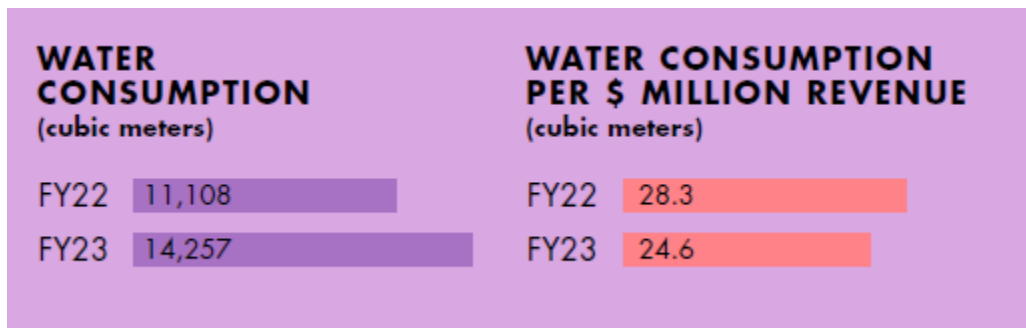
OVERVIEW

At e.l.f. Beauty, Inc. (“e.l.f.” or the “Company”), we are committed to being responsible stewards of our environment. The Company respects the United Nations Sustainable Development Goals which recognize the right to safe and clean drinking water and sanitation as a human right that is essential for the full enjoyment of life and all human rights. We also understand the importance of water to our business, from being an ingredient in our products, to its use by our suppliers in their manufacturing processes. We’re finding ways to reduce our water usage to help conserve this essential natural resource.

PROGRAMS AND PRACTICES

we completed our first measurement of our water usage in FY 2022.

We began measuring water usage in FY 2022 and are in the process of using this information to further understand our impact and identify water reduction opportunities. This includes engaging with suppliers to ensure that they support our principles of minimizing environmental impact. In FY 2023, while water consumption increased on an absolute basis relative to FY 2022, it decreased on a revenue intensity basis.



In FY 2023, we worked with a key supplier to evaluate their glass bottle cleaning process. This study identified an opportunity to use compressed air, rather than water, to effectively clean the bottles prior to being filled with our product. This new process is expected to reduce water withdrawn by over 350 cubic meters (90,000 gallons) per year for our Halo Glow Liquid Filter product line, with plans to expand this practice to additional product lines.

OVERSIGHT

This Policy applies worldwide to all employees and partners of e.l.f. Beauty. These guidelines were approved by the Board of Directors and Executive Team of the Company.

Although every one of our teammates has the responsibility of mitigating our environmental impact, the primary oversight authority on such issues lies with our Board of Directors, through the Nominating and Corporate Governance Committee. In partnership with senior management, members of the Committee provide guidance on our overall ESG programs, including our environmental strategy and setting goals on environmental-related topics.

MONITORING, AUDITING & VERIFICATION

e.l.f. Beauty adheres to all local, state, and federal environmental-related legislation and guidelines. We expect our partners and third-party providers to comply with all relevant environmental legislation.

Last updated: September 2023