

SASB INDEX

Topic	SASB Accounting Metric	SASB Reference Code	Location or Response for FY 2022
Water Management	Total water withdrawn: Thousand cubic meters (m3)	CG-HP-140a.1	85.7 thousand cubic meters
	Total water consumed: Thousand cubic meters (m3)	CG-HP-140a.1	e.l.f. Beauty does not currently track these measurements, and will evaluate measurement for future reports
	Percentage of each in regions with High or Extremely High Baseline Water Stress	CG-HP-140a.1	96% is withdrawn from regions with High or Extremely High Baseline Water Stress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, for the operation of our offices and distribution facilities, and as used by our suppliers in their factories. We began measuring water usage in FY 2022 and are in the process of 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.
Product Environmental, Health, and Safety Performance	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 Ingredient Safety and Transparency Policy
Packaging Lifecycle Management	(1) Total weight of packaging (in thousands of metric tons)	CG-HP-410a.1	2.5 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 Packaging Sustainability Policy
Environmental & Social Impacts of Palm Oil Supply Chain	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	0. e.l.f. Beauty does not use palm oil in its products. Additionally, we require that any palm derivatives in new product formulations be certified by the RSPO (Roundtable on Sustainable Palm Oil), a global standard for sustainable palm oil. For more information, see our Ingredient Safety and Transparency Policy
Activity Metric	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 2022 Form 10-K , page 36