

THE ESTÉE LAUDER COMPANIES INC.

BEAUTY  
*INSPIRED,*  
VALUES  
*DRIVEN*

FISCAL 2022 SOCIAL IMPACT AND  
SUSTAINABILITY PERFORMANCE SUMMARY



#### CAUTIONARY NOTE

This report contains information about our social impact and sustainability goals, targets, initiatives, commitments, and activities. These efforts involve certain risks and uncertainties, such as changes in our business (e.g., acquisitions, divestitures, or new manufacturing or distribution locations), the standards by which achievement is measured, the assumptions underlying a particular goal, and our ability to accurately report particular information. Actual results could differ materially from our stated goals or the results we expect. Changing circumstances, including evolving expectations for social impact and sustainability generally or to specific focus areas, changes in standards or the way progress or achievement is measured, may lead to adjustments in, or the discontinuation of, our pursuit of certain goals, commitments, or initiatives. Moreover, the standards by which social impact and sustainability efforts and related matters are measured are developing and evolving, and certain areas are based on assumptions. The standards and assumptions could change over time. The selection by management of alternative acceptable measurements could have resulted in materially different amounts or metrics reported herein. In addition, statements made about our Company, business, or efforts may not apply to all business units (e.g., ones that were more recently acquired).

This report may use certain terms that SASB, GRI, or others refer to as “material” in connection with certain social impact and sustainability matters. Used in this context, however, these terms are distinct from, and should not be confused with, the terms “material” and “materiality” as defined by, or construed in accordance with, securities or other laws and regulations. Therefore, matters considered to be material for purposes of this report may not be considered material in the context of our financial statements, reports with the U.S. Securities and Exchange Commission (“SEC”), or our other public statements, and the inclusion of information in this report is not an indication that such information is necessarily material to the Company in those contexts.






This report includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our social impact and sustainability goals, targets, initiatives, commitments, and activities, as well as our future operations and long-term strategy. Although we believe that our expectations are based on reasonable assumptions within the bounds of our knowledge of our business and operations, we cannot assure that actual results or outcomes will not differ materially from any future results or outcomes expressed or implied by such forward-looking statements. Forward-looking statements include all statements that do not relate solely to historical or current facts and involve a number of known and unknown risks, uncertainties, and other important factors such as those described above and in our recent SEC filings including in “Item 1A. Risk Factors” and “Item 7. Management’s Discussion and Analysis of Financial Condition and Results of Operations” in our Annual Report on Form 10-K for the fiscal year ended June 30, 2022, and in our subsequent Quarterly Reports on Form 10-Q and Current Reports on Form 8-K. We assume no responsibility to update the information contained in this report or to continue to report any information.

# PROGRESS ON OUR GOALS AND COMMITMENTS

## SOCIAL IMPACT & SUSTAINABILITY GOALS AND PROGRESS

Our goals are an important part of our strategy to embed social impact and sustainability into business operations. Below is progress towards our goals as of June 30, 2022. Please see metrics tables (pages 6-16) for year-over-year goal progress.

 TARGET MET  ON TRACK  OFF TRACK

GOAL <sup>1</sup>	FY22 METRIC	TARGET	NOTES	STATUS	
<b>SUSTAINABILITY</b>					
<i>Climate and Energy</i>	Reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions 50% by 2030 from a 2018 base year. <sup>2</sup>	54% reduction Scope 1 and 2	50% reduction (fiscal 2030 target)	In fiscal 2022, we continued to make progress towards our 2030 target through a portfolio of climate solutions.	
	Reduce Scope 3 GHG emissions from purchased goods and services, upstream transportation and distribution, and business travel 60% per unit revenue by 2030 from a 2018 base year. <sup>3</sup>	3% increase per unit revenue (fiscal 2021)	60% per unit revenue (fiscal 2030 target)	We set this target in fiscal 2021 and have begun to identify and implement emissions reduction programs in partnership with key stakeholders. Increase in fiscal 2021 upstream transportation and distribution emissions is likely due to significant increases in global shipping and logistics costs, as per spend-based calculation methodology.	
	By 2030, 100% of our global corporate fleet vehicles will transition to electric.	New goal	100%		New goal
	Since fiscal 2020, we have achieved carbon neutrality <sup>4</sup> across our Scope 1 and Scope 2 emissions and sourced 100% renewable electricity globally for our direct operations each year <sup>5</sup> —commitments that we met again in fiscal 2022 and intend to maintain moving forward.				
<i>Water</i>	By 2025, we are committed to reducing our water withdrawal from our direct manufacturing sites by 20%, from a fiscal 2019 baseline, focusing on our high and extremely high water-stressed sites. <sup>6</sup>	13% reduction in water withdrawal	20% reduction in water withdrawal	New goal 	
<i>Sourcing</i>	As part of our continuous efforts to address issues that may exist within complex supply chains, by 2025 we will have identified sensitive ingredient supply chains and developed robust biodiversity and social action plans for them.		In fiscal 2022, we continued to strengthen and implement biodiversity and social action plans for priority ingredients, and to embed related programs and partnerships across our operations.		

1. "By 20XX" means by the end of calendar year 20XX, unless otherwise noted.
2. Reduction is from a fiscal 2018 baseline and reflects Scope 1 and Scope 2 market-based emissions including renewable energy sourced from contractual agreements. By 2030 means by the end of fiscal year 2030.
3. Reduction is calculated from a fiscal 2018 Scope 3 baseline (Scope 3 in metric tons CO<sub>2</sub> equivalents / net sales in million USD). By 2030 means by the end of fiscal year 2030. Excludes brands acquired by ELC during or after fiscal 2020 and other acquisitions made prior thereto that have not yet been integrated into the relevant ELC systems.
4. In fiscal 2023, ELC updated its language to use "carbon neutral" instead of "Net Zero" when referring to its efforts to eliminate carbon emissions from its operations. The change is in response to an update from the Science Based Targets initiative (SBTi), which issued guidance on a common definition of Net Zero. While still considered carbon neutral, ELC's practices do not meet the SBTi's revised definition of Net Zero. ELC recognizes that climate-related standards and best practices may continue to evolve over time and we may choose to adjust our definition of carbon neutrality accordingly in the future.
5. Electricity consumption for all global activities with ELC operational control. Renewable electricity consumption reflects on-site generation, off-site generation (utility contracts), Energy Attribute Certificates (EACs), and a Virtual Power Purchase Agreement (VPPA).
6. Reduction is from a fiscal 2019 baseline of 1.5 million cubic meters water withdrawal at ELC-operated manufacturing sites. Excludes brands acquired by ELC during or after fiscal 2020 and any manufacturing sites that are not fully operational within the target timeline.

GOAL <sup>1</sup>	FY22 METRIC	TARGET	NOTES	STATUS	
<b>SUSTAINABILITY (continued)</b>					
<i>Sourcing</i>	By 2025, at least 90% of our palm-based ingredients <sup>7</sup> (palm oil and its derivatives) will be certified sustainable from RSPO physical supply chains.	92% (calendar year 2021)	90%	100% of our palm-based ingredients <sup>7</sup> are certified under one of RSPO's four certification types: Mass Balance, Identity Preserved, Segregated, or Book & Claim.	
	By 2025, at least 95% of our palm-based ingredients <sup>7</sup> (palm oil and its derivatives) will be certified sustainable from RSPO physical supply chains.	92% (calendar year 2021)	95%	We have achieved our original goal of 90% palm-based ingredients <sup>7</sup> certified from RSPO physical supply chains (Mass Balance, Identity Preserved, or Segregated) ahead of schedule and have set a more ambitious target (95%).	New goal 
<i>Packaging</i> <sup>8</sup>	By 2025, 75-100% of our packaging will be recyclable, refillable, reusable, recycled, or recoverable.	63%	75-100%		
	By 2025, increase the amount of post-consumer recycled (PCR) material in our packaging to 25% or more.	17%	≥ 25%		
	Our ambition is to use responsibly sourced paper products whenever possible with a goal to have 100% of our forest-based fiber cartons FSC certified by 2025.	95%	100%		
	By 2030, reduce the amount of virgin petroleum content in our plastic packaging to 50% or less.	87%	≤ 50%		
<i>Ingredient Transparency</i>	We will develop a glossary of key ingredients that includes descriptions of the ingredients' purpose and will make this information available online by 2025.	Thirteen of our brands—Aveda, Bobbi Brown, Bumble and bumble, Clinique, Estée Lauder, Editions de Parfums Frédéric Malle, GlamGlow, La Mer, M·A·C, Origins, Smashbox, Le Labo, and Darphin—have posted glossaries of key ingredients on their websites.			
<b>SOCIAL INVESTMENTS</b>					
	Each brand will focus on and support at least one social or environmental cause by 2025.	100%	100%	We have achieved this goal ahead of schedule in fiscal 2022, with each brand <sup>9</sup> providing support to at least one social or environmental cause.	
<b>EMPLOYEE ENGAGEMENT</b>					
<i>Employee Safety</i>	We will drive safety to continue decreasing the total incident rate <sup>10</sup> to ensure continued world-class-leading levels, with a goal of 0.15 by 2025.	0.20	0.15	Our fiscal 2021 total incident rate was 0.18. We are taking several steps to identify and eliminate risk across our operations.	
<i>Employee Volunteerism &amp; Giving</i>	By 2025, we will engage 50% of eligible employees in regional, brand, or local volunteerism and giving programs such as ELC Good Works, The Breast Cancer Campaign, and the M·A·C Global Volunteer program.	19% <sup>11</sup>	50%	We have transitioned our volunteerism and giving goal to a new scope that more accurately captures the increased impact of employee engagement as ELC expands the reach of our social impact and sustainability engagement program globally.	Transitioned to new goal
	By 2025, we will engage and mobilize employees to contribute a total of \$25 million, by completing actions such as donating or volunteering, to nonprofits through ELC's social impact and sustainability engagement program, since its launch in 2015.	\$17.7 million <sup>11,12</sup>	\$25 million	The previous goal unintentionally established a disincentive to program expansion. Specifically, as we added new markets and programs, the total universe of eligible employees grew. This negatively impacted percent engagement figures even as the absolute number of participating employees increased.	New goal 
			The new goal maintains our initial ambition and intent to engage as many employees as possible. It also enables us to adapt to new ways of driving engagement and offering diverse, inclusive programs.		

7. Excludes palm-based ingredients not directly procured by ELC, such as those procured by Third-Party Manufacturers (TPMs) and certain acquired brands not yet fully integrated into the relevant ELC systems.
8. Product packaging is defined as any item to be used for the containment, protection, handling, and presentation of products and delivery to ELC's distribution centers that is included on the bill of materials. Excludes brands acquired by ELC during or after fiscal 2020. For additional information, see [Management Assertion](#).
9. For purposes of this metric the number of brands is 23, and for purposes of this goal, social causes supported by DECIEM are attributed to the DECIEM brands (The Ordinary and NIOD).
10. Total incident rate is the number of OSHA recordable incidents per 100 workers. Excludes brands acquired by ELC during or after fiscal 2020.
11. Metric reflects information self-reported to ELC's employee social impact and sustainability engagement program, the ELC Good Works platform, used to report employee volunteerism, employee monetary donations, and ELC charitable matching gifts. During fiscal 2022, the platform was available to eligible employees in 19 markets globally. Eligible employees are those who meet certain criteria, which varies by market, and have access to the platform. Excludes brands acquired by ELC during or after fiscal 2020.
12. Metric includes total cumulative ELC employee donations and amount matched, inclusive of volunteer rewards and Missions rewards, by ELC since the launch of the ELC Good Works platform in November 2015.








# PROGRESS TOWARD ACHIEVEMENT OF OUR RACIAL EQUITY AND GENDER EQUALITY COMMITMENTS







(AS OF JUNE 30, 2022)

Refer to our [Two-year Update on Our Commitment to Racial Equity](#).

 TARGET MET  ON TRACK

COMMITMENT	FY22 PROGRESS <sup>1</sup>	STATUS
<b>RACIAL EQUITY</b>		
<i>Listening and Learning</i>	<p>We are committed to fostering a stronger internal culture of advocacy and inclusion to help employees share their voices, be heard, and collectively affect change.</p> <ul style="list-style-type: none"> <li>Increased Unconscious Bias trainings in the United States to reach 94% of corporate employees, 100% of Supply Chain employees, and 61% of point-of-sale employees.</li> <li>Held employee listening sessions hosted by the Inclusion, Diversity, and Equity Center of Excellence, and the Equity and Engagement Center of Excellence.</li> </ul>	
<i>Talent and Opportunity</i>	<p>We are working to ensure we are providing more equitable access to professional development and advancement for our Black employees in the United States and to hold ourselves accountable for creating a workforce that is more representative and responsive to people of all backgrounds.</p> <ul style="list-style-type: none"> <li>Increased the hiring of Black candidates to 18.8% of U.S. new hires, an increase over 14.2% in fiscal 2021. This includes increasing Black representation at the Director-and-above level from 4.4% in fiscal 2021 to 5.0% in fiscal 2022.</li> <li>Launched the second cohort of the From Every Chair Program; 23% of the first From Every Chair Program participants received promotions within the year, with 13% experiencing career mobility.</li> <li>Surpassed our goal of doubling our hires from Historically Black Colleges and Universities (HBCUs) and doubled our spend with minority-owned recruiting firms.</li> </ul>	
<i>Representation</i>	<p>We are working to ensure that the end-to-end creative process accurately and consistently represents the Black experience, engages Black professionals, and that our products meet the needs of our Black consumers.</p> <ul style="list-style-type: none"> <li>Developed Racial Equity Scorecards and activation plans for multiple brands along with implementing monthly collaboration sessions to help support authentic execution.</li> <li>Continued to accelerate our product and commercial innovation relevancy across categories including development of a Black Skin taskforce and Skincare Charters.</li> </ul>	
<i>Suppliers</i>	<p>We commit to at least double the amount we spend with Black-owned businesses over the next three years.</p> <ul style="list-style-type: none"> <li>Spent \$43 million with Black-owned businesses in fiscal 2022—more than double the baseline fiscal 2020 spend of \$20 million.</li> </ul>	
<i>Investing in Change</i>	<p>We seek to meaningfully support external organizations and nonprofits advancing racial and social justice and addressing disparities.</p> <ul style="list-style-type: none"> <li>Distributed nearly \$12.2 million<sup>2</sup> to support nonprofits advancing racial and social justice, achieving more than double our 2020 pledge to invest \$10 million over a three-year period.</li> </ul>	

1. Information related to brands acquired during or after fiscal 2020 (Have&Be and DECIEM) is excluded from fiscal 2022 progress metrics.  
 2. Funds distributed by The Estée Lauder Companies Inc., its brands, and the Lauder family, including through The Estée Lauder Companies Charitable Foundation and the Company's matching of employee gifts from June 1, 2020, through June 30, 2022.

COMMITMENT	FY22 PROGRESS <sup>1</sup>	STATUS
<b>GENDER EQUALITY</b>		
<i>Opportunity</i>	Achieve global pay equity by 2023.	Globally, it is expected that women will earn 98.9% in fiscal 2023 of what comparably positioned men earn (as compared to 98.7% in fiscal 2022). 
	Increase spend with women-owned businesses to \$150 million (per fiscal year) by fiscal 2025.	Spent \$118 million with women-owned businesses in fiscal 2022. 
<i>Leadership</i>	Achieve gender parity for women in senior leadership positions (SVP+) globally by 2025.	45% of Global SVP positions and above are held by women. 
	Expand leadership development programs.	We launched the Open Doors Collection—ELC’s signature women’s leadership program—with five test-and-learn pilots. <ul style="list-style-type: none"> <li>• We held three Intensive training sessions, bringing together women from North America, UK &amp; Ireland, and EMEA to deliver skills and support to advance in their careers.</li> <li>• We graduated one Women’s Leadership Intensive cohort.</li> <li>• We held quarterly events with hundreds of attendees.</li> </ul> 
<i>Health and Education</i>	Sustain position as #1 global corporate donor to The Breast Cancer Research Foundation® (BCRF).	ELC remains the largest corporate donor to BCRF, funding research grants to eradicate breast cancer in seven countries across the globe. 
	Launch and expand select philanthropic partnerships in health & education.	<ul style="list-style-type: none"> <li>• As the inaugural corporate donor to Co-Impact’s Gender Fund with a multi-year commitment of \$15 million over five years through The ELC Charitable Foundation, we helped to launch an initial set of 15 grants to support programs in 13 countries. The Fund is focused on achieving systems change for gender equality and women’s leadership.</li> <li>• Through a collaboration with National Youth Poet Laureate Amanda Gorman, ELC committed to supporting WRITING CHANGE, a three-year, \$3 million initiative to support grassroots organizations dedicated to advancing literacy as a pathway to equality, access, and social change, through the power of young voices.</li> </ul> 

# METRICS

		FY22	FY21	FY20
SELECT FINANCIAL DATA  (IN MILLIONS, EXCEPT PER SHARE DATA)	Net sales	\$17,737	\$16,215	\$14,294
	Net earnings attributable to The Estée Lauder Companies Inc.	\$2,390	\$2,870	\$684
	Net earnings per diluted share	\$6.55	\$7.79	\$1.86

		JUNE 30		
		2022	2021	2020
GLOBAL EMPLOYEES <sup>1</sup>  Amounts may not sum due to rounding	Total employees (thousands) <sup>2</sup>	60.9*	60.2	73.9
	% Total employees, by region			
	<i>The Americas</i>	38.6%*	38.9%	42.6%
	<i>Asia/Pacific</i>	28.1%*	28.6%	24.3%
	<i>Europe, the Middle East &amp; Africa</i>	33.2%*	32.6%	33.1%
	% Total employees, by age group			
	<30 yo	30.2%*	30.7%	35.7%
	30-50 yo	53.7%*	53.7%	51.3%
	>50 yo	16.1%*	15.6%	13.0%
	% Total employees, by gender			
	<i>Female employees</i>	80.9%*	81.7%	83.7%
	% Total corporate employees by job level, by gender <sup>3</sup>			
	<i>Female Vice President and Above</i>	57.4%*	55.2%	55.3%
<i>Female Director and Executive Director</i>	64.2%*	65.6%	65.9%	
<i>Female Manager and Below</i>	80.0%*	80.2%	80.4%	

\*Metrics assured by PricewaterhouseCoopers LLP. See PwC's [Report of Independent Accountants and Management's Assertion](#).

- Total employees include global full-time, part-time, regular, and temporary employees on active assignment or on leave with pay. Employee metrics in this and other tables exclude approximately 1,700 employees at ELC's Have&Be and DECIEM business units. As recently acquired businesses, these units are in the process of being fully integrated into ELC human resources data systems.
- The reduction in employees from fiscal 2020 to fiscal 2021 was driven primarily by fewer point of sale employees due to the COVID-19 pandemic, including a combination of door closures and on-going in-store capacity restrictions, decisions to reduce the number of on-call and temporary employees, and voluntary resignations.
- Fiscal 2021 '% Total corporate employees by job level, by gender' metrics restated to include only corporate employees.

		JUNE 30		
		2022	2021	2020
GLOBAL EMPLOYEES <sup>1</sup> (continued) Amounts may not sum due to rounding	% Total employees by role type, by gender			
	<i>Female in Corporate</i>	76.5%*	76.8%	77.0%
	<i>Female in Retail</i>	89.5%*	89.7%	90.3%
	<i>Female in Manufacturing and Distribution</i>	51.1%*	51.7%	53.4%
	<i>Female in STEM</i>	64.9%*	65.1%	65.7%

\*Metrics assured by PricewaterhouseCoopers LLP. See PwC's [Report of Independent Accountants and Management's Assertion](#).

		JUNE 30		
		2022	2021	2020
GLOBAL EMPLOYEES BY TYPE (THOUSANDS) Amounts may not sum due to rounding	TOTAL EMPLOYEES BY EMPLOYEE TYPE, BY REGION			
	Regular employees, by region			
	<i>The Americas</i>	16.2*	16.0	18.9
	<i>Asia/Pacific</i>	16.1*	16.7	17.0
	<i>Europe, the Middle East &amp; Africa</i>	18.8*	18.5	22.7
	Temporary employees, by region			
	<i>The Americas</i>	7.4*	7.4	12.5
	<i>Asia/Pacific</i>	1.1*	0.6	1.0
	<i>Europe, the Middle East &amp; Africa</i>	1.5*	1.1	1.8
	TOTAL EMPLOYEES BY EMPLOYEE TYPE, BY GENDER			
	Regular full-time employees, by gender			
	<i>Female</i>	33.5*	33.9	38.1
	<i>Male</i>	9.6*	9.1	9.3
	Regular part-time employees, by gender			
	<i>Female</i>	7.3*	7.4	10.3
	<i>Male</i>	0.6*	0.6	0.8
	Temporary full-time employees, by gender			
	<i>Female</i>	1.5*	1.2	1.5
	<i>Male</i>	0.3*	0.3	0.3
	Temporary part-time employees, by gender			
	<i>Female</i>	7.0*	6.6	12.0
<i>Male</i>	1.0*	1.0	1.6	

\*Metrics assured by PricewaterhouseCoopers LLP. See PwC's [Report of Independent Accountants and Management's Assertion](#).



		JUNE 30		
		2022 <sup>5</sup>	2021	2020
U.S. EMPLOYEES <sup>4</sup>	% TOTAL U.S. EMPLOYEES, BY RACE/ETHNICITY			
Amounts may not sum due to rounding				
	White	47.9%*	49.8%	47.0%
	Not Self-Identified	1.8%*	4.0%	5.4%
	People of Color	50.3%*	46.1%	47.7%
	<i>American Indian or Alaskan Native</i>	0.4%*	0.4%	0.4%
	<i>Asian</i>	14.8%*	14.3%	12.1%
	<i>Black or African American</i>	13.1%*	11.7%	13.4%
	<i>Hispanic or Latino</i>	18.3%*	17.5%	19.5%
	<i>Native Hawaiian or Pacific Islander</i>	0.5%*	0.5%	0.6%
	<i>Two or More Races</i>	3.2%*	1.8%	1.6%

\*Metrics assured by PricewaterhouseCoopers LLP. See PwC's [Report of Independent Accountants and Management's Assertion](#).

- Data is only available for U.S.-based employees and race/ethnicity category is defined according to Equal Employment Opportunity Commission (EEOC) guidelines as American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or More Races, and White. Excludes brands acquired by ELC during or after fiscal 2020.
- ELC's consolidated EEO-1 report is available to download [here](#) and represents the ELC U.S.-based employee population as of December 31, 2021, in alignment with federally mandated Job Category and Level definitions.

		JUNE 30		
		2022	2021	2020
U.S. EMPLOYEES BY ROLE TYPE	% U.S. CORPORATE EMPLOYEES, BY RACE/ETHNICITY			
	White	63.3%*	64.8%	66.3%
	Not self-identified	0.1%*	1.9%	1.7%
	People of Color	36.7%*	33.3%	32.0%
	<i>American Indian or Alaskan Native</i>	0.1%*	0.1%	0.1%
	<i>Asian</i>	16.0%*	14.6%	14.4%
	<i>Black or African American</i>	7.1%*	6.4%	5.9%
	<i>Hispanic or Latino</i>	11.1%*	10.7%	10.6%
	<i>Native Hawaiian or Pacific Islander</i>	0.3%*	0.3%	0.3%
	<i>Two or More Races</i>	2.1%*	1.2%	0.8%
	% U.S. RETAIL EMPLOYEES, BY RACE/ETHNICITY			
White	40.8%*	42.2%	40.3%	
Not self-identified	3.8%*	6.9%	7.9%	
People of Color	55.5%*	50.9%	51.8%	
<i>American Indian or Alaskan Native</i>	0.7%*	0.6%	0.6%	
<i>Asian</i>	6.1%*	6.6%	6.1%	
<i>Black or African American</i>	16.1%*	15.0%	16.4%	
<i>Hispanic or Latino</i>	26.6%*	25.3%	25.6%	
<i>Native Hawaiian or Pacific Islander</i>	0.7%*	0.8%	0.9%	
<i>Two or More Races</i>	5.3%*	2.6%	2.2%	
	% U.S. MANUFACTURING & DISTRIBUTION EMPLOYEES, BY RACE/ETHNICITY			
White	32.6%*	36.7%	38.0%	
Not self-identified	0.6%*	1.0%	1.4%	
People of Color	66.8%*	62.4%	60.7%	
<i>American Indian or Alaskan Native</i>	0.5%*	0.6%	0.4%	
<i>Asian</i>	33.9%*	34.7%	33.4%	
<i>Black or African American</i>	18.4%*	14.8%	15.3%	
<i>Hispanic or Latino</i>	13.0%*	11.5%	10.6%	
<i>Native Hawaiian or Pacific Islander</i>	0.3%*	0.2%	0.2%	
<i>Two or More Races</i>	0.7%*	0.6%	0.7%	

\*Metrics assured by PricewaterhouseCoopers LLP. See PwC's [Report of Independent Accountants and Management's Assertion](#).

		JUNE 30		
		2022	2021	2020
U.S. CORPORATE EMPLOYEES BY JOB LEVEL	% U.S. VICE PRESIDENT AND ABOVE CORPORATE EMPLOYEES, BY RACE/ETHNICITY			
	White	72.0%*	73.1%	72.8%
	Not self-identified	0.2%*	0.0%	1.9%
	People of Color	27.8%*	26.9%	25.3%
	<i>American Indian or Alaskan Native</i>	0.0%*	0.0%	0.0%
	<i>Asian</i>	13.3%*	13.3%	13.6%
	<i>Black or African American</i>	4.9%*	4.1%	3.9%
	<i>Hispanic or Latino</i>	7.7%*	7.9%	7.4%
	<i>Native Hawaiian or Pacific Islander</i>	0.0%*	0.0%	0.0%
	<i>Two or More Races</i>	1.9%*	1.7%	0.4%
% U.S. DIRECTOR AND EXECUTIVE DIRECTOR CORPORATE EMPLOYEES, BY RACE/ETHNICITY				
White	68.2%*	70.8%	70.0%	
Not self-identified	0.1%*	0.1%	1.5%	
People of Color	31.7%*	29.2%	28.5%	
<i>American Indian or Alaskan Native</i>	0.1%*	0.1%	0.1%	
<i>Asian</i>	17.9%*	16.5%	16.6%	
<i>Black or African American</i>	4.8%*	4.4%	4.0%	
<i>Hispanic or Latino</i>	7.3%*	7.2%	7.1%	
<i>Native Hawaiian or Pacific Islander</i>	0.2%*	0.2%	0.1%	
<i>Two or More Races</i>	1.4%*	0.8%	0.7%	
% U.S. MANAGER AND BELOW CORPORATE EMPLOYEES, BY RACE/ETHNICITY				
White	60.2%*	61.5%	64.0%	
Not self-identified	0.0%*	2.8%	1.8%	
People of Color	39.8%*	35.7%	34.2%	
<i>American Indian or Alaskan Native</i>	0.1%*	0.2%	0.1%	
<i>Asian</i>	15.5%*	14.0%	13.5%	
<i>Black or African American</i>	8.3%*	7.4%	6.9%	
<i>Hispanic or Latino</i>	13.1%*	12.4%	12.3%	
<i>Native Hawaiian or Pacific Islander</i>	0.3%*	0.3%	0.4%	
<i>Two or More Races</i>	2.4%*	1.3%	0.9%	

Amounts may not sum due to rounding

\*Metrics assured by PricewaterhouseCoopers LLP. See PwC's [Report of Independent Accountants and Management's Assertion](#).

		FY22	FY21	FY20
TURNOVER RATE <sup>6</sup> Amounts may not sum due to rounding	Total turnover rate	27.2%*	28.4%	20.7%
	Total turnover rate, by leave reason			
	<i>Voluntary turnover rate</i>	21.5%*	15.6%	16.2%
	<i>Involuntary turnover rate</i>	5.6%*	12.8%	4.8%

\*Metrics assured by PricewaterhouseCoopers LLP. See PwC's [Report of Independent Accountants and Management's Assertion](#).

		JUNE 30		
		2022 <sup>7</sup>	2021	2020
BOARD OF DIRECTORS Amounts may not sum due to rounding	Total Board count	16	16	16
	% Female	43.8%	43.8%	43.8%
	% People of Color <sup>8</sup>	25.0%	18.8%	18.8%
	% Board composition, by age group			
	<30 yo	0.0%	0.0%	0.0%
	30-50 yo	12.5%	18.8%	18.8%
	>50 yo	87.5%	81.3%	81.3%

		FY22	FY21	FY20
SOCIAL INVESTMENTS	Total charitable contributions (\$ Millions) <sup>9</sup>	\$45.2	\$64.6	\$48.8

6. Includes regular full-time and regular part-time employees. Excludes temporary full-time, temporary part-time, and intern employees. Turnover rate is calculated by dividing total employees who exited during the fiscal year by average headcount during the fiscal year. Fiscal year average headcount is calculated by adding headcount on the last day of each month and dividing by 12. Excludes brands acquired by ELC during or after fiscal 2020.

7. In July 2022 (fiscal 2023), (i) a new director, who is female, joined our Board effective July 11, 2022 and (ii) a current director, who is female, decided to retire from the Board effective November 17, 2022.

8. As of June 30, 2022, one of our directors self-identifies as Black or African American, one of our directors self-identifies as Afro-Latino, and two of our directors self-identify as Asian.

9. Amounts represent contributions recorded by ELC for such period and include ELC matching contributions related to employee contributions (amounts do not include charitable contributions made by employees). Fiscal 2021 includes accelerated contributions to the ELC Charitable Foundation, the ELC Cares Fund (primarily due to anticipated additional COVID-19 relief), and to ELC Good Works to fund multi-year programs.



		FY22	FY21	FY20
EMPLOYEE VOLUNTEERISM & GIVING <sup>10</sup> (THOUSANDS) Amounts may not sum due to rounding	Employee volunteer hours <sup>11</sup>	14.4*	12.8+	17.1
	Employee donations	\$1,166*	\$1,234+	\$1,541
	Amount matched by ELC <sup>12</sup>	\$1,810*	\$1,721+	\$4,008
	Total cumulative employee donations and Company matches through ELC's social impact and sustainability engagement program <sup>13</sup>	\$17,738	\$14,763	\$11,808
*Metrics assured by PricewaterhouseCoopers LLP. See PwC's <a href="#">Report of Independent Accountants and Management's Assertion</a> . *Metrics previously assured by an external third party. See <a href="#">Report of Independent Accountants in the FY21 Social Impact and Sustainability Report</a> .				

		FY22	FY21	FY20	
EMPLOYEE SAFETY <sup>14</sup>	Total Recordable Incident Rate	0.20*	0.18+	0.23	
	Days Away, Restricted or Transfer Rate (DART)	0.16*	0.15+	0.19	
	Lost Time Frequency Rate	0.14*	0.12+	0.18	
	Total fatalities	0*	0+	0	
	Total Recordable Incidents <sup>15</sup>	97*	89+	137	
	# Recordable work-related injuries, by main types <sup>16</sup>				
	<i>Slips, trips, and falls</i>	31*	36+	50	
	<i>Ergonomic injuries</i>	14*	14+	21	
<i>Struck by</i>	14*	11+	18		
*Metrics assured by PricewaterhouseCoopers LLP. See PwC's <a href="#">Report of Independent Accountants and Management's Assertion</a> . *Metrics previously assured by an external third party. See <a href="#">Report of Independent Accountants in the FY21 Social Impact and Sustainability Report</a> .					

10. Metrics reflect information self-reported to ELC's employee social impact and sustainability engagement program, the ELC Good Works platform, used to report employee volunteerism, employee monetary donations, and ELC charitable matching gifts. In September 2020 (fiscal 2021), the platform expanded to 17 markets outside the United States and the United Kingdom. At the end of fiscal 2022, the platform was available to eligible employees in 19 markets globally. Eligible employees are those who meet certain criteria, which varies by market, and have access to the platform. Excludes brands acquired by ELC during or after fiscal 2020.

11. In fiscal 2022 and fiscal 2021, the COVID-19 pandemic continued to negatively impact volunteerism rates due to restrictions on assembly.

12. Due to volunteer and Company rewards, as well as campaigns that provide more than a 1-to-1 match, amount matched by ELC is higher than employee donation amount. For more information, see [Management Assertion](#). ELC match amount is also included as part of the "Total Charitable Contributions" metric in the Social Investments data table.

13. Metric includes total cumulative ELC employee donations and amount matched, inclusive of volunteer rewards and Missions rewards, by ELC since the launch of the ELC Good Works platform in November 2015.

14. Data includes employees and contractors under direct supervision. Breakdown by direct employees and contractors is not available. Rates are calculated using OSHA recordability criteria and are based on 200,000 hours worked and the ELC Total Hours Worked for the fiscal year. The ELC Total Hours Worked for fiscal 2021 was approximately 100 million hours. Excludes brands acquired by ELC during or after fiscal 2020. For additional information, see [Management Assertion](#).

15. Recordable Incidents are measured using OSHA recordability criteria.

16. Main types include the top three most frequently occurring types of recordable injuries as observed over a five-year lookback period.

		FY22	FY21	FY20
ENERGY (THOUSAND MWH) Amounts may not sum due to rounding	Total energy consumption within the organization	316.0*	289.6+	289.0
	Total fuel consumption, by source <sup>17</sup>	139.6*	128.7+	129.8
	<i>Non-renewable</i>	130.7*	123.9+	128.4
	<i>Renewable</i>	8.9*	4.8+	1.6
	Total electricity consumption, by source <sup>18</sup>	176.4*	160.9+	159.2
	<i>Non-renewable</i>	0.0*	0.0+	0.0
	<i>Renewable</i>	176.4*	160.9+	159.2
	Energy intensity (MWh normalized to million dollars of net sales)	17.8*	17.9+	20.2
	% Global energy sourced from renewable energy	58.7%*	57.2%+	55.6%
	% Renewable electricity	100%	100%	100%
Reduction of energy consumption due to conservation and efficiency measures <sup>19</sup>	2.0*	5.0+	2.3	

\*Metrics assured by PricewaterhouseCoopers LLP. See PwC's [Report of Independent Accountants and Management's Assertion](#).

+Metrics previously assured by an external third party. See [Report of Independent Accountants in the FY21 Social Impact and Sustainability Report](#).

		FY22	FY21	FY20
GREENHOUSE GAS (GHG) EMISSIONS: SCOPE 1 AND 2 (THOUSAND METRIC TONS CO <sub>2</sub> EQUIVALENT)	Scope 1 <sup>20</sup>	27.8*	24.1+	27.2
	Scope 2 Market-based, by type <sup>21</sup>	1.3*	<0.1	<0.1
	<i>Electricity</i>	0.0	0.0	0.0
	<i>Thermal</i>	1.3	<0.1	<0.1
	Scope 2 Location-based <sup>21</sup>	54.8*	54.0+	55.9
	GHG intensity (normalized to million dollars of net sales) <sup>22</sup>	0.0*	0.0+	0.0
	% Carbon Neutral <sup>23</sup>	100%	100%	100%
	% Scope 1 and 2 reduction <sup>24</sup>	54%	59%	56%
	Reduction of emissions due to conservation and efficiency measures <sup>19</sup>	0.7*	1.0+	0.8

\*Metrics assured by PricewaterhouseCoopers LLP. See PwC's [Report of Independent Accountants and Management's Assertion](#).

+Metrics previously assured by an external third party. See [Report of Independent Accountants in the FY21 Social Impact and Sustainability Report](#).

17. Fuel consumption for all global activities with ELC operational control. Non-renewable fuel includes diesel, natural gas, mobile gasoline, mobile diesel, fuel oil, and purchased energy (purchased steam and district heat from natural gas). Renewable fuel includes on-site solar generated and consumed at ELC locations, bio-fuel, and district heating from wood and wood residuals. For additional information, see [Management Assertion](#).
18. Electricity consumption for all global activities with ELC operational control. Non-renewable electricity consumption reflects utility purchases not covered by renewable off-site generation (utility contracts) and Energy Attribute Certificate (EAC) purchases. Renewable electricity consumption reflects renewable off-site generation (utility contracts), EAC purchases, and a Virtual Power Purchase Agreement (VPPA). For additional information, see [Management Assertion](#).
19. Total estimated annual savings from projects implemented in the reporting period. Total energy and GHG emission savings are attributed to the year in which projects launched, regardless of timing during the fiscal year. For additional information, see [Management Assertion](#).
20. Scope 1 emissions include direct emissions associated with fuel consumption for the operation of ELC owned and leased facilities and vehicles, except emissions associated with refrigerant sources at retail, office, and certain regional distribution and innovation locations. The base year for Scope 1 and Scope 2 emissions is fiscal 2018. Global warming potential (GWP) factors are taken from the IPCC's fifth Assessment Report. For additional information on emissions and emissions accounting standard used, see [Management Assertion](#).
21. Scope 2 emissions include indirect emissions associated with purchased electricity, purchased steam, and district heating for the activities of all ELC owned and leased facilities. Starting in fiscal 2022, renewable electricity sourced from contractual agreements is being reported in Scope 2 market-based emissions. For electricity purchased in the United States, emissions factors taken from the most recent EPA Emissions & Generation Resource Integrated Database (eGRID) are used to calculate GHG emissions. Province or territory-specific factors from Environment Canada and the Australian Government are applied to Canadian and Australian locations respectively. Country-specific emissions factors are applied at all other locations including utilizing residential mix emission factors for locations in the European Union. For additional information on emissions and emissions accounting standard used, see [Management Assertion](#).
22. GHG intensity is calculated based on Scope 1 and Scope 2 market-based emissions including carbon offsets and renewable energy sourced from contractual agreements.
23. In fiscal 2023, ELC updated its language to use "carbon neutral" instead of "Net Zero" when referring to its efforts to eliminate carbon emissions from its operations. The change is in response to an update from the Science Based Targets initiative (SBTi), which issued guidance on a common definition of Net Zero. While still considered carbon neutral, ELC's practices do not meet the SBTi's revised definition of Net Zero. ELC recognizes that climate-related standards and best practices may continue to evolve over time and we may choose to adjust our definition of carbon neutrality accordingly in the future.
24. Reduction is from a fiscal 2018 baseline and reflects Scope 1 and Scope 2 market-based emissions including renewable energy sourced from contractual agreements.

		FY22	FY21	FY20
GREENHOUSE GAS (GHG) EMISSIONS: SCOPE 3 (THOUSAND METRIC TONS CO <sub>2</sub> EQUIVALENT) Amounts may not sum due to rounding	Scope 3, by category <sup>25</sup> (FY22 data available in CY23)	Pending (P)	2,359.3	2,141.0
	<i>Category 1: Purchased goods and services<sup>26</sup></i>	P	1,410.3	1,405.3
	<i>Category 2: Capital goods</i>	P	253.0	219.5
	<i>Category 3: Fuel and energy related activities<sup>27</sup></i>	P	22.9	19.7
	<i>Category 4: Upstream transportation and distribution<sup>28</sup></i>	P	460.9	268.8
	<i>Category 5: Waste generated in operations</i>	P	3.3	5.5
	<i>Category 6: Business travel<sup>29</sup></i>	P	3.1	23.3
	<i>Category 7: Employee commuting</i>	P	36.1	44.6
	<i>Category 8: Upstream leased assets</i>	-	-	-
	<i>Category 9: Downstream transportation and distribution</i>	P	78.6	70.8
	<i>Category 10: Processing of sold products</i>	-	-	-
	<i>Category 11: Use of sold products</i>	P	24.7	28.0
	<i>Category 12: End-of-life treatment of sold products</i>	P	54.0	49.3
	<i>Category 13: Downstream leased assets</i>	-	-	-
	<i>Category 14: Franchises</i>	-	-	-
<i>Category 15: Investments</i>	P	12.5	6.1	
% Scope 3 reduction per unit revenue <sup>30</sup>	P	(3%)	(5%)	

25. Scope 3 emissions are reported for all categories that are relevant to ELC. Please refer to [ELC's CDP Climate response](#) for additional information. Fiscal 2020 metrics restated due to methodology and data source improvements. Excludes emissions associated with brands acquired by ELC during or after fiscal 2020 and other acquisitions made prior thereto that have not yet been integrated into the relevant ELC systems, unless otherwise noted. Full Scope 3 data for fiscal 2022 not available at time of publication due to limitations associated with the timing of suppliers' release of value chain data.

26. Category 1 includes Raw Materials, Packaging, Third-Party Manufacturers (TPMs), and indirect procurement of goods and services.

27. Category 3 includes fuel and energy-related activities associated with global activities with ELC operational control, including Have&Be, a brand acquired in fiscal 2020.

28. The certainty of this metric representing actual emissions, using our spend-based calculation approach, was likely impacted by significant increases in global shipping and logistics costs.

29. Category 6 includes Air Travel, Hotel Stays, Rail, and Hire and Rental Car, but excludes out-of-pocket employee travel expenses.

30. Reduction is calculated from a fiscal 2018 Scope 3 baseline (Scope 3 in metric tons CO<sub>2</sub> equivalents / net sales in million USD).

	FY22	FY21	FY20	
<b>WASTE<sup>31</sup></b> (THOUSAND METRIC TONS) Amounts may not sum due to rounding	<b>HAZARDOUS WASTE</b>			
	Total hazardous waste, by management method	1.4	1.4	1.4
	Diverted from disposal			
	<i>Recycling</i>	0.02	0.02	0.01
	Directed to disposal			
	<i>Energy Recovery</i>	1.3	1.3	1.3
	<i>Landfill</i>	0	0	0
	<i>Incineration</i>	0.08	0.03	0.01
	<i>Other treatment method<sup>32</sup></i>	<0.01	<0.01	<0.01
	<b>NON-HAZARDOUS WASTE</b>			
	Total non-hazardous waste, by management method (excluding reuse) <sup>33</sup>	31.2	26.5	25.1
	Diverted from disposal			
	<i>Reuse</i>	4.1	4.3	4.4
	<i>Recycling</i>	18.0	14.7	15.1
	<i>Composting</i>	0.03	0.02	0.03
Directed to disposal				
<i>Energy Recovery</i>	13.0	11.7	9.9	
<i>Landfill<sup>34</sup></i>	0.14	<0.01	<0.01	

	FY22	FY21	FY20	
<b>WATER<sup>27</sup></b>	Withdrawal (million cubic meters) <sup>35</sup>	1.5*	1.6	1.5
	Consumption (million cubic meters) <sup>35</sup>	0.1*	0.1	0.1
	Discharge (million cubic meters) <sup>35</sup>	1.4*	1.4	1.3
	% Water consumption from all areas with high or extremely high water stress <sup>36</sup>	49.8%*	46.8%	44.8%
	% Water withdrawn from all areas with high or extremely high water stress <sup>36</sup>	77.2%*	80.5%	76.9%
	Water consumption intensity (cubic meters normalized to million dollars of net sales)	6.9*	7.0	8.8
	% Reduction in water withdrawal at manufacturing sites <sup>37</sup>	13%	7%	14%

\*Metrics assured by PricewaterhouseCoopers LLP. See PwC's [Report of Independent Accountants and Management's Assertion](#).

31. Fiscal 2022 waste data reflects production and surplus waste from 47 locations (13 manufacturing sites, 30 distributions sites, and 4 innovation sites). Sludge waste and product giveaways are not included. Excludes brands acquired by ELC during or after fiscal 2020. Prior year data not restated to reflect locations added in fiscal 2022.
32. Other treatment methods in fiscal 2022 include wastewater treatment.
33. Fiscal 2021 and fiscal 2020 'Total non-hazardous waste' adjusted to exclude Reuse.
34. Metric includes Municipal Solid Waste (MSW), a non-industrial waste stream that is not part of the scope of ELC's zero industrial waste to landfill goal.
35. Fiscal 2022 Withdrawal, Consumption, and Discharge data reflects 65 locations operated by ELC (15 manufacturing sites, 44 distribution sites, and six innovation sites). Consumption and discharge amounts may not sum to withdrawal amounts due to rounding. Fiscal 2021 'Withdrawal' restated to reflect more accurate data capture. For additional information, see [Management Assertion](#).
36. ELC's Melville, New York, facilities, comprising a total of five locations, are located in areas of high water stress as defined by the World Resources Institute's Water Risk Atlas tool (Aqueduct). They account for the majority of water withdrawal and consumption. Fiscal 2022 metric includes an additional 15 locations in areas of high or extremely high water stress as identified through a water risk assessment conducted in fiscal 2022. Excludes brands acquired by ELC during or after fiscal 2020. For additional information, see [Management Assertion](#).
37. Reduction is from a fiscal 2019 baseline of 1.5 million cubic meters water withdrawal at ELC operated manufacturing sites. Excludes brands acquired by ELC during or after fiscal 2020 and any manufacturing sites that are not fully operational within the target timeline.



		FY22	FY21	FY20
SUPPLIER EVALUATION & MONITORING <sup>38</sup>	% of new suppliers screened using environmental and social criteria <sup>39</sup>	100%	100%	100%
	% of strategic suppliers screened using environmental and social criteria <sup>40</sup>	99%	100%	98%
	Number of third-party on-site supplier audits <sup>41</sup>	69	61	88

		CY21	CY20	CY19
PALM OIL <sup>42</sup> Amounts may not sum due to rounding	Total amount of palm oil sourced (thousand metric tons)	5.1*	3.6	4.0
	% Total palm oil certified by RSPO, by certification type	100%*	100%	100%
	<i>Identity preserved</i>	<1%*	<1%	<1%
	<i>Segregated</i>	<1%*	0%	0%
	<i>Mass Balance</i>	92%*	70%	57%
	<i>Book &amp; Claim</i>	8%*	29%	42%
	% Total palm-based ingredients sourced through certified-sustainable physical supply chains	92%*	71%	58%

\*Metrics assured by PricewaterhouseCoopers LLP. See PwC's [Report of Independent Accountants and Management's Assertion](#).

		FY22	FY21	FY20
PACKAGING <sup>43</sup>	% Packaging that is recyclable, refillable, reusable, recycled or recoverable	63%*	59%	55%
	% Post-consumer recycled (PCR) material	17%*	15%	10%
	% Forest-based fiber cartons FSC certified	95%*	89%	63%
	% Virgin petroleum content in plastic packaging <sup>44</sup>	87%*	-	-
	Total weight of product packaging, by type (thousand metric tons)	71.6*	65.3	58.3
	<i>Non-renewable</i>	54.8*	50.6	42.2
	<i>Renewable</i> <sup>45</sup>	16.8*	14.7	16.1
	Total weight of materials reclaimed through consumer take back programs (thousand metric tons) <sup>46</sup>	0.2*	0.2	0.3
	% Packaging reclaimed through consumer take back programs <sup>46</sup>	0.25%*	0.33%	0.50%
	% Packaging made from post-consumer recycled content and/or renewable materials	40%*	38%	38%

\*Metrics assured by PricewaterhouseCoopers LLP. See PwC's [Report of Independent Accountants and Management's Assertion](#).

38. Suppliers are those that provide direct raw material, ingredient, packaging, and Third-Party Manufacturing to ELC.

39. Excludes suppliers to brands acquired by ELC during or after fiscal 2020.

40. Strategic suppliers include those that are highly critical suppliers with broad and unique capabilities, proven value creation, and a high level of collaboration. These suppliers comprise more than half of ELC direct spend.

41. Includes third party audits requested by ELC, as well as other mutually recognized audits that (i) align to ELC's audit standard; (ii) are conducted by third-party auditors, and; (iii) meet ELC's validity date criteria. Fiscal 2021 and fiscal 2020 metrics restated to reflect updated reporting criteria.

42. Palm oil sourcing is reported by Calendar Year (CY) in alignment with the Roundtable on Sustainable Palm Oil (RSPO) Annual Communication of Progress (ACOP) guidelines. Excludes palm-based ingredients not directly procured by ELC, such as those procured by Third-Party Manufacturers (TPMs) and certain acquired brands not yet fully integrated into the relevant ELC systems.

43. Product packaging is defined as any item to be used for the containment, protection, handling, and presentation of products and delivery to ELC's distribution centers that is included on the bill of materials. Excludes brands acquired by ELC during or after fiscal 2020. For additional information, see [Management Assertion](#).

44. This metric reflects progress towards a goal announced in fiscal 2021. Fiscal 2022 is the first year for which data is being tracked.

45. Renewable materials are those composed of biomass from a living source and are replenished at a rate equal to or greater than the rate of depletion.

46. Materials collected in North America, EMEA, and Australia only. COVID-19 resulted in lower consumer participation in packaging take back programs.



# REPORT OF INDEPENDENT ACCOUNTANTS

To the Management of The Estée Lauder Companies Inc.

We have reviewed the accompanying management assertion of The Estée Lauder Companies Inc. that the metrics as of or for the fiscal year ended June 30, 2022, other than the palm oil metrics, which are presented for the year ended December 31, 2021, in management's assertion are presented in accordance with the assessment criteria set forth therein. Management of The Estée Lauder Companies Inc. is responsible for its assertion and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the metrics. Our responsibility is to express a conclusion on management's assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, Concepts Common to All Attestation Engagements, and AT-C section 210, Review Engagements. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management's assertion in order for it to be fairly stated. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

Our firm applies the Statements on Quality Control Standards established by the AICPA and, accordingly, maintains a comprehensive system of quality control.

The procedures we performed were based on our professional judgment. In performing our review, we performed inquiries, performed tests of mathematical accuracy of computations on a sample basis, read relevant policies to understand terms related to relevant information about the metrics, reviewed supporting documentation in regard to the completeness and accuracy of the data in the metrics on a sample basis, and performed analytical procedures.

Greenhouse gas (GHG) emissions quantification is subject to inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions, and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data. The selection by management of alternative acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

The preparation of employee, employees safety, employee volunteerism & giving, packaging, palm oil, and water metrics requires management to establish the criteria, make determinations as to the relevancy of information to be included, and make assumptions that affect reported information. The selection by management of alternative acceptable measurement techniques could have resulted in materially different amounts or metrics being reported.

As discussed in management's assertion, The Estée Lauder Companies Inc. has estimated GHG emissions for certain emissions sources and consumption data for certain water sources for which no primary usage data is available.

Based on our review, we are not aware of any material modifications that should be made to The Estée Lauder Companies Inc.'s management assertion in order for it to be fairly stated.

A stylized, handwritten signature in black ink that reads 'PricewaterhouseCoopers LLP'. The signature is written in a cursive, flowing style.

New York, New York  
October 31, 2022

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# THE ESTÉE LAUDER COMPANIES INC. MANAGEMENT ASSERTION

## OVERVIEW

With respect to the following metrics reported by The Estée Lauder Companies Inc. (“ELC” or the “Company”) as of or for the year ended June 30, 2022 (fiscal 2022), other than palm oil metrics, which are presented for the year ended December 31, 2021 (calendar year 2021), ELC’s management asserts that such metrics, which are also included in the Fiscal 2022 Social Impact and Sustainability Report metrics tables as identified by the “\*” symbol, are presented in accordance with the assessment criteria set forth below.

Management is responsible for the completeness, accuracy, and validity of the metrics and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the metrics. The selection by management of alternative acceptable measurements could have resulted in materially different amounts or metrics reported herein.

The preparation of select metrics (Employees, Employee Volunteerism & Giving, Employee Safety, Water, Palm Oil, and Packaging) requires management to establish the criteria, make determinations as to the relevancy of the information to be included, and make assumptions that affect reported information.

## EMPLOYEES

Employee metrics are reported based on information recorded in the ELC Human Resources data system (ELC HR Data System) as of June 30, 2022 (fiscal 2022). Gender, age, and race/ethnicity information is self-reported by employees. Employee metrics include data related to ELC regular full-time, regular part-time, temporary full-time, and temporary part-time employees globally who are on active assignment or on leave with pay.

Information related to brands acquired during or after fiscal 2020 (Have&Be and DECIEM) is excluded from the fiscal 2022 metrics as they are not yet integrated into the principal ELC HR Data System.

METRIC AND FISCAL 2022 METRIC VALUE (AMOUNTS MAY NOT SUM DUE TO ROUNDING)		MANAGEMENT CRITERIA	
GLOBAL EMPLOYEES	Total employees (thousands)	60.9	Age group and gender is reported according to the date of birth and gender as self-reported by the employee and recorded in the ELC HR Data System.  Region is based on the employee work location, as recorded in the ELC HR Data System.  Job levels of Vice President and Above, Director and Executive Director, and Manager and Below are based on the internal ELC Global Grade System, as recorded in the ELC HR Data System.  Role types of Corporate, Retail, Manufacturing and Distribution, and STEM (Science, Technology, Engineering, and Mathematics) are high level groupings of job roles classified based on specific Job Functions, Job Subfunctions, and Job Areas within the ELC Job Hierarchy, as recorded in the ELC HR Data System.
	% Total employees, by region		
	<i>The Americas</i>	38.6%	
	<i>Asia/Pacific</i>	28.1%	
	<i>Europe, the Middle East &amp; Africa</i>	33.2%	
	% Total employees, by age group		
	<30 yo	30.2%	
	30-50 yo	53.7%	
	>50 yo	16.1%	
	% Total employees, by gender		
	<i>Female employees</i>	80.9%	
	% Total corporate employees by job level, by gender		
	<i>Female Vice President and Above</i>	57.4%	
	<i>Female Director and Executive Director</i>	64.2%	
	<i>Female Manager and Below</i>	80.0%	
% Total employees by role type, by gender			
<i>Female in Corporate</i>	76.5%		
<i>Female in Retail</i>	89.5%		
<i>Female in Manufacturing and Distribution</i>	51.1%		
<i>Female in STEM</i>	64.9%		
GLOBAL EMPLOYEES BY EMPLOYEE TYPE (THOUSANDS)	Regular employees, by region		Regular employees include employees in the employment categories of 'Regular full-time' and 'Regular part-time', as recorded in the ELC HR Data System.  Temporary employees include employees in the employment categories of 'Temporary full-time' (temporary full-time and intern) and 'Temporary part-time' (temporary part-time and on-call/freelance), as recorded in the ELC HR Data System.  Region is based on the employee work location, as recorded in the ELC HR Data System.  Gender is reported according to the gender as self-reported by the employee and recorded in the ELC HR Data System.
	<i>The Americas</i>	16.2	
	<i>Asia/Pacific</i>	16.1	
	<i>Europe, the Middle East &amp; Africa</i>	18.8	
	Temporary employees, by region		
	<i>The Americas</i>	7.4	
	<i>Asia/Pacific</i>	1.1	
<i>Europe, the Middle East &amp; Africa</i>	1.5		



METRIC AND FISCAL 2022 METRIC VALUE (AMOUNTS MAY NOT SUM DUE TO ROUNDING)		MANAGEMENT CRITERIA	
GLOBAL EMPLOYEES BY EMPLOYEE TYPE  (THOUSANDS) <i>(continued)</i>	Regular full-time employees, by gender	Regular employees include employees in the employment categories of 'Regular full-time' and 'Regular part-time', as recorded in the ELC HR Data System.  Temporary employees include employees in the employment categories of 'Temporary full-time' (temporary full-time and intern) and 'Temporary part-time' (temporary part-time and on-call/freelance), as recorded in the ELC HR Data System.  Region is based on the employee work location, as recorded in the ELC HR Data System.  Gender is reported according to the gender as self-reported by the employee and recorded in the ELC HR Data System.	
	<i>Female</i>		33.5
	<i>Male</i>		9.6
	Regular part-time employees, by gender		
	<i>Female</i>		7.3
	<i>Male</i>		0.6
	Temporary full-time employees, by gender		
	<i>Female</i>		1.5
	<i>Male</i>		0.3
	Temporary part-time employees, by gender		
	<i>Female</i>		7.0
	<i>Male</i>		1.0
U.S. EMPLOYEES	% TOTAL U.S. EMPLOYEES, BY RACE/ETHNICITY		
	White	47.9%	
	Not Self-Identified	1.8%	
	People of Color	50.3%	
	<i>American Indian or Alaskan Native</i>	0.4%	
	<i>Asian</i>	14.8%	
	<i>Black or African American</i>	13.1%	
	<i>Hispanic or Latino</i>	18.3%	
	<i>Native Hawaiian or Pacific Islander</i>	0.5%	
	<i>Two or More Races</i>	3.2%	
	% U.S. CORPORATE EMPLOYEES, BY RACE/ETHNICITY		
	White	63.3%	
	Not Self-Identified	0.1%	
	People of Color	36.7%	
	<i>American Indian or Alaskan Native</i>	0.1%	
	<i>Asian</i>	16.0%	
	<i>Black or African American</i>	7.1%	
<i>Hispanic or Latino</i>	11.1%		
<i>Native Hawaiian or Pacific Islander</i>	0.3%		
<i>Two or More Races</i>	2.1%		

METRIC AND FISCAL 2022 METRIC VALUE (AMOUNTS MAY NOT SUM DUE TO ROUNDING)		MANAGEMENT CRITERIA
U.S. EMPLOYEES <i>(continued)</i>	% U.S. RETAIL EMPLOYEES, BY RACE/ETHNICITY	
	White	40.8%
	Not Self-Identified	3.8%
	People of Color	55.5%
	<i>American Indian or Alaskan Native</i>	0.7%
	<i>Asian</i>	6.1%
	<i>Black or African American</i>	16.1%
	<i>Hispanic or Latino</i>	26.6%
	<i>Native Hawaiian or Pacific Islander</i>	0.7%
	<i>Two or More Races</i>	5.3%
	% U.S. MANUFACTURING & DISTRIBUTION EMPLOYEES, BY RACE/ETHNICITY	
	White	32.6%
	Not Self-Identified	0.6%
	People of Color	66.8%
	<i>American Indian or Alaskan Native</i>	0.5%
	<i>Asian</i>	33.9%
	<i>Black or African American</i>	18.4%
	<i>Hispanic or Latino</i>	13.0%
	<i>Native Hawaiian or Pacific Islander</i>	0.3%
	<i>Two or More Races</i>	0.7%
	% U.S. VICE PRESIDENT AND ABOVE CORPORATE EMPLOYEES, BY RACE/ETHNICITY	
	White	72.0%
	Not Self-Identified	0.2%
	People of Color	27.8%
	<i>American Indian or Alaskan Native</i>	0.0%
	<i>Asian</i>	13.3%
	<i>Black or African American</i>	4.9%
	<i>Hispanic or Latino</i>	7.7%
<i>Native Hawaiian or Pacific Islander</i>	0.0%	
<i>Two or More Races</i>	1.9%	

Race/ethnicity is reported according to the race and ethnicity as self-identified and self-reported by the employee and recorded in the ELC HR Data System.

Data is only available for U.S.-based employees. Race/ethnicity category is defined according to Equal Employment Opportunity Commission (EEOC) guidelines as American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or More Races, and White.

Role types of Corporate, Retail, and Manufacturing and Distribution are high level groupings of job roles classified based on specific Job Functions, Job Subfunctions, and Job Areas within the ELC Job Hierarchy, as recorded in the ELC HR Data System.

Job levels of Vice President and Above, Director and Executive Director, and Manager and Below are based on the internal ELC Global Grade System, as recorded in the ELC HR Data System.

METRIC AND FISCAL 2022 METRIC VALUE (AMOUNTS MAY NOT SUM DUE TO ROUNDING)		MANAGEMENT CRITERIA
U.S. EMPLOYEES <i>(continued)</i>	% U.S. DIRECTOR AND EXECUTIVE DIRECTOR CORPORATE EMPLOYEES, BY RACE/ETHNICITY	
	White	68.2%
	Not Self-Identified	0.1%
	People of Color	31.7%
	<i>American Indian or Alaskan Native</i>	0.1%
	<i>Asian</i>	17.9%
	<i>Black or African American</i>	4.8%
	<i>Hispanic or Latino</i>	7.3%
	<i>Native Hawaiian or Pacific Islander</i>	0.2%
	<i>Two or More Races</i>	1.4%
	% U.S. MANAGER AND BELOW CORPORATE EMPLOYEES, BY RACE/ETHNICITY	
	White	60.2%
	Not Self-Identified	0.0%
	People of Color	39.8%
	<i>American Indian or Alaskan Native</i>	0.1%
<i>Asian</i>	15.5%	
<i>Black or African American</i>	8.3%	
<i>Hispanic or Latino</i>	13.1%	
<i>Native Hawaiian or Pacific Islander</i>	0.3%	
<i>Two or More Races</i>	2.4%	
TURNOVER RATE	Total turnover rate	27.2%
	<i>Voluntary turnover rate</i>	21.5%
	<i>Involuntary turnover rate</i>	5.6%
		<p>Race/ethnicity is reported according to the race and ethnicity as self-identified and self-reported by the employee and recorded in the ELC HR Data System.</p> <p>Data is only available for U.S.-based employees. Race/ethnicity category is defined according to Equal Employment Opportunity Commission (EEOC) guidelines as American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or More Races, and White.</p> <p>Role types of Corporate, Retail, and Manufacturing and Distribution are high level groupings of job roles classified based on specific Job Functions, Job Subfunctions, and Job Areas within the ELC Job Hierarchy, as recorded in the ELC HR Data System.</p> <p>Job levels of Vice President and Above, Director and Executive Director, and Manager and Below are based on the internal ELC Global Grade System, as recorded in the ELC HR Data System.</p> <p>Includes regular full-time and regular part-time employees globally. Excludes temporary full-time and temporary part-time employees globally.</p> <p>Voluntary and Involuntary turnover is based on the exit reason as recorded in the ELC HR Data System.</p> <p>Turnover rate is calculated by dividing total global regular employees who exited during the fiscal year by average global regular employee headcount for the fiscal year. Fiscal year average global regular employee headcount is calculated by adding headcount on the last day of each month and dividing by 12.</p>

## EMPLOYEE VOLUNTEERISM & GIVING

ELC Good Works is the Company's internal platform used to report employee volunteerism, employee monetary donations, and ELC charitable matching gifts. The ELC Good Works guidelines outline program eligibility, criteria, and terms and conditions, as adapted to meet local requirements.

Metrics reflect information self-reported to ELC Good Works by eligible employees who are on active assignment during fiscal 2022. At the end of fiscal 2022, ELC Good Works was available to eligible employees in 19 markets globally. Information related to employees on leave and to brands acquired during or after fiscal 2020 (Have&Be and DECIEM) is excluded from the fiscal 2022 metrics.

During fiscal 2022, "eligible employees" included ELC regular full-time and regular part-time employees in Argentina; Australia; Belgium; Brazil; Canada; Chile; Colombia; France; Germany; Hong Kong, SAR of China; India; Luxembourg; Mexico; Netherlands; Panama; Peru; Switzerland; and the United States. In the United Kingdom, "eligible employees" included corporate regular full-time, corporate regular part-time, corporate temporary full-time, and corporate temporary part-time employees; Jo Malone London Global and Travel Retail regular full-time and regular part-time employees; and regular full-time, regular part-time, temporary full-time, and temporary part-time employees at the Whitman manufacturing location.

METRIC	FISCAL 2022 METRIC VALUE (THOUSANDS)	MANAGEMENT CRITERIA
Employee volunteer hours	14.4	Employee volunteer hours are hours that eligible employees self-report through ELC Good Works with regard to leading, organizing, or participating in either Company-organized volunteer efforts or individual eligible activities outside of normal working hours, in accordance with the ELC Good Works guidelines available to employees.
Employee donations	\$1,166	Employee monetary donations are donations that eligible employees self-report through ELC Good Works and must be personal donations from employees' own assets that are given to a 501(c)(3) organization in the United States or to similar organizations outside of the United States. Eligible organizations are determined under the ELC Good Works guidelines available to employees.
Amount matched by ELC	\$1,810	<p>ELC charitable matching gifts include: Company matches of employees' monetary donations at a 1:1 ratio unless specified otherwise by ELC; Company matches of employees' volunteer time (volunteer rewards such as \$20 per hour volunteered earned and redeemed by the employee to make donations to 501(c)(3) organizations in the United States); Company matches of employee social impact and sustainability actions on Missions – ELC Good Works' purpose driven action hub (Missions rewards such as \$25 per 500 Missions points earned and redeemed by the employee to make donations to 501(c)(3) organizations in the United States); and Company rewards which are gifted donation credits that employees can donate through ELC Good Works.</p> <p>To be eligible for matching, employees' donations, volunteer time, and Missions actions must be recorded through ELC Good Works and be in accordance with the ELC Good Works guidelines.</p> <p>At specified times during fiscal 2022, there were special matching campaigns during which ELC double matched (2x) eligible employee donations. Due to double match campaigns, volunteer rewards, Missions rewards, and Company rewards, the total amount matched by ELC was higher than the total employee donations.</p> <p>Rewards are gifted monetary credits that the Company has added to the ELC Good Works accounts of eligible employees. Employees can use these rewards to make donations to organizations of their choosing through ELC Good Works. Fiscal 2022 metric includes rewards redeemed within the fiscal year.</p> <p>Through Missions, eligible U.S. employees can track personal social impact and sustainability actions—such as using less water or learning about ELC's commitments—which convert into ELC Good Works rewards.</p>

## EMPLOYEE SAFETY

Employee Safety rate metrics in the table below are as of June 30, 2022. Other metrics in the table below are reported for the fiscal year ending June 30, 2022. The data used in the calculations is obtained from internal ELC systems and is based on the OSHA definition for recordable incidents applied globally.

Metrics include data related to ELC regular full-time, regular part-time, temporary full-time, and temporary part-time employees globally who are on active assignment or on leave with pay, and third-party paid contractors under direct supervision of an ELC employee globally. Information related to brands acquired during or after fiscal 2020 (Have&Be and DECIEM) is excluded from the fiscal 2022 metrics.

METRIC	FISCAL 2022 METRIC VALUE	MANAGEMENT CRITERIA
Total Recordable Incident Rate	0.20	Total Recordable Incident Rate is calculated using Occupational Safety and Health Administration (OSHA) recordability criteria defined as follows: (Total number of Recordable Incidents *200,000) / Total ELC Hours Worked for the fiscal year.
Days Away, Restricted or Transfer Rate (DART)	0.16	DART is calculated using the OSHA recordability criteria defined as follows: (Total number of Recordable Incidents that resulted in Days Away, Restricted or Transferred * 200,000) / Total ELC Hours Worked for the fiscal year.  DART incidents are any occupational injury or illness which results in an employee remaining away from work, restricted in their work activities or transferring to another job.
Lost Time Frequency Rate	0.14	Lost time frequency rate is calculated using the OSHA recordability criteria defined as follows: (Total number of Recordable Incidents with Lost Time *200,000) / Total ELC Hours Worked for the fiscal year.  Lost time incidents are any occupational injury or illness which results in an employee being unable to work a full assigned work shift (i.e., time off from work, or loss of productive work (absenteeism or delays)).
Total fatalities	0	Fatalities are calculated using the OSHA recordability criteria (defined as an employee death resulting from a work-related incident or exposure; in general, from an accident or an illness caused by or related to a workplace hazard). There were no reported fatalities for the fiscal year ended June 30, 2022.
Total Recordable Incidents	97	Total Recordable Incidents are measured using OSHA recordability criteria, by which an injury or illness is considered recordable if it results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, loss of consciousness, or a significant injury or illness diagnosed by a physician or other licensed health care professional.
# Recordable work-related injuries, by main types		Main types of injury include the top three most frequently occurring types of recordable work-related injuries for the fiscal year ended June 30, 2022.
<i>Slips, trips, and falls</i>	31	Recordable work-related incidents using OSHA recordability criteria and classified as slips, trips, and falls.
<i>Ergonomic injuries</i>	14	Recordable work-related incidents using OSHA recordability criteria and classified as ergonomic injuries.
<i>Struck by</i>	14	Recordable work-related incidents using OSHA recordability criteria and classified as struck by injuries.



## ENERGY AND GREENHOUSE GAS (GHG) EMISSIONS

ELC uses the operational control approach in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) *The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition* (“GHG Protocol”) to report energy consumption and direct and indirect GHG emissions for locations where ELC has operational control. These locations include manufacturing, distribution, innovation, office, salon, and freestanding store locations that were in operation for all or part of fiscal 2022.

Unless otherwise indicated in the management criteria, ELC uses the GHG Protocol to guide the criteria to assess, calculate, and report GHG emissions.

METRIC	FISCAL 2022 METRIC VALUE	MANAGEMENT CRITERIA
ENERGY		
Total energy consumption within the organization	316.0 Thousand MWh	<ul style="list-style-type: none"> <li>Energy consumed from total fuel consumption (natural gas, diesel, fuel oil, mobile gasoline, mobile diesel, purchased district heat, purchased steam, bio-fuel, and on-site solar) and total purchased electricity consumption for the operation of ELC owned and leased locations globally.</li> </ul>
Total fuel consumption, by source	139.6 Thousand MWh	<ul style="list-style-type: none"> <li>Fuel consumption from non-renewable (natural gas, diesel, fuel oil, mobile gasoline, mobile diesel, purchased district heat from natural gas, and purchased steam) and renewable (bio-fuel, on-site solar, and purchased district heat from wood and wood residuals) sources.</li> </ul>
<i>Non-renewable</i>	130.7 Thousand MWh	<ul style="list-style-type: none"> <li>Non-renewable fuels include natural gas, diesel, fuel oil, mobile gasoline, mobile diesel, purchased district heat from natural gas, and purchased steam.</li> <li>Natural gas is used at certain manufacturing, distribution, office, innovation, and salon locations. Diesel and fuel oil are used at certain manufacturing, distribution, office, and innovation locations. Mobile gasoline and mobile diesel are used by ELC owned and leased fleets in countries where ELC operates. Purchased district heat from natural gas is used at certain office and freestanding store locations. Purchased steam is used at certain office locations.</li> <li>Actual activity data is collected from direct measurement or third-party invoices when possible. When actual data is not available, estimates are determined by fuel source type based on our estimation methodology described in the Estimation Methodology section.</li> </ul>
<i>Renewable</i>	8.9 Thousand MWh	<ul style="list-style-type: none"> <li>Renewable fuels include bio-fuel, on-site solar, and purchased district heat from wood and wood residuals.</li> <li>Bio-fuel (Mobile Ethanol (E100)) is transport fuel used by ELC owned and leased fleet in one country where ELC operates. On-site solar energy is generated at and consumed by certain manufacturing, distribution, and office locations through solar photovoltaic (PV) installations. Purchased district heat from wood and wood residuals is used at one distribution center.</li> <li>In accounting for on-site solar energy, we assume that on-site solar generation offsets the consumption of “brown energy” (i.e., non-green consumption) on a one-to-one basis.</li> <li>Actual activity data is collected from direct measurement or third-party invoices when possible. When actual data is not available, estimates are determined by fuel source type based on our estimation methodology described in the Estimation Methodology section.</li> </ul>
Total electricity consumption, by source	176.4 Thousand MWh	<ul style="list-style-type: none"> <li>Electricity consumed from non-renewable and renewable electricity sources.</li> </ul>
<i>Non-renewable</i>	0.0 Thousand MWh	<ul style="list-style-type: none"> <li>Electricity purchased other than by off-site generation (utility contracts), Energy Attribute Certificates (EAC) (e.g., Renewable Energy Certificate (REC) and Renewable Energy Guarantees of Origin (REGOs)), and a Virtual Power Purchase Agreement (VPPA), by manufacturing, distribution, innovation, office, salon, and free-standing store locations.</li> <li>Actual activity data is collected from direct measurement or third-party invoices when possible. When actual data is not available, estimates are determined based on our estimation methodology described in the Estimation Methodology section.</li> </ul>
<i>Renewable</i>	176.4 Thousand MWh	<ul style="list-style-type: none"> <li>Electricity purchased through off-site generation (utility contracts), EACs, and a VPPA.</li> <li>Off-site generation of renewable electricity is through contractual agreements between ELC and a utility or energy service provider to have all or a percent of electricity supplied in whole or in part from renewable energy sources such as wind, solar, geothermal, hydropower, and/or biomass.</li> <li>EACs are tradable commodities that package the environmental benefit achieved from a specific renewable energy project. One EAC is issued for each MWh unit of renewable electricity produced.</li> <li>The VPPA agreement generates RECs through the Ponderosa wind farm project.</li> <li>Actual activity data is collected from direct measurement or third-party invoices when possible. When actual data is not available, estimates are determined based on our estimation methodology described in the Estimation Methodology section.</li> </ul>

METRIC	FISCAL 2022 METRIC VALUE	MANAGEMENT CRITERIA
ENERGY <i>(continued)</i>		
Energy intensity (MWh normalized to million dollars of net sales)	17.8	<ul style="list-style-type: none"> <li>Energy intensity is calculated as follows: Total energy consumption within the organization in Thousand MWh/Net Sales for fiscal 2022 in million US dollars.</li> </ul>
% Global energy sourced from renewable energy	58.7%	<ul style="list-style-type: none"> <li>Percentage of global energy sourced from renewable energy is calculated as follows: (Renewable Fuel + Renewable Electricity in Thousand MWh) / (Total energy consumption within the organization in Thousand MWh) X 100</li> </ul>
GHG EMISSIONS		
SCOPE 1	27.8 Thousand metric tons CO <sub>2</sub> equivalent	<ul style="list-style-type: none"> <li>Direct GHG emissions associated with on-site fuel consumption (natural gas, diesel, and fuel oil) for the operation of ELC owned and leased locations globally, stationary refrigerants, and transport fuel (bio-fuel, mobile gasoline, and mobile diesel), and mobile refrigerants for the ELC owned and leased fleets.</li> <li>Excludes refrigerant sources at freestanding store, salon, office, and certain regional distribution and innovation locations.</li> <li>Does not take into account offsets or "carbon" offsets purchased to cover Scope 1 GHG emissions.</li> <li>GHGs included as part of Scope 1 are carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and hydro fluorocarbons (HFCs). The other GHGs of sulfur hexafluoride (SF<sub>6</sub>), perfluorocarbons (PFCs), and nitrogen trifluoride (NF<sub>3</sub>) are not emitted by ELC location.</li> <li>Scope 1 GHG emissions are based on direct on-site fuel consumption, stationary refrigerants, transport fuel consumption, and mobile refrigerants multiplied by their associated emission factor.</li> <li>Our estimation methodology and emission factors used are described in the Emission Factors and Estimation Methodology sections.</li> </ul>
SCOPE 2: Market-based	1.3 Thousand metric tons CO <sub>2</sub> equivalent	<ul style="list-style-type: none"> <li>Scope 2 GHG emissions associated with purchased electricity, purchased district heat, and purchased steam for the operation of ELC owned and leased locations globally.</li> <li>Market-based emissions include renewable electricity sourced from contractual agreements (utility contracts, EACs, and a VPPA).</li> <li>GHGs included as part of Scope 2 are CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O. The other GHGs of HFCs, SF<sub>6</sub>, PFCs, and NF<sub>3</sub> are not emitted by ELC locations.</li> <li>Scope 2 GHG emissions are based on purchased electricity, purchased district heat, and purchased steam multiplied by their associated country or regionally specific emission factor.</li> <li>Our estimation methodology and emission factors used are described in the Emission Factors and Estimation Methodology sections.</li> </ul>
SCOPE 2: Location-based	54.8 Thousand metric tons CO <sub>2</sub> equivalent	<ul style="list-style-type: none"> <li>Scope 2 GHG emissions are based on purchased electricity, purchased district heat, and purchased steam multiplied by their associated country or regionally specific emission factor.</li> <li>Our estimation methodology and emission factors used are described in the Emission Factors and Estimation Methodology sections.</li> </ul>
GHG intensity (Thousand metric tons CO <sub>2</sub> equivalent normalized to million dollars of net sales)	0.0	<ul style="list-style-type: none"> <li>GHG intensity is calculated as follows: [(Scope 1 GHG emissions (net of offsets)) + (Scope 2 market-based GHG emissions (net of renewables and offsets))] / Net Sales for fiscal 2022 in million US dollars.</li> <li>Offset or "carbon" offset is a unit or CO<sub>2</sub> equivalent that is reduced, avoided, or sequestered to compensate for emissions occurring elsewhere. Carbon offsets have been verified by a third party against an accepted standard and are expected to be retired within the next 6 months.</li> <li>Renewables include off-site generation (utility contracts), EACs, and a VPPA.</li> <li>This metric is calculated in accordance with management's criteria and is not based on requirements set forth in the GHG Protocol (e.g., this metric includes carbon offsets).</li> </ul>
ENERGY CONSERVATION PROJECTS		
Reduction of energy consumption due to conservation and efficiency measures	2.0 Thousand MWh	<ul style="list-style-type: none"> <li>Total estimated annual energy savings from projects implemented during fiscal 2022. Total energy savings are attributed to the year of project launch, regardless of timing during the fiscal year.</li> <li>Reduction of energy consumed is estimated based on engineering analyses provided by vendors, external consultants, and internal sources.</li> <li>Includes projects implemented at certain manufacturing, distribution, and innovation locations where project plan, estimated savings, and funding is approved internally.</li> </ul>
Reduction of emissions due to conservation and efficiency measures	0.7 Thousand metric tons CO <sub>2</sub> equivalent	<ul style="list-style-type: none"> <li>Reduction of emissions are based on estimated annual energy savings from projects implemented during fiscal 2022 multiplied by their associated country or regionally specific emission factor.</li> <li>For projects at locations based in the United States, United States (U.S.) Environmental Protection Agency (EPA) Emissions &amp; Generation Resource Integrated Database (eGRID) 2020 (released January 2022), emission factors are used. For projects at locations based in Canada, Government of Canada National Inventory Report: 1990-2020 Greenhouse Gas Sources and Sinks in Canada - Annex 13 (updated in April 2022) emission factors are used. For projects at locations based in Europe, Association of Issuing Bodies European Residual Mixes 2021: Version 1.0 2022-05-31; Table 2: Residual Mixes 2021, Direct CO<sub>2</sub> emission factors are used.</li> </ul>

## BASE DATA

ELC uses fiscal 2018 as the baseline to which future years' GHG emissions are compared. Any changes in GHG emission methodology, emission factors, organizational boundary conditions (operational or financial control), or location portfolio are tracked against the fiscal 2018 GHG emissions.

For any acquisitions, base year data for the acquired location is added to the total base year data using actual data, if available, or estimated data based on the estimation methodology outlined below. For any divestitures, the base year data for the divested location is subtracted from total base year emissions.

As part of the fiscal 2022 data collection process, locations associated with ELC's recent acquisition, DECIEM, were added to energy and GHG emissions base data dating back to the start of the base year, fiscal 2018, or the inception of operations, whichever occurred later.

## EMISSION FACTORS

GHG emissions are determined on the basis of measured or estimated energy and fuel usage and refrigerant gas loss, multiplied by relevant carbon emission factors and for carbon dioxide equivalent emissions taking into account relevant global warming potentials from the Intergovernmental Panel on Climate Change Fifth Assessment Report. The table below outlines the emission factor sources used in the fiscal 2022 emissions calculations.

METRIC	EMISSIONS SOURCE TYPE	EMISSION FACTOR EMPLOYED
SCOPE 1	Natural Gas	United States (U.S.) Environmental Protection Agency (EPA) Emission Factors for Greenhouse Gas Inventories (issued in April 2022)
SCOPE 1	Fuel Oil (#2)	U.S. EPA Emission Factors for Greenhouse Gas Inventories (issued in April 2022)
SCOPE 1	Fuel Oil (#5 and #6)	U.S. EPA Emission Factors for Greenhouse Gas Inventories (issued in April 2022)
SCOPE 1	Diesel	U.S. EPA Emission Factors for Greenhouse Gas Inventories (issued in April 2022)
SCOPE 1	Refrigerants (stationary and mobile)	Global Warming Potential from the Intergovernmental Panel on Climate Change Fifth Assessment Report (2013); California Air Resource Board (CARB) and the American Society of Heating, Refrigerating, and Air-Conditioning Engineers (ASHRAE) Standard 34
SCOPE 1	Mobile Diesel	U.S. EPA Emission Factors for Greenhouse Gas Inventories (issued in April 2022)
SCOPE 1	Mobile Gasoline	U.S. EPA Emission Factors for Greenhouse Gas Inventories (issued in April 2022)
SCOPE 1	Bio-fuel (Mobile Ethanol (E100))	U.S. EPA Emission Factors for Greenhouse Gas Inventories (issued in April 2022)
SCOPE 2	Purchased Electricity (U.S.)	Market-based: Green-e® Residual Mix Emission Rates (2020) (issued in July 2022) Location-based: U.S. EPA eGRID 2020 (released January 2022)
SCOPE 2	Purchased Steam (U.S.)	U.S. EPA Emission Factors for Greenhouse Gas Inventories (issued in April 2022)
SCOPE 2	Purchased District Heat (Wood and Wood Residuals)	U.S. EPA Emission Factors for Greenhouse Gas Inventories (issued in April 2022)
SCOPE 2	Purchased District Heat (Natural Gas)	Department for Environment, Food & Rural Affairs (DEFRA): Deriving Emissions linked to Climate Change (DECC) GHG Conversion Factors for Company Reporting – UK (June 2022)
SCOPE 2	Purchased Electricity (Canada)	Government of Canada National Inventory Report: 1990-2020 Greenhouse Gas Sources and Sinks in Canada - Annex 13 (updated in April 2022)
SCOPE 2	Purchased Electricity (Australia)	Australian Government Department of Industry Science, Energy and Resources - National Greenhouse Accounts Factors - Table 46 (released August 2021)
SCOPE 2	Purchased Electricity (All Other Markets)	Mexico: International Energy Agency (IEA). CO <sub>2</sub> Emissions from Fuel Combustion (2022 ed.); United Kingdom: DEFRA: DECC GHG Conversion Factors for Company Reporting – United Kingdom Electricity (June 2022); All Others: International Energy Agency Emissions Factors 2022 (updated September 2022)
SCOPE 2	Purchased Electricity (Europe, excluding United Kingdom)	Market-based: Association of Issuing Bodies European Residual Mixes 2021: Version 1.0 2022-05-31; Table 2: Residual Mixes 2021, Direct CO <sub>2</sub> Location-based: Country-specific emission factors (various sources)

## ESTIMATION METHODOLOGY

Estimation procedures were used to determine energy and GHG emissions data where measurement data is not readily available as noted in the table below. These estimates account for approximately 23% of Scope 1 GHG emissions and approximately 39% of both reported market-based and location-based Scope 2 GHG emissions.

METRIC & EMISSION SOURCE TYPE	ESTIMATION METHODOLOGY
SCOPE 1: On-site Fuels	<p>If actual fuel usage amounts are unavailable, but it is known that a facility uses a fuel (e.g., natural gas), usage data is estimated.</p> <p>For natural gas, intensity factor averages from other locations are used to estimate fuel usage for locations where only fuel cost is available. For locations that use natural gas that receive no fuel or cost data, the building square footage is used to estimate usage based on similar locations' usage intensities or average benchmark natural gas intensities. Commercial Buildings Energy Consumption Survey (CBECS) (2018) natural gas intensity for office space is the primary default benchmark used when no location-specific data is available for offices.</p> <p>Estimations are performed on an annual, or for all missing months, basis, in order to estimate natural gas usage across locations where natural gas usage was confirmed to be a fuel source.</p> <p>For diesel, no estimates were made as actual data was available for all relevant locations.</p> <p>For fuel oil #2, estimates are made using the 2018 CBECS intensity factor (kWh/ft<sup>2</sup> per year) for fuel oil #2 for one office location. The factor was applied to the building square footage of the relevant office location to estimate the amount of fuel oil #2. For fuel oil #5 and #6, estimates are made using the 2018 CBECS intensity factor (kWh/ft<sup>2</sup> per year) for fuel oil #5 and #6 for certain manufacturing and distribution locations. The factor was applied to the building square footage of the relevant manufacturing and distribution location to estimate the amount of fuel oil #5 and #6.</p>
SCOPE 1: Transport Fuels	<p>If actual fuel usage amounts are unavailable, usage is estimated based on the available transport data. If vehicle count and miles driven are provided, but not fuel consumption, average fuel efficiency was utilized to estimate usage. In the United States and Canada, gallons of fuel purchased is reported and used as assumed fuel usage. For hybrid vehicles in the United Kingdom and Belgium, fuel usage is assumed to be split between mobile gasoline and mobile diesel at the same proportion as the non-hybrid fleet vehicles in these countries. For non-hybrid vehicles in Belgium, lease agreement and fuel economy are reported and used to estimate annual mileage and fuel usage. In Brazil, flexible fuel usage is assumed to be split equally between mobile ethanol and mobile gasoline. In all other countries with mobile fuel usage, a combination of total number of vehicles, mileage, and/or liters of fuel used are reported and used to calculate fuel usage.</p>
SCOPE 1: Mobile Refrigerants	<p>Estimations are performed to calculate mobile refrigerant usage for ELC owned and/or leased fleets. Estimates are based on the total fleet vehicle count by country and average refrigerant recharge and loss per vehicle.</p>
SCOPE 2: Purchased Electricity	<p>ELC employs several methods to estimate electricity usage when actual activity data is unavailable. In some cases, locations provided their own estimates based on partial activity data, invoices, and cost data. In the case where locations are unable to provide relevant data (common for many ELC international leased office and free-standing stores), the preferred method of estimation is based on building square footage of office, free standing store, or salon space.</p>
SCOPE 2: Purchased District Heat (Wood and Wood Residuals)	<p>Estimates are made using the 2018 CBECS intensity factor (kWh/ft<sup>2</sup> per year) for district heat for certain office and freestanding store locations. The factor was applied to the building square footage of the relevant office and freestanding store locations to estimate the amount of district heat.</p>
SCOPE 2: Purchased Heating (Natural gas)	<p>Estimates are made using the 2018 CBECS intensity factor (kWh/ft<sup>2</sup> per year) for district heat for certain office and freestanding store locations. The factor was applied to the building square footage of the relevant office and freestanding store locations to estimate the amount of district heat.</p>
SCOPE 2: Purchased Steam	<p>Estimates are made using the 2018 CBECS intensity factor (kWh/ft<sup>2</sup> per year) for purchased steam for certain office locations. The factor was applied to the building square footage of the relevant office locations to estimate the amount of purchased steam.</p>

## EXCLUSIONS

Each year, we aim to refine our energy and GHG emissions metrics reported. Metrics exclude GHG emissions associated with refrigerant sources at freestanding stores, salon, office, and certain regional distribution and innovation locations.

## UNCERTAINTY

GHG emissions quantification is subject to inherent measurement uncertainty because of such things as GHG emissions factors that are used in mathematical models to calculate GHG emissions and the inability of these models, due to incomplete scientific knowledge and other factors, to accurately measure under all circumstances the relationship between various inputs and the resultant GHG emissions. Environmental and energy use data used in GHG emissions calculations are subject to inherent limitations, given the nature and the methods used for measuring such data.

## WATER

Water metrics include data for manufacturing, distribution, and innovation locations where ELC had operational control for all or part of fiscal 2022. Data for office, salon, and free-standing store locations is excluded from the fiscal 2022 metrics.

METRIC	FISCAL 2022 METRIC VALUE	MANAGEMENT CRITERIA
Withdrawal	1.5 Million cubic meters	<ul style="list-style-type: none"> <li>Water withdrawal is collected from third parties and groundwater.</li> <li>Water withdrawal data is collected from direct measurement or third-party invoices when possible. When actual data is not available, estimates are formed using building square footage multiplied by location type-specific intensity factors, which are derived from ELC locations reporting actual water withdrawal data.</li> <li>Approximately 9% of the reported water withdrawal is estimated.</li> </ul>
Consumption	0.1 Million cubic meters	<ul style="list-style-type: none"> <li>Consumption is calculated as the difference between water withdrawal and water discharge.</li> </ul>
Discharge	1.4 Million cubic meters	<ul style="list-style-type: none"> <li>Water is discharged to third parties and groundwater.</li> <li>Water discharge data is collected from direct measurement or third-party invoices when possible. When actual data is not available, other than for discharge associated with non-contact cooling water activities, estimates are formed using a discharge ratio based on location type-specific intensity factors, which are derived from ELC locations reporting actual water discharge data.</li> <li>Discharge associated with non-contact cooling water activities at the Melville manufacturing location is based on the actual location water withdrawal minus known water discharge activities (industrial and sanitary wastewater), known water used in finished products, and estimated water consumption (irrigation and human consumption).</li> <li>Approximately 16% of the reported water discharge is estimated.</li> </ul>
% Water consumption from all areas with high or extremely high water stress	49.8%	<ul style="list-style-type: none"> <li>Areas of high or extremely high water stress include ELC locations located in areas of high or extremely high water stress as defined by the World Resources Institute's Water Risk Atlas tool (Aquaduct 3.0).</li> </ul>
% Water withdrawn from all areas with high or extremely high water stress	77.2%	<ul style="list-style-type: none"> <li>Areas of high or extremely high water stress include ELC locations located in areas of high or extremely high water stress as defined by the World Resources Institute's Water Risk Atlas tool (Aquaduct 3.0).</li> </ul>
Water consumption intensity  (Cubic meters normalized to million dollars of net sales)	6.9	<ul style="list-style-type: none"> <li>Water consumption intensity is calculated as follows: Water consumption (cubic meters) / Net Sales for fiscal 2022 in million US dollars.</li> </ul>



## PALM OIL

Palm oil metrics indicate the volume and proportion of palm-based ingredients directly procured and received by ELC that were certified, as sustainable by the Roundtable on Sustainable Palm Oil (RSPO). RSPO develops and sets standards for sustainable palm oil and enables sustainable palm oil certification.

The metrics in the table below are for the calendar year ended December 31, 2021 (calendar year 2021) which is consistent with ELC's Annual Communication of Progress (ACOP) report submitted to the RSPO. Calendar year 2021 metrics exclude information related to palm-based ingredients i) directly procured and/or received by Third-Party Manufacturers (TPMs) and ii) directly procured and received by brands acquired during or after fiscal 2020 (Have&Be and DECIEM).

Unless otherwise indicated within the management criteria, relevant data (e.g., raw material volume) is obtained from internal ELC raw materials management and procurement systems.

METRIC	CALENDAR YEAR 2021 METRIC VALUE	MANAGEMENT CRITERIA
Total amount of palm oil sourced	5.1 Thousand metric tons	<ul style="list-style-type: none"> <li>Palm oil sourced is calculated by multiplying the percentage of palm-based ingredients in each raw material directly procured and received by ELC by the raw material volume.</li> <li>Palm-based ingredients include palm oil, palm kernel oil, and other relevant palm-based derivatives.</li> <li>Raw materials are determined to contain palm-based ingredients based on documentation provided by the raw material supplier. Composition of raw materials, including percentage of palm-based materials, is obtained from the raw material supplier.</li> </ul>
% Total Palm oil certified by RSPO, by certification type <i>(amounts may not sum due to rounding)</i>	100%	<ul style="list-style-type: none"> <li>Raw material suppliers provide confirmation of RSPO certification status and type for palm oil producers who supplied the raw materials directly procured and received by ELC.</li> <li>Accredited RSPO Certifying Bodies certify palm oil producers through verification of the production process in alignment with RSPO Principles and Criteria for the Production of Sustainable Palm Oil.</li> <li>RSPO certification types include identity preserved, segregated, mass balance, and book and claim.</li> </ul>
Identity Preserved	<1%	<ul style="list-style-type: none"> <li>Identity preserved is palm oil from a single identifiable certified source and is kept separately from ordinary palm oil throughout the supply chain.</li> </ul>
Segregated	<1%	<ul style="list-style-type: none"> <li>Segregated is palm oil from different certified sources and is kept separate from ordinary palm oil throughout the supply chain.</li> </ul>
Mass Balance	92%	<ul style="list-style-type: none"> <li>Mass balance is palm oil from certified sources and is mixed with ordinary palm oil throughout the supply chain.</li> </ul>
Book and Claim	8%	<ul style="list-style-type: none"> <li>Book and claim is not monitored for the presence of palm oil from certified sources, but includes credits purchased by ELC from RSPO-certified independent smallholders.</li> <li>Includes palm oil and palm kernel oil credits purchased through RSPO from independent smallholders by June 2022 that were claimed for palm oil directly procured and received in calendar year 2021.</li> </ul>
% Total palm-based ingredients sourced through certified-sustainable physical supply chain	92%	<ul style="list-style-type: none"> <li>Certified-sustainable physical supply chains include the percentage of total palm oil certified by RSPO for the identity preserved, segregated, and mass balance certification types.</li> </ul>

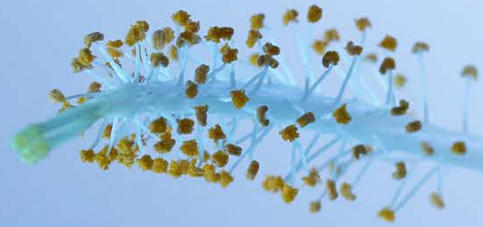
## PACKAGING

Packaging metrics include information related to ELC's product packaging. Product packaging is defined as materials included on the ELC Bill of Materials (BOM) to be used for i) the containment, protection, handling, and presentation of products; or ii) delivery to ELC's distribution locations. Product packaging includes packaging that is i) directly purchased by ELC for products manufactured by ELC and/or third parties, and ii) purchased by third parties for products manufactured by third parties.

Product packaging excludes materials used to transport products (e.g., pallets, e-commerce shippers, etc.), if not included on the ELC BOM. Information related to brands acquired during or after fiscal 2020 (Have&Be and DECIEM) is excluded from the fiscal 2022 metrics.

Unless otherwise indicated within the management criteria, relevant weight and packaging attribute data (e.g., post-consumer recycled content (PCR), Forest Stewardship Council certification (FSC)) is obtained from supplier information recorded in ELC's internal packaging management and procurement systems.

METRIC	FISCAL 2022 METRIC VALUE	MANAGEMENT CRITERIA
% Packaging that is recyclable, refillable, reusable, recycled, or recoverable	63%	<ul style="list-style-type: none"> <li>Packaging is categorized as recyclable, refillable, reusable, recycled, or recoverable by ELC based on ELC's criteria as follows: <ul style="list-style-type: none"> <li>- Recyclable means that a package or packaging component can be widely recycled through current recycling streams.</li> <li>- Refillable or reusable means that packaging is designed to be used for the same purpose multiple times.</li> <li>- Recycled means that materials are post-consumer recycled or have been recovered or diverted from the waste stream through ELC's consumer take back programs and are re-introduced into ELC's new packaging.</li> <li>- Recoverable means that materials would have otherwise been disposed of to a landfill but have instead been collected through ELC's take back programs.</li> </ul> </li> <li>% Packaging that is recyclable, refillable, reusable, recycled, or recoverable, as defined by ELC, is calculated as follows: <math>[(\text{Total weight of packaging materials classified as recyclable, refillable, reusable, recycled, or recoverable} / \text{Total weight of product packaging material}) * 100] - 10\%</math>. <ul style="list-style-type: none"> <li>- A 10% discount is applied to the overall percentage to account for attributes not currently included in ELC packaging specifications. These attributes include packaging color, decoration, dimensions, and recycling separability.</li> <li>- Packaging material weight is only counted once across the categories of recyclable, refillable, reusable, recycled, or recoverable to avoid overstating goal progress through double counting (i.e., a material cannot be counted in multiple categories in the reporting period).</li> </ul> </li> </ul>
% Post-consumer recycled (PCR) material	17%	<ul style="list-style-type: none"> <li>PCR material is material generated by consumers in their role as end-users of the product, and which can no longer be used for its intended purpose. PCR material includes returns of material from the distribution chain, but excludes pre-consumer material, such as industrial scrap.</li> <li>% PCR material is calculated as follows: <math>(\text{Total weight of packaging materials classified as PCR} / \text{Total product packaging material weight}) * 100</math>.</li> </ul>
% Forest-based fiber cartons FSC certified	95%	<ul style="list-style-type: none"> <li>Forest-based fiber cartons FSC certified includes packaging cartons made from forest-based fiber materials (e.g., paper) that are certified through the Forest Stewardship Council (FSC). FSC certification is the practice of sourcing renewable materials that are grown and harvested, produced, packed, and transported using management practices that maintain the productivity of natural systems without compromising their capacity for future generations.</li> <li>% Forest-based fiber cartons FSC certified is calculated as follows: <math>(\text{Total weight of forest-based fiber cartons classified as FSC certified} / \text{Total weight of forest-based fiber cartons}) * 100</math>.</li> </ul>
% Virgin petroleum content in plastic packaging	87%	<ul style="list-style-type: none"> <li>Virgin petroleum content is plastic derived from fossil-based feedstock that is not made of recycled, bio-based, PCR, or post-industrial recycled (PIR) materials.</li> <li>% Virgin petroleum content in plastic packaging is calculated as follows: <math>[(\text{Total weight of plastic packaging} - (\text{Total weight of plastic packaging classified as recycled} + \text{bio-based} + \text{PCR} + \text{PIR})) / \text{Total weight of plastic packaging}] * 100</math>.</li> </ul>
Total weight of product packaging, by type	71.6 Thousand Metric Tons	<ul style="list-style-type: none"> <li>Weight of product packaging from non-renewable and renewable materials.</li> </ul>
<i>Renewable</i>	16.8 Thousand Metric Tons	<ul style="list-style-type: none"> <li>Renewable materials, as categorized by ELC based on ELC's criteria, are those composed of biomass from a living source and are replenished at a rate equal to or greater than the rate of depletion.</li> </ul>
<i>Non-renewable</i>	54.8 Thousand Metric Tons	<ul style="list-style-type: none"> <li>Non-renewable materials are all materials not classified as renewable.</li> </ul>
Total weight of materials reclaimed through consumer take back programs	0.2 Thousand Metric Tons	<ul style="list-style-type: none"> <li>Materials reclaimed includes product packaging collected through ELC consumer take back programs, which are available in North America, Europe, the Middle East &amp; Africa, and Australia. Weight of materials reclaimed is obtained from take back vendors in each region where programs are available.</li> </ul>
% Packaging reclaimed through consumer take back programs	0.25%	<ul style="list-style-type: none"> <li>Includes product packaging collected through ELC consumer take back programs, which are available in North America, Europe, the Middle East &amp; Africa, and Australia, as a percentage of the total weight of product packaging.</li> </ul>
% Packaging made from post-consumer recycled content and/or renewable materials	40%	<ul style="list-style-type: none"> <li>Includes packaging made from PCR and/or renewable materials, as defined above, as a percentage of the total weight of product packaging.</li> </ul>



The Estée Lauder Companies products are formulated using the principles of green chemistry. Shown on the cover is hibiscus sinensis, the extract of which is one of the thousands of ingredients that have been assessed using our Green Score methodology.

