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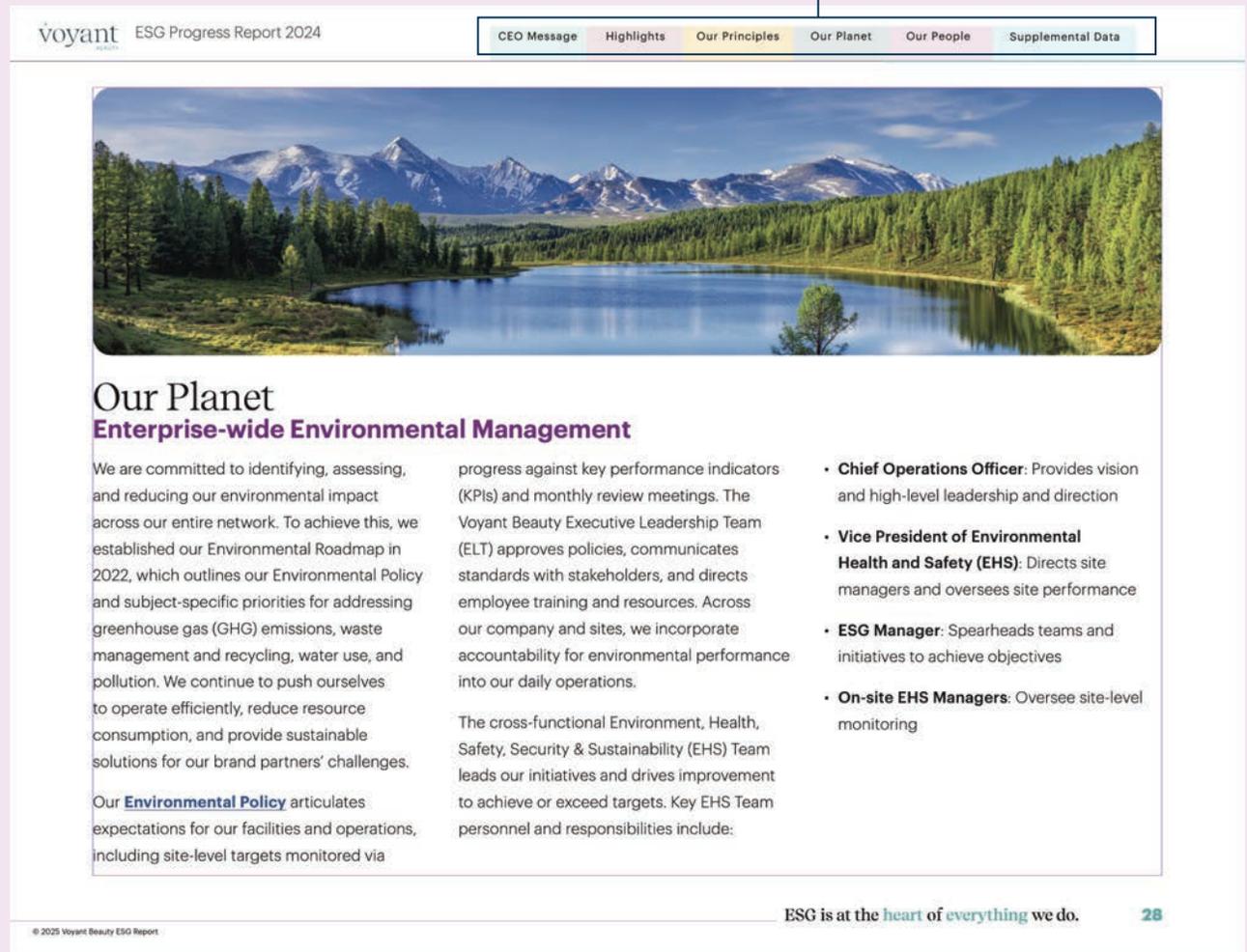
ESG is at the heart of everything we do.

Environmental, Social, and Governance
Progress Report 2024

Navigating through the Report

This report features an interactive navigation menu at the top of each page, allowing you to easily browse through the various sections and locate the information you need.

Clickable Navigation Bar



The screenshot shows the top navigation bar of the 'Voyant Beauty ESG Progress Report 2024'. The bar includes links for 'CEO Message', 'Highlights', 'Our Principles', 'Our Planet', 'Our People', and 'Supplemental Data'. Below the navigation bar is a large landscape photograph of a lake and mountains. The main content area is titled 'Our Planet' and 'Enterprise-wide Environmental Management'. It contains three columns of text: a main introductory paragraph, a paragraph about the Environmental Policy, and a list of EHS team roles and responsibilities. A footer at the bottom of the page reads 'ESG is at the heart of everything we do.' and '28'.

CEO Message | **Highlights** | **Our Principles** | **Our Planet** | **Our People** | **Supplemental Data**

Our Planet

Enterprise-wide Environmental Management

We are committed to identifying, assessing, and reducing our environmental impact across our entire network. To achieve this, we established our Environmental Roadmap in 2022, which outlines our Environmental Policy and subject-specific priorities for addressing greenhouse gas (GHG) emissions, waste management and recycling, water use, and pollution. We continue to push ourselves to operate efficiently, reduce resource consumption, and provide sustainable solutions for our brand partners' challenges.

Our **Environmental Policy** articulates expectations for our facilities and operations, including site-level targets monitored via progress against key performance indicators (KPIs) and monthly review meetings. The Voyant Beauty Executive Leadership Team (ELT) approves policies, communicates standards with stakeholders, and directs employee training and resources. Across our company and sites, we incorporate accountability for environmental performance into our daily operations.

The cross-functional Environment, Health, Safety, Security & Sustainability (EHS) Team leads our initiatives and drives improvement to achieve or exceed targets. Key EHS Team personnel and responsibilities include:

- **Chief Operations Officer:** Provides vision and high-level leadership and direction
- **Vice President of Environmental Health and Safety (EHS):** Directs site managers and oversees site performance
- **ESG Manager:** Spearheads teams and initiatives to achieve objectives
- **On-site EHS Managers:** Oversee site-level monitoring

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ESG is at the heart of everything we do. **28**



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A Message from the CEO



Ed Byczynski
Chief Executive Officer

At Voyant Beauty, we take pride in being a trusted brand partner for a diverse range of customers, from emerging independent companies to the world’s largest consumer brands. We’re the only scalable company in our market, going beyond manufacturing to offer end-to-end development. Our solutions range from sourcing raw materials to providing our customers with the final product.

We are committed to supporting our customers through every stage of their brand lifecycle. By combining integrated manufacturing with cutting-edge innovation, we help accelerate their path to market while upholding the highest standards of quality and flexibility. Looking ahead, we aim to become the leading partner in North America, guided by a strong focus on customer service, operational excellence, and continuous improvement.

In 2024, we continued progress incorporating ESG into our operations. This is evident in our year over year reductions of Scope 1 and Scope 2 emissions from a baseline 104,029 mt in 2021 to 69,913 mt in 2024, a reduction of 32.8%. Progress is further evident in our EcoVadis score, which increased from 52/100 in 2022 to 67/100 in 2023, earning a silver medal. This score and medal status was maintained in our 2024 submission.

Meanwhile, as a commercial sales organization, our customer base continues to grow, and we are ensuring that we’re set up to provide for our new customers most effectively. In 2023, amid rising international conflicts and fragile global trade relations, we concentrated on stabilizing our operations and supply chains while refining our internal processes.

ESG is at the heart of everything we do, encompassing talent, waste reduction, environmental impact, culture, ethics, and more.

Building on that foundation, our focus in 2024 has been on driving strategic growth and strengthening our capabilities. As we look ahead to 2025, we will continue these efforts—expanding our impact, deepening our ESG commitments, and enhancing resilience across our business.

By making the right investments and commitments, and through partnering with experts, we are experiencing real results in ESG performance across our business. The key is ensuring that we have the appropriate resources, support, and skills, and that all our teams are on board.

We recognize that there is always more work to be done to help create a more sustainable and equitable business and future, and that none of this would be possible without our employees' passion and hard work. We look forward to sharing our progress with you now and in the years to come.

Sincerely,



Ed Byczynski

Chief Executive Officer

Who we are

A Valued Brand Partner

Founded in 2019, Voyant Beauty is headquartered in Chicago, Illinois. We are proud to employ over 3,000 people across 12 manufacturing facilities in the U.S., Canada, and Europe, comprising over 4 million square feet of manufacturing and warehouse space. We encourage and enable collaboration among our people to ensure we remain as responsive to our partners as possible.

Voyant Beauty supports our customers' evolving beauty, personal care, and household needs. Fundamental to our business is the promise we make to our customers: To serve them at every stage of the brand life cycle by offering an integrated network of innovation and manufacturing capabilities that delivers responsive solutions, increases speed to market, and drives value for our customers.

Our commitment to innovation extends to every aspect of our work, from how we structure our teams to the development of new products. With an emphasis on beauty and fragrance, skin care, sun care, hair care, soaps, and over-the-counter drugs, we provide value through innovative manufacturing solutions that help customers focus on product development.



12 Manufacturing Facilities

Chatsworth, CA

Square footage: 232,000
Filling Lines: 13

Roanoke, VA

Square footage: 325,000
Filling Lines: 15

Holmdel, NJ

Square footage: 396,000
Filling Lines: 26

Ridgefield, NJ

Square footage: 325,000
Filling Lines: 28

Countryside, IL

Square footage: 400,000
Filling Lines: 20

New Albany, OH

Square footage: 331,000
Filling Lines: 13

Stryków, Poland

Square footage: 162,000
Filling Lines: 2

Elkhart Home Care, IN

Square footage: 503,000
Filling Lines: 4

Elkhart Personal Care, IN

Square footage: 617,000
Filling Lines: 8

Gainesville, GA

Square footage: 401,000
Filling Lines: 14

Olive Branch, MS

Square footage: 300,000
Filling Lines: 13

Rexdale, Canada

Square footage: 500,000
Filling Lines: 26

4M+

Square feet of space

270+

Filling lines

3B+

Units of Installed capacity

Across all levels of our organization, our values guide our decisions. We intentionally designed these ideals to align with our customers and other stakeholders' needs.

voyant

VALUES

We are Voyant Beauty

- 1 We Always Do the Right Thing.**
We conduct our business with uncompromising integrity and ethics, and we always do the right thing.
- 2 People are the Key to Our Success.**
We are committed to sharing and aligning goals, differentiating, and recognizing outstanding work.
- 3 Innovation and Continuous Improvement.**
We deliver solutions driven by innovation and continuous improvement to ensure our customers stay ahead of the curve.
- 4 Teamwork and Respect.**
We empower our people to work together, making fast decisions that enable us to be responsive and get our customers to market more quickly.

We are proud of our reputation for integrity, fairness, inclusion, and operating with the highest ethical standards.



What We Do

We serve over 100 brand partners and make more than 100,000 different products annually. Our capabilities include producing liquid, aerosol, and fragrance products.

Across our business, we pursue three avenues to success:

- **Operational excellence.** We recognize that because our customers often buy from multiple Voyant Beauty sites, they need the same experience and support regardless of who they purchase from, for items such as fragrances, aerosols, and lotions, among others.
- **Brand partnerships.** Our industry requires personalized attention and service. We partner with our customers to anticipate their needs, guarantee supply, and ensure that we have capacity for their growth across all categories.
- **Innovation value.** From ESG and formulation to anticipating trends and operations, we endeavor to provide our customers with value that benefits from our combined ingenuity.

Underpinning these pathways to success is our Voyant Performance System (VPS). Launched in 2022, our VPS is an integrated business management system that drives continuous improvement, operational excellence, and customer trust. This approach serves as a roadmap anchored by our mission, vision, and leadership team. From this foundation, six pillars across our business work together toward our unified goal of achieving organizational objectives:

- **Quality**
- **Our VPS toolbox**
- **Equipment reliability**
- **Supply chain**
- **People development**
- **Environmental health and safety**

These interconnected elements help Voyant Beauty continuously improve its operations and build customer trust from the corporate level down to each of its 12 facilities.

We serve over 100 brand partners and make more than 100,000 different products annually. Our capabilities include producing liquid, aerosol, and fragrance products.



What We Do (continued)

With innovation as a key theme, Voyant Beauty delivers the future of beauty. Our integrated business model primarily produces personal care and beauty products for customers, ranging from small independent brands to the largest consumer goods companies in the world. We also serve the home care and hotel cosmetics segments.

Voyant Beauty's unified services set us apart, ranging from research and development to product manufacturing and supply chain optimization. In all that we do, we function as trusted advisers and partners to our customers, helping them achieve their ambitious goals by securing superior materials, providing cost-effective manufacturing, producing high-quality products, and enabling customers to scale efficiently, quickly, and sustainably.

We are committed to employee health, safety and workplace experience, product quality, and compliance with emerging regulations. The attention and strategic insights that we bring to each engagement make us more than a manufacturer. We are a true brand partner, responding to new challenges quickly and creating value through collaborative solutions.

By providing greater flexibility, higher-quality products, and lower prices, Voyant Beauty's offerings enable its customers to focus their resources on building their own businesses through marketing, brand development, and product innovation. We also recognize that our customers' voice is a crucial piece of our business. We are committed to pursuing our own efforts in identifying effective strategies, delivering exceptional quality and service, and collaborating with customers to uphold responsible practices related to ESG matters.

Embedding ESG at Voyant Beauty

Since the start of our focused initiative in 2021, we have built a strong ESG culture that guides us in our business, both internally and externally. ESG has become integrated into our daily operations as the right way to proceed for good business, helping us grow.

Our ESG efforts are guided by our principles of continuous improvement. The organizational commitment to ESG values informs our improvement strategies and priorities, helping to make our company more efficient. It also aids our understanding and ability to respond to evolving customer needs and expectations, improves our ability to attract and retain top talent, ensures compliance, enhances our environmental performance, and be more responsible to the communities in which we live and work.

We are experiencing good progress towards our goals from our investment in ESG. The key has been putting the right resources, support, and skills in place, and ensuring that all our teams are committed and aligned. In this dedicated ESG culture, some of our most important stakeholders—our employees—are encouraged about the progress we are making.



voyant **FOUR PRINCIPLES**

As ESG increasingly becomes part of Voyant Beauty’s broader culture, it shapes our beliefs, values, and decisions based on these four principles:

- 1 We conduct business ethically and with social responsibility in mind.
- 2 We minimize our impact on the environment while maximizing all stakeholders’ safety.
- 3 We advocate for and support human rights wherever possible.
- 4 We strive to collaborate with, learn from, respect, and bolster the communities where we work.

Stakeholder Engagement

Engaging with our internal and external stakeholders is crucial for both the materiality assessment and our overall approach to ESG. Stakeholders include customers, employees, the Board of Directors, the Executive Leadership Team (ELT), suppliers, and the communities we serve.

Stakeholder	Description Of Engagement	Engagement Strategies
Customers	Collaborate with our customers across the brand life cycle through our integrated network of innovation and manufacturing capabilities.	<ul style="list-style-type: none"> • Customer satisfaction surveys • Direct engagement • Customer calls • Customer calls • Quarterly business reviews • Joint business planning sessions
Employees	Invest in employee development, from recruitment to employee retention and professional growth.	<ul style="list-style-type: none"> • Annual surveys • Onboarding surveys • Grievance hotline • Team meetings • Employee Code of Conduct
Board of Directors and ELT	Provide a top-down approach to ESG that proliferates throughout our value chain via active engagement by our Board of Directors and ELT.	<ul style="list-style-type: none"> • Quarterly board meetings • Monthly touch-bases with our designated ESG Board Mentor
Suppliers	Work with and through our supplier network to create innovative solutions that emphasize world-class sustainable sourcing.	<ul style="list-style-type: none"> • Updated Supplier Expectations • Supplier CSR Assessments • Increased RFX Award Inclusivity
	Partner with communities in which we operate to understand priorities, minimize negative impacts, and ensure mutually beneficial relationships.	<ul style="list-style-type: none"> • Volunteering • Partnerships with organizations • Regular communication via social media

Material Issues

We conducted our first materiality assessment in 2021 to identify the ESG issues of greatest importance and relevance to our business. The analysis produced the six priority areas that have the highest potential to impact Voyant Beauty and our brand partners' success.

Talent Management

Our employees are key to our success and enable us to deliver and innovate for our customers. Attracting, developing, engaging, and retaining the right talent to drive organizational success is a strategic priority for Voyant.



Product Quality and Safety

Our customers' trust is essential to our business, and that trust begins with product quality and safety. Customers must have confidence that we will produce and distribute their products based on a standard that aligns with their own.



Climate Change

We are committed to minimizing our manufacturing operations' environmental impact via a network-wide emphasis on continuous improvement. We empower each employee to drive progress and contribute to a reduced operational footprint while taking a broader strategic approach to help our operations evolve.



Culture of Belonging

We strive to create a strong culture where the entire workforce feels accepted, valued and included to achieve our mission of helping our customers' brands grow. We endeavor to make products that work for everyone by including perspectives from varied backgrounds.



Sustainable Ingredients

We continuously build our capabilities to offer ingredients with a lower environmental or social impact without compromising efficacy. We also consider the sustainability of ingredients in products that we custom-design.



Product Life Cycle Management

Consumers desire beauty and care products that align with their values and minimize negative impacts on the planet. Our customers look to us to understand changes in consumer trends and to be a true partner in creating more sustainable products.



United Nations Sustainable Development Goals

The **United Nations’ Sustainable Development Goals (SDGs)** comprise a collection of 17 goals that represent a global call to action to end poverty, improve health and education, reduce inequality, address climate change, and spur economic growth.

Voyant Beauty recognizes that true environmental and social impact is made from collaborations across sectors and industries toward a common goal. To this end, we have aligned our ESG strategy with an SDG subset where we believe we can make the greatest positive impact through our operations.





Our Company

- Our Rexdale facility was selected as the “2022 Supplier of the Year” for KAO Brands
- Ecolab awarded Elkhart Personal Care the “Outstanding New Product Start-Up Award” for 2023

Our Principles

- 97.8% of our workforce has completed Code of Conduct training
- 100% of our Corporate Sourcing Team has participated in sustainable sourcing training
- Continued emphasis on Supplier Corporate Social Responsibility (CSR) Assessments.
- Received an EcoVadis score of 67/100, putting Voyant Beauty in the 85th percentile and earning a silver medal

Our Planet

- Decreased our combined Scope 1 and 2 absolute GHG emissions by 32.8% compared with the 2021 baseline.
- Completed a CDP response in 2023 for water and climate, scoring a B- in both categories
- Established methodology with sites to track waste data
- Sites are tracking wastewater volume and discharge concentrations, enabling us to set reduction targets

Our People

- Developed individualized health and safety roadmaps for each facility
- Expanded the Driving Your Development program to include Monthly Road Trips
- The Voice Culture Council developed and rolled out “Living our values” playbooks to amplify our values to all employees.

Our Principles





Our Principles

Board of Directors and Executive Leadership Team

The corporate and industry leaders on our Board of Directors align business priorities and strategies with our company and stakeholders’ needs. The Board has two committees: Audit and Governance, and Human Resources.

Voyant Beauty’s Board comprises 11 directors with these attributes:

- 11 white males
- 9 U.S. citizens
- 1 Executive (CEO)
- 8 Independent Directors
- 2 Representatives from our investors

The Voyant Beauty Executive Leadership Team (ELT), reporting to the Board of Directors, is responsible for delivering on our strategy and creating value for our stakeholders. The ELT is dedicated to upholding the company’s values and fulfilling our customers’ missions while leading over 3,000 employees.

In addition to the Chief Executive Officer (CEO), the leadership team comprises senior personnel from the following functions:

- Finance
- Human Resources
- Commercial
- Operations

ESG corporate governance

Our ESG culture starts at the top with our leadership. By aligning with ESG efforts, our governance and oversight retain the same fundamental focus as our broader business strategies.

Voyant Beauty’s Chief Operations Officer (COO) oversees our ESG strategy, providing vision, high-level leadership, and communication to the CEO and Board. Reporting through the COO, the VP of Environmental Health and Safety (EHS) directs ESG activities and performance at the site level with the support of the ESG Manager, who spearheads implementation. These positions are part of a cross-functional ESG team comprising top leadership, including the CEO, that meets quarterly. Team members represent the following departments:

- Executive Leadership
- Sourcing and Supply Chain
- Quality
- Human Resources
- EHS

Each of these department teams meet monthly. They drive improvement and communicate progress for their area of responsibility with an annual action plan. The ELT approves the plan and annual ESG report.

Ethical conduct

Code of Conduct and Ethics Policy

Voyant Beauty is proud to have a reputation for integrity, fairness, inclusion, and operating with the highest ethical standards. We expect every employee, supplier, and partner to uphold our values by meeting the expectations laid out in our Code of Conduct and Ethics Policy.¹ Our Board of Directors actively supports this policy and regularly reviews internal ethics risks.

To support our ethical standards, the Code of Conduct and Ethics Policy includes specific standards and requirements to address the following:

- Harassment
- Discrimination
- Bribery
- Fraud
- Conflicts of interest
- Unfair labor practices

¹Voyant Beauty's Code of Conduct and Ethics Policy is not a public document.

²Voyant Beauty's Policy on the Prohibition of Human Trafficking, Forced Labor, and Child Labor is not a public document.

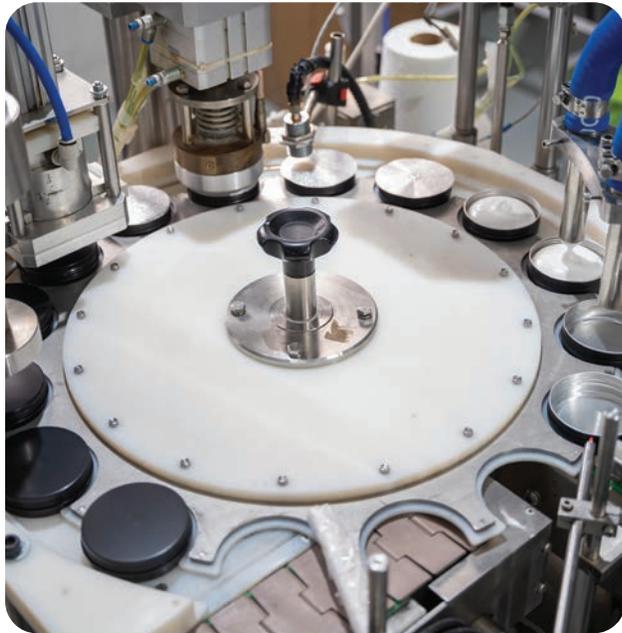
All employees receive the Code of Conduct and Ethics Policy upon being hired.

Additionally, we require salaried employees to complete Code of Conduct training annually, and we urge all employees to report any suspected ethics violations to their manager or supervisor. In 2024, 97.8% of our workforce completed Code of Conduct training.

Labor and human rights

Our updated Policy on the Prohibition of Human Trafficking, Forced Labor, and Child Labor² outlines our position on adhering to proper labor and human rights practices throughout our value chain. To this end, the policy describes our commitment to complying with applicable laws in accordance with the United Nations Universal Declaration of Human Rights, encompassing the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact (UNGC), and the United Nations Guiding Principles on Business and Human Rights.





We ensure that our employees are of legal working age, and we comply with local laws for youth employment and student work. Voyant Beauty will terminate any employee who violates labor and human rights policies and will pursue all further necessary measures, including prosecution.

In 2024, we expanded awareness training for people leaders and employees to supplement our Policy on the Prohibition of Human Trafficking, Forced Labor, and Child Labor. The training aims to help employees cultivate the skills needed to identify signs of human trafficking, forced labor, and child labor.

Reporting grievance and ethical concerns at Voyant Beauty

We encourage employees to voice any concerns they have about ethical conduct and to provide channels for anonymous reporting without fear of retribution.

AlertLine is Voyant Beauty's anonymous, 24/7 hotline operated by an independent third party that enables our people to report suspicious behavior or activities

that they do not feel comfortable reporting otherwise. We inform employees about AlertLine during orientation, as well as through the Employee Handbook. Any Voyant Beauty employee who confidentially reports an activity they view as illegal or dishonest receives whistleblower protection and support.

In cases of misconduct, corruption, and other transgressions, the Board of Directors and the ELT are informed throughout the grievance process. Our Human Resources Team oversees our grievance policies and practices.

Following an investigation, an employee may receive disciplinary action. Based on the severity of the violation the progressive disciplinary action may vary. Generally, employees will first receive a verbal warning, followed by two written warnings. If the employee does not take action to correct the issue, or if the infraction is severe, the final step is termination of employment.

voyant SUPPLIER STATS

- **91%** of suppliers agreed to Voyant Beauty’s Supplier Code of Conduct Policy
- **100%** of targeted suppliers’ contracts included clauses on environmental, labor, and human rights requirements
- **67%** of targeted suppliers completed our CSR questionnaire
- **83%** of targeted suppliers complied with the Dodd-Frank Act regarding conflict minerals
- **100%** compliance achieved with Social Economic Small Business Administration sourcing objectives



Supply Chain Management Our Corporate Sourcing Team

Our industry, like many others, has seen more supply chain disruptions in the past few years than in the previous 30, with disruptions continuing to occur due to extreme weather events, international conflicts in the Middle East and Ukraine, and global trade relationships, such as those between the U.S. and China. With these factors firmly in mind, we strive to be proactive in controlling as many corporate sourcing processes as possible.

No matter the conditions, we understand that having the right partners and sourcing the right materials are pivotal to meeting—and exceeding—our customers’ expectations. Our Corporate Sourcing Team strives to create and maintain a predictable supply network that enables operational excellence and delivers the best value to Voyant Beauty and its customers. This includes partnering with suppliers who demonstrate responsible and sustainable sourcing.





Our Corporate Sourcing Team procures chemicals, packaging, and propellants; arranges logistics; and maintains our ongoing operations to ensure we meet our obligations as a trusted brand partner. Key objectives include:

- Maximizing purchasing power
- Leveraging expertise
- Streamlining processes and technological innovations
- Minimizing risk exposure

Voyant Beauty’s [Sustainable and Social Economic Sourcing Policy](#) defines the Corporate Sourcing Team’s responsibilities and objectives. This policy outlines our expectations regarding supplier goals for chemical materials, packaging materials, compliance, and employee training. Objectives include compliance with Voyant Beauty’s Supplier Conflict Minerals Questionnaire, Palm Oil Questionnaire, and our Supplier Code of Conduct Policy, among other items.

As we aim to achieve the highest integrity standards throughout our supplier network, our Corporate Sourcing Team ensures that business practices used to acquire goods and services align with the standards defined in the Voyant Beauty Employee Handbook.

Palm Oil in Our Supply Chain

In 2024, Voyant Beauty became a certified member of the Roundtable on Sustainable Palm Oil (RSPO) and received our trademark license. This establishes the avenue to produce and make on package claims of RSPO certified products in line with customer and consumer requirements. We are positioned to utilize more certified palm materials in our products in 2025 and have begun production of Fluent’s Mersea brand certified bar soap.

While our customers direct the auditing of suppliers, we ensure the materials we purchase meet RSPO certification requirements. We have implemented policies and procedures to validate the integrity of our certified supply chain and to advance customer engagement.



9-4835-22-000-00

[Check our progress at rspo.org](https://www.rspo.org)

EcoVadis score confirms ESG progress

EcoVadis is a ratings platform that allows companies to assess their suppliers' ESG practices across four areas: environment; labor and human rights; ethics; and sustainable procurement.

In January 2025, we received an EcoVadis score of 67/100 based on our 2024 submittal, placing us in the 85th percentile and silver medal status.

Our substantial improvement since our assessment score of 43 in 2021 demonstrates our dedication to ESG and commitment to being an effective partner with our customers and suppliers. We are proud of our progress and look forward to building on this performance in the coming years.



These standards include:

- Ethical business practices
- Our Code of Conduct and Ethics Policy
- Corporate social responsibility
- Proprietors and confidentiality
- Gifts
- Anti-bribery practices
- Whistleblowing

The Employee Handbook is reviewed annually and revised when updates are required. For more information, visit our website.

Moreover, we view education as an essential aspect of sustainable sourcing. Every member of our Corporate Sourcing Team undergoes training that outlines the critical elements of successful practices and provides guidance on their implementation. This ensures that the team actively works toward specific, measurable goals related to sustainable materials, informed by internal stakeholder input and external business feedback, and approved by the ELT. In 2023, 100% of our Corporate Sourcing Team participated in sustainable sourcing training.

Engaging our suppliers

Establishing policies

We value our network of approximately 730 suppliers and strive to maintain effective, mutually beneficial partnerships. Voyant Beauty’s Corporate Sourcing Team provides a single point of contact for all supplier engagements and directs the acquisition of services and materials. By making our expectations clear, we help our supplier partners better manage their own workforces, as well as their impacts on the environment and their communities.

Our Sourcing Governance Policy sets forth our supply chain operations objectives. **The Supplier Expectations Policy** and **Supplier Code of Conduct Policy** offer specific guidance for business-to-business operations, covering CSR, ethical conduct, conflict minerals, and diversity, in addition to other topics. Prior to doing business with us, suppliers must read and sign the Supplier Code of Conduct Policy, which addresses expectations relating to:

- Human rights, people, and labor
- Environment, health, and safety
- Governance, confidentiality, and ethics

In our contracts, we include direct language related to ESG and the expectation that suppliers understand our values, are willing to comply and participate, and are pursuing similar ESG initiatives themselves.

voyant LOOKING AHEAD

Our sourcing initiatives for 2024 include:

- Meeting or exceeding Sustainable & Social Economic Sourcing Policy Goals
- Building and implementing a conclusive Sustainability Risk Analysis (Supplier Risk Assessment)
- Determining and publishing a due-diligence report on conflict minerals
- Creating and following a Management & Business Award Sourcing Guideline

In 2024, we advanced the development and implementation of our Supplier Code of Conduct, Conflict Minerals Policy, and Supplier Expectations to further our commitment to continuous improvement and the creation of a more sustainable and responsible procurement environment.

Key enhancements within our Sourcing function included the introduction of a supplier risk and value assessment framework focused specifically on Corporate Social Responsibility (CSR) and sustainability performance. Additionally, we implemented a quantified business award tool that integrates supplier sustainability metrics and ongoing ESG initiatives into sourcing decisions. Incremental policy updates were also made to reinforce supplier awareness of, and compliance with, human rights standards and relevant regulatory requirements.

A strategic sourcing priority for 2024 was the increased engagement and inclusion of small and diverse businesses. In particular, we emphasized awarding business to accredited suppliers aligned with the U.S. federal government’s definition of “diverse suppliers,” as recognized by the Small Business Administration and relevant grant programs.

Our Supplier Corporate Social Responsibility Assessment

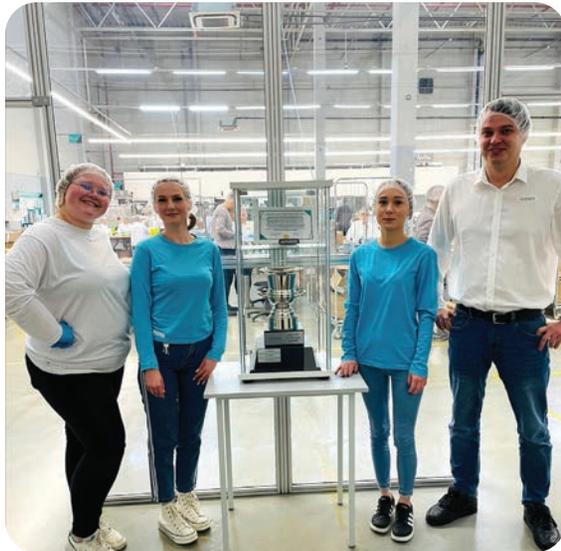
In 2024, Voyant continued its ongoing commitment to advancing supplier responsibility in Environmental, Social, and Governance (ESG) through the continued deployment of our Supplier CSR Assessment.

Our goal for the year was to achieve participation from 65% of our eligible supply base, and we successfully exceeded this target with 67% participation across calendar year 2024. The insights gathered from these assessments are continually reviewed and play a critical role in our sourcing decisions, in alignment with our Sourcing Policy and commitment to responsible procurement.

Voyant Beauty continues to leverage EcoVadis as a key tool for assessing and tracking supplier sustainability performance. We require suppliers to complete the EcoVadis assessment and share their full scorecards, which provide valuable insight into their ESG strengths and areas for improvement. These insights enable us to engage more effectively with our supply base, support continuous improvement in their ESG strategies, and ensure alignment with Voyant’s core sustainability values.

In addition, all supplier assessments are conducted in alignment with the principles of the [Responsible Minerals Initiative \(RMI\)](#). Each year, we issue a formal communication to our suppliers requesting disclosure of any use of tin, tantalum, tungsten, and gold (commonly referred to as 3TG) in the products or materials supplied to Voyant. If 3TG minerals are present, we require suppliers to complete and submit the RMI Conflict Minerals Reporting Template (CMRT). This standardized template allows us to gather essential information on the sourcing of conflict minerals, helping to ensure ethical and transparent supply chain practices.





Our commitment to product quality and safety

At Voyant Beauty, ensuring our products’ quality and safety remains an unwavering priority. Our network of experts understands existing regulations and anticipates emerging ones, helping our customers stay ahead of potential reformulation requirements and control costs, as well as ensure long-term product safety and consumer satisfaction.

We hold our suppliers accountable and partner with them to correct and prevent any issues that arise. After the Corporate Sourcing Team performs the initial work to evaluate potential suppliers’ reliability, the Quality Control Team conducts a quality review and audit to ensure that materials are safe, comply with customer requirements, and meet Voyant Beauty’s high standards.

In 2024, we rolled out our Quality Executive Review Board to assess monthly customer complaints, compliance, and quality metrics. Additionally, we built on our implementation of a Regulatory Affairs Review Board to decipher upcoming regulations, as well as state and international laws and regulatory bodies. This group investigates changes to regulations and how we respond to these changes, as well as communicates with our stakeholders.

As part of our efforts, Voyant Beauty’s [Supplier Expectations Policy](#) outlines materials expectations for suppliers, including quality and safety requirements. The Quality Control Team, working closely with the Corporate Sourcing Team, tests our products to guarantee they meet defined criteria, while our Quality Assurance Team provides the final product check and sign-off. This verification includes our chemical management program, which requires suppliers to meet hazardous waste standards and disclose chemicals of concern.

We strive for continuous improvements through quality assurance initiatives, including our Quality Management System, Quality Investigations, and Corrective and Preventive Actions. In 2024 and beyond, we are dedicated to phasing out ingredients that regulatory experts have identified as harmful, and to enhancing our customer regulatory advisory service.

More information on our approach to product quality and safety can be found on our website.

Product life cycle management

Plastic packaging significantly impacts the environment, often ending up in landfills or oceans. Many of our customers favor more sustainable packaging alternatives. By leveraging new technologies and expertise, we can uphold our sustainable stewardship ethos and offer our customers packaging that features recycled materials or reusable or refillable materials. Our Corporate Procurement Sourcing Team ensures that our plastics include post-consumer recycled content and ocean waste plastic.

voyant **PRODUCT LIFE CYCLE**

2024 Product life cycle management highlights

- 81% of our total sustainable & compliance sourcing goals were achieved in 2024
- 91% of pulp-based products came from FSC- and/or SFI-certified sources
- 100% of aluminum aerosol contained post-industrial recycled (PIR) or PCR scrap content
- 100% of purchased ethanol was generated from renewable plant sources via a fermentation process
- 97% of identified RSPO suppliers maintained RSPO certifications

Our packaging also reduces energy and greenhouse gas (GHG) emissions, includes sustainable fiber, and is fully recyclable post-use.

Looking ahead

In 2025, our organization plans to:

- Utilize Scope 3 obtained through EcoVadis engagement and direct from suppliers to establish reduction goals.
- Approve and launch our new biodiversity policy
- Build our capital expenditures plan for site reduction targets
- Involve sites in our environmental awareness efforts as we engage the community and employees, including events such as Earth Day
- Establish a renewable energy target
- Enhance environmental audits at sites to ensure compliance and best practices, and to gain an overall perspective

At each site, we are executing on individual projects and action plans in 2025, including:

- Projects with direct impact on energy consumption, water use, and waste generation.
- Improvements in environmental metrics
- Waste-stream mapping with reduction goals at both the organization and site levels, while integrating new waste-monitoring KPIs
- Setting recycling targets and percentages to landfill targets.
- Establishing air emissions pollution performance indicators

Our Planet





Our Planet

Enterprise-wide Environmental Management

We are committed to identifying, assessing, and reducing our environmental impact across our entire network. To achieve this, we established our Environmental Roadmap in 2022, which outlines our Environmental Policy and subject-specific priorities for addressing greenhouse gas (GHG) emissions, waste management and recycling, water use, and pollution. We continue to push ourselves to operate efficiently, reduce resource consumption, and provide sustainable solutions for our brand partners' challenges.

Our [Environmental Policy](#) articulates expectations for our facilities and operations, including site-level targets monitored via

progress against key performance indicators (KPIs) and monthly review meetings. The Voyant Beauty Executive Leadership Team (ELT) approves policies, communicates standards with stakeholders, and directs employee training and resources. Across our company and sites, we incorporate accountability for environmental performance into our daily operations.

The cross-functional Environment, Health, Safety, Security & Sustainability (EHS) Team leads our initiatives and drives improvement to achieve or exceed targets. Key EHS Team personnel and responsibilities include:

- **Chief Operations Officer:** Provides vision and high-level leadership and direction
- **Vice President of Environmental Health and Safety (EHS):** Directs site managers and oversees site performance
- **ESG Manager:** Spearheads teams and initiatives to achieve objectives
- **On-site EHS Managers:** Oversee site-level monitoring

Through our Voyant Performance System (VPS), each of our 12 facilities has developed its own roadmap that aligns with larger corporate environmental goals. These strategies include consistent monitoring of site-level environmental KPIs, such as electricity and natural gas, as well as education and training across management levels. To date, Voyant Beauty has facilitated monthly Environmental 101 sessions for all employees and training for leadership held by the ESG Manager. We make compliance calendars transparent at every site, with clear due dates. These efforts ensure that sustainability initiatives are integrated into every aspect of our business and daily operations.

Looking forward, we continue to work toward achieving carbon neutrality, offering new product formulations that reduce or eliminate hazardous chemicals, and providing more sustainable packaging options that help eliminate dependence on plastics while incorporating sustainable forestry into our operations.

Environmental priorities

Climate change

Through a network-wide emphasis on continuous improvement, we are working toward reducing GHG emissions across our manufacturing operations, transport, logistics, supplier management, and those areas where we have operational control.

As a third-party manufacturer, our clients' needs determine our products for the most part. As a result, each Voyant Beauty facility must track and measure its own emissions. Our GHG Emission Policy establishes a framework for sites to identify, measure, and manage their GHG emissions, as well as establish annual performance targets in alignment with the widely recognized Greenhouse Gas Protocol.

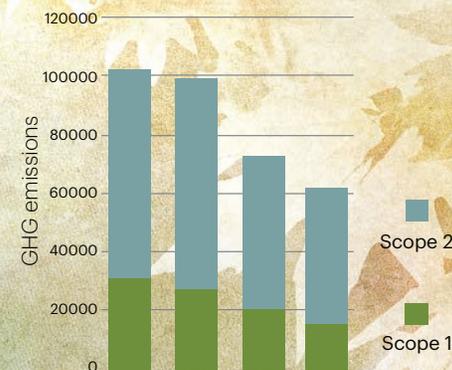
Annually, we calculate Scope 1 and Scope 2 GHG emissions for our headquarters, manufacturing sites, and research and development activities. In 2023, we took significant steps to improve capacity utilization and experienced a step change in GHG emissions and water withdrawal.

voyant GOALS

Our Environmental Goals*

- Establish Science-Based Targets by YE 2025
- Reduce GHG emission intensity 25% by 2030
- Reduce water use intensity 25% by 2030
- Divert 100% of waste from landfills by 2030

*From our 2021 baseline



GHG Emissions

(Scope 1 and 2 reduction targets)

In 2024, our combined Scope 1 and 2 GHG emissions decreased by 30.7% compared to our 2021 baseline. Our emission intensity was 0.064 metric tons of CO₂e per 1,000 units produced. We are on track to achieve our near-term 2030 GHG emissions goal.



In 2024, to further our pursuit of reduced impact on the environment, we cascade corporate goals, we established site-level goals for reducing emissions in all areas, such as the use of compressed air, which is a major drain on energy. Sites themselves are establishing programs, including LED lighting and closed loop cooling, to drive these metrics. These activities are supported by capacity utilization initiatives at the corporate level, as well as opportunities at the site level that are built into roadmaps.

In 2024, sites developed project action plans, and began execution of reduction initiatives, targeting a 25% GHG emission reduction target by 2030, against our 2021 baseline. We use our site level KPIs to track progress toward this goal.

As our environmental strategy and activities have evolved, we have begun tracking our Scope 3 emissions using a spend-based calculation method to capture over 80% of our Scope 3 emissions data. Furthermore, in 2023, we started to request that suppliers respond to EcoVadis, with 65% responding this year. In 2025,

we continued these efforts to obtain data to monitor and calculate our Scope 3 emissions more comprehensively.

Waste and Recycling

Voyant Beauty aims to become a zero waste-to-landfill company by 2030, prioritizing waste reduction and adherence to applicable regulations. We hold each Voyant Beauty facility to the highest standards of environmental compliance. Our proactive approach covers critical areas such as materials handling and disposal, adopting the best practical environmental options, and collaborating with customers and vendors.

To this end, in 2022, we established our company-wide Waste Management Policy and methods for data tracking. Each site is responsible for defining waste streams, identifying hazardous waste, tracking disposal methods, and setting waste reduction targets aligned with our environmental goals. Currently, all sites track waste to landfills, waste diverted from landfills, percentage of recycled materials, and hazardous waste.



Water

Water is essential to Voyant Beauty’s operations and our ability to manufacture products. As such, we operate responsibly to protect water for communities, customers, and future generations. This includes using municipal water for our operations without direct extraction or seawater use to safeguard water resources. All the water we use is from freshwater sources.



Our Water Management Policy sets priorities that help us sustain water resources critical to our operations, prevent pollution, and comply with applicable water use laws and regulations. The policy requires that our direct operations do not encroach on the human right to local water and sanitation, and that company decision-making integrates the expense and value of water.

To this end, each facility is responsible for tracking water consumption—in operations and in products—and for establishing annual performance targets and long-term water management goals in line with best management practices and standards.

In 2023, Voyant Beauty established a methodology for tracking wastewater. Site by site, we developed a metric for monitoring how much water is discharged, along with the pollution load, enabling us to set reduction targets.

In 2024, we began implementation of site level reduction projects targeting an annual 5% water use reduction, contributing to an overall 25% decrease by 2030. Additionally, our five-year plan includes elimination of single pass cooling in our manufacturing processes. We are currently on track to achieve these goals.



Pollution

Voyant Beauty is committed to environmental protection, particularly minimizing waste and pollution in line with our Environmental Roadmap.

Our Pollution Management Policy emphasizes pollution prevention at the source by reducing potential pollutants such as wastewater, air emissions, and solid waste. To achieve the goals outlined in our policy, each site creates a compliance calendar, sets pollution reduction goals, and collaborates with customers and vendors to define sustainable practices and goods in adherence with local, state, and federal regulations.

While our emphasis is on complying with regulations, our goal for 2025 is to establish calculations for air emissions and pollution at all our sites to enhance reduction efforts further.



voyant CASE STUDY

Site-Level ESG Projects

In 2024, each of Voyant Beauty’s 12 facilities developed site-level reduction projects based on identified opportunities to impact established ESG goals and corresponding metrics that align with larger corporate targets.

Our New Albany facility expanded its efforts from 2023, implementing a replacement of 29 LPG powered forklift fleet with electric lifts, reducing their Scope 1 Co2e by 410 mt.

Our Holmdel facility implemented phase 1 of 2 LED lighting conversion, replacing 450 halogen lamps with new LED fixtures, reducing their Scope 2 emissions by 316 mt.

Our Holmdel facility also implemented a project to replace their old direct drive air compressors with a new, higher efficiency, variable speed control compressor, capable of adjusting output to demand. This improvement reduced their Scope 2 emissions by an estimated 250 mt.

These examples of site level projects represent how our facilities take specific actions to meet our corporate goals. Sites have identified over 50 projects for 2025 with 20 in process or complete. The projects target reductions in CO2e generation, water withdrawal and waste disposal. These examples of site level projects represent how our facilities take specific actions to meet our corporate goals. Sites have identified over 50 projects for 2025 with 20 in process or complete. The projects target reductions in CO2e generation, water withdrawal and waste disposal.

Our People





Environmental And Safety

Our Commitment

Voyant Beauty prioritizes health and safety in our workplace through a comprehensive environmental, health, and safety (EHS) program. Our Health and Safety program is led by our Vice President of EHS who reports into our Chief Operating Officer. All individuals, including employees, company-managed contractors, independent contractors, customers, and visitors are expected to adhere to the requirements of our EHS management system.

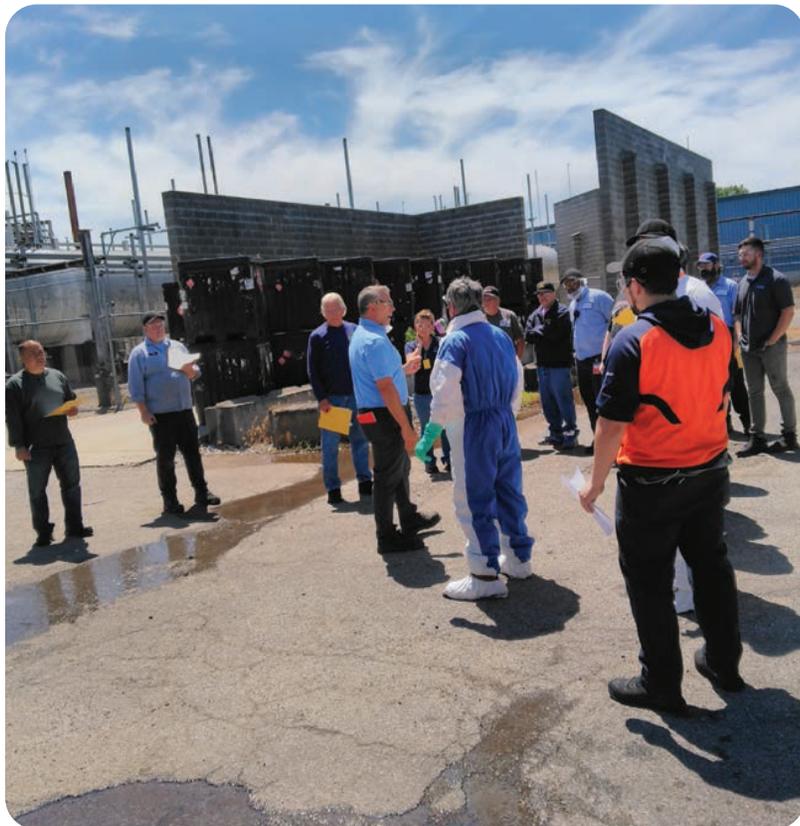
voyant **SAFETY** for *Life*.

Our objective is to reduce EHS risks in turn, eliminating work-related injuries, illnesses, and unplanned events from our operations. We are committed to maintaining full compliance with relevant safety laws and regulations, and our own internal standards.

Protecting the Workforce

Communication and transparency are foundational to our EHS success. Each year, we establish internal goals and monitor both leading and lagging safety metrics. Our operating locations rely on a comprehensive process and tiered auditing system to assess hazards that could pose a risk. Based on these assessments, corrective and preventive actions are implemented and monitored to ensure effectiveness. In 2024 we launched a QR Code that any employee can use to report a hazardous condition or behavior on the workplace.

We continue to empower employees to exercise “Stop Work Authority” when they identify a workplace hazard or unsafe condition. All “Stops” are now recorded on our electronic EHS reporting platform.



Training and Awareness

We have completed a thorough analysis to determine the necessary knowledge our employees need to perform their jobs safely. Through this analysis training plans are developed to ensure the identified training is delivered to achieve the appropriate level of competency.

We follow a monthly EHS training calendar where each employee is assigned EHS awareness training to ensure it remains top of mind. OSHA 10 courses have become a staple in our training plans, this course offers foundational knowledge on OSHA standards, worker rights, and hazard recognition. This training exemplifies our commitment to health and safety; each attendee is excused from their normal role to complete the required 10 hours of training to receive their completion card.

Health and Safety Actions

We continue to pave our way to EHS excellence, here are some key highlights from 2024:

- With 3,328 submissions, our good catches (hazard identification) increased nearly 4 times from the prior year.
- Continued partnership with Think Reliability to provide tools and training on Causal Mapping.
- Each site reviewed and certified their Emergency Response Plans.
- Launched a quarterly EHS audit to serve as a spot-check for compliance.
- Updated the Voyant Beauty Personal Protective Equipment Policy.
- All sites adopted and updated PPE hazard assessments.



CEO Safety Site of the Year

Our Elkhart Home Care facility was awarded our CEO Safety Site of the Year. This site had 5 recordable injuries in 2022, 4 in 2023, and ended 2024 with 2, cutting their year over year injuries in half. This reduction in injuries is a major accomplishment as not only does the site have normal production, but they also broke ground on a major expansion which brought additional hazards and distractions.

In addition to their continued reduction in recordable injuries the site submitted 445 good catches, maintained compliance with all contractors, and was instrumental in making stop work authority more visible. The site has made major improvements with pedestrian and powered industrial truck interface including physical barriers, walking path relocation, and improved signage. Before you make your way to the production floor at this site you are greeted by whom many call Safety Stan, who provides a friendly reminder on required personal protective equipment, his impact is noticeable with PPE compliance on the floor.

We are proud of our entire Voyant team for continuing to make safety a priority, every day.

Talent management

Our forward-thinking talent management strategy prioritizes internal growth, belonging, and long-term employee development. We are focused on building a resilient workforce by investing in upskilling, leadership training, and initiatives that empower our people at every level of the organization to continually develop.

By fostering a culture of continuous learning and promoting from within, we not only enhance employee engagement and retention, but also ensure our teams are equipped to meet evolving business challenges. Our approach reflects our belief that sustainable growth begins with a strong and well-supported workforce.



Recruiting the right talent

As we continue to prioritize internal growth, we remain committed to fostering an inclusive and equitable hiring process. Rather than focusing solely on external acquisitions or outsourcing, we have implemented a streamlined approach to identifying and developing internal talent.

This approach includes sourcing qualified in-house candidates and partnering closely with our Corporate Talent Acquisition team to fill the majority of salaried positions. To further support these efforts, we have also introduced a weekly internal communication highlighting current open positions across Voyant, ensuring our employees are aware of available opportunities for advancement.

In addition to filling roles themselves, our current employees have become valuable resources for referrals. When external candidates were needed, we partnered with Indeed, LinkedIn, Blast Network, and U.S. Diversity Network to secure new talent.





We remain committed to recruitment that attracts the best candidates while honoring equal opportunity employment policies.

Using our Employee Recruitment Policy, our hiring managers follow best practices, from identification of new positions to issuing offer letters. This includes ensuring that they communicate with candidates about their interview results. As part of our recruiting policy, we track various metrics weekly, including average days open, candidate source, and cost of hire, among others.

Training and developing our people

Voyant Beauty invests in and actively supports employee development programs. We recognize that nurturing our people’s skills makes us a stronger company with more to offer our customers. Therefore, we provide career development training tailored to each employee’s individual needs and skills, accessible to both salaried and hourly workers.

In the 2023 Employee Engagement Survey, our people continued to express an interest in professional development and internal career mobility. Responding to this feedback, in 2024, Voyant Beauty focused on expanding policies,

systems, and programs that empower employees to achieve their professional development goals. We emphasized internal moves by sharing available open positions with employees, including creating a QR code to direct employees to a career page with open roles. We also published newsletter articles highlighting people who made an internal move.

To support employees who wish to move into salaried positions, we continued to follow the previously implemented Salary Internal Moves Process Policy, which applies to all Voyant Beauty employees interested in internal career opportunities.

Driving Your Development Monthly Road Trips

Our employees continue to seek professional development opportunities. In response, Voyant Beauty created monthly Road Trips under the Driving Your Development umbrella. Road Trips are monthly newsletters that offer three different, self-lead, development opportunities on the same topic.

We want our employees to feel empowered to advocate for themselves. With Driving Your Development and other initiatives, employees can own where their career goes, rather than waiting for someone else to notice them.

Furthermore, we provide in-house tools for development, such as access to Harvard Business courses, and tuition reimbursement for those choosing to take advantage of external training. We challenge our people to set goals and review their plans with their managers at their mid-year and year-end reviews.

Training opportunities

In recent years, Voyant Beauty has invested in the creation of lasting talent development programs, such as Voyant University, which help employees cultivate skills across disciplines.

We first piloted our frontline leadership program in 2022 before expanding it to supervisors, managers, and other frontline employees in 2023. Last year, we held two Front Line Leadership workshops with 60 attendees and received 4.9-out-of-5 ratings from participants.

Throughout 2024 we utilized Cornerstone as our learning management system (LMS) for compliance and development training.

Other training programs that were delivered in 2024 include:

- Front Line Leadership
- Monthly Road Trips
- Leadership Level Up, a quarterly newsletter for our People Leaders





Employee engagement

At Voyant Beauty, we prioritize gathering employee feedback and transforming it into actionable steps to enhance work experience and develop policies that attract, reward, and retain our people.

By analyzing our annual employee engagement survey results, we ensure that feedback we receive directly impacts the culture and conditions at each site. Our latest engagement survey identified more than 140 potential improvements across the organization. Areas with the greatest potential for positive change include:

- Culture of Belonging
- Social connection
- Better understanding of strategy at all organizational levels



We also hosted a virtual Focus Group with over 300 participants. The session was facilitated by a third party, on a collaborative platform called Remesh. The sessions gave attendees the chance to respond to in real time to questions, react to each other's responses and provided deeper insights to topics highlighted in the engagement survey.

Retaining our employees

We aim to provide competitive and equitable compensation. Eligible employees have access to annual and quarterly incentive plans, along with incentives for completing projects. Last year, we added a community giving program, enhanced our paid time off (PTO) policy, and reinstated the tuition reimbursement policy.

In 2024, 100% of full-time employees had access to a comprehensive benefits package,* including:

- Medical, dental, and vision coverage
- Flexible Savings Account and Health Savings Account
- Basic and supplemental life and AD&D insurance
- Basic and supplemental short- and long-term disability pay
- 401(k) retirement plan with company match
- Various types of PTO
- Employee Assistance Program
- Identity protection with ID Shield
- Legal guidance with Legal Shield
- Accident coverage
- Critical Illness coverage
- Hospital Indemnity coverage
- Commuter/parking benefits
- Pet insurance

Furthermore, 100% of salaried and nonunion employees undergo annual performance and compensation reviews, with an emphasis on development. These reviews uncovered a desire for greater community engagement. In response, we instituted a community events committee that organizes a company-wide gathering each quarter so that our people feel our support in their communities.

*We comply with all federal and local laws when auditing our 401(k) and benefit plans.





Awards and recognition

We recognize outstanding performance companywide through our CEO awards and other award programs. Our ELT nominates sites for awards in the following categories:

- Site of the Year
- Safety Site of the Year
- Environmental Site of the Year
- Quality Site of the Year
- Most Improved Site of the Year
- Innovator of the Year

Our employees can nominate their colleagues for:

- CEO Team Awards
- CEO Individual Awards
- CEO Leadership Awards

In addition to our CEO awards, several of our locations have employee recognition initiatives that celebrate anniversaries, attendance, achievements, and outstanding contributions. Voyant Beauty plans to unveil a new CEO leadership award in 2024.

We view building a culture of belonging is foundational at Voyant Beauty, and our belief starts at the very top with our Board of Directors and ELT.

voyant DIVERSITY

2024 Workforce diversity by the numbers

- 5% women
- 43% self-identified from underrepresented groups
- 31% of Directors and above were women.

This group encompasses Senior Directors, Senior Vice Presidents, Vice Presidents, Associate Vice Presidents, and CEOs.

Using input from the 2022 engagement survey, workforce analytics, and our 2023 Culture+ Listening Sessions, our Board of Directors and ELT established the Voice Council, that continues to play a key role in cultural initiatives. This group promotes a sense of belonging across the company and will spearhead our culture of belonging strategy going forward, including program implementation.



The Voice Council will provide the ELT with feedback to continue bringing Voyant Values to life. It's the next step toward building a culture in which everyone feels valued and has a sense of belonging. Altogether, 15 members, including two co-chairs, sit on the Voice Culture Council, which meets regularly to review data and action items.

Voice – Values Playbooks

Along with launching the Voice Culture Council, we revised the DEI statement in our Employee Handbook, discussed the statement, then voted on it in an effort to streamline it and ensure that it aligns with our company. Furthermore, we provide DEI training to employees: Across all our sites, 97% of the workforce received DEI training in 2023.



Supplemental Data



Supplemental data

About This Report

Voyant Beauty’s 2024 ESG Progress Report covers the company’s ESG strategies, activities, progress, metrics, and performance for the fiscal year ended December 31, 2024, unless otherwise noted, as well as plans for the future. We are committed to regular, transparent communication on our progress and intend to continue providing updates by publishing annual ESG reports and other periodic publications. We look forward to bringing our stakeholders along with us on this journey.

Data and reporting

Voyant Beauty is committed to reporting our ESG activities and practices transparently. We are proud to announce that 2023 is the first year in which we have reported with reference to the 2021 Global Reporting Initiative (GRI). We also have aligned this ESG report with additional recognized standards and frameworks, including the Sustainability Accounting Standards Board (SASB), Household and Personal Products Standard, Task Force on Climate-Related Financial Disclosures Index (TCFD), and UN SDGs.

The performance data tables that follow provide additional economic, operational, environmental, and workforce data to support GRI and SASB alignment, as well as provide transparency on our most important ESG priorities. Since publishing our 2022 ESG Report, we have recalculated some of our environmental data for 2021 and 2022 using more accurate methods. The data tables are footnoted accordingly.

[2024 Performance Data](#)

[GRI Index](#)

[SASB Index](#)

[TCFD Index](#)

Looking Ahead

Voyant Beauty is on a continual journey to align skill development with the needs of the organization. This aligns with our dedication to developing our employees internally and meeting the needs of the business.

We plan to continue to grow the Voice Council, to better amplify company strategy to all employees and be a conduit between employees and senior leadership to help understand where we can improve.

Looking forward, we are working towards a new executive safety committee that will meet quarterly. The group will focus on company-wide issues and larger health and safety impacts to the organization. EHS roadmaps and reports from each site will be the tools we use for company review.

2024 Performance Data Tables - Environment

Metric	2022	2023	2024
Environment			
Energy and Emissions			
Energy use (KWH) ¹	94,757,223	71,296,077	70,925,050
Renewable (%) ²	16.8%	15.0%	13.8%
Energy intensity (KWH per 1,000 units produced) ³	67.71	67.66	62.94
Natural gas consumption (MJ) ⁴	\$652,869,435.	\$428,953,387.	\$444,764,649.
Renewable (%) ²	0.0%	0.0%	0.0%
Total GHG emissions (metric tons CO2e) ⁵	98,835	71,692	72,097
Scope 1 (metric tons CO2e) ¹	32,339	21,717	22,368
Scope 2 - location-based (metric tons CO2e) ¹	66,496	49,975	49,729
Emissions intensity (metric tons CO2e per 1,000 units produced) ^{1,6}	0.071	0.068	0.062
Water Management			
Total water withdrawn (m ³) ¹	1,751,794	1,346,913	1,528,239
Water withdrawn in regions with High or Extremely High Baseline Water Stress (%) ¹	2.53%	2.44%	2.19%
Water withdrawn intensity (m ³ per 1,000 units produced) ¹	1.250	1.280	1.360
Total water consumed (m ³)	183,012	141,844	265,108
Water consumed in regions with High or Extremely High Baseline Water Stress (%)	3.46%	2.87%	1.71%
Water consumption intensity (m ³ per 1,000 units produced)	0.128	0.135	0.235
Process water intensity (m ³ per 1,000 units produced) ^{1,7}	1.124	1.144	1.121
Palm oil			
Palm oil sourced (Metric Tons) ⁸	90	10,664	12,644
Palm oil sourced that has been third-party certified to bear a Roundtable on Sustainable Palm Oil (RSPO) claim (%) ⁹	67%	45%	7%

Footnotes:

- ¹ Data from 2021- 2023 have been revised due to more accurate calculation methods.
- ² We calculated percent renewable energy using the Environmental Protection Agency’s Emissions & Generation Resource Integrated Database (eGRID; for US-based operations), the Independent Electricity System Operator (for Canadian-based operations), and Our World in Data (for Poland-based operations).
- ³ Electricity and natural gas were included in the energy intensity ratio.
- ⁴ 2019 includes extrapolated data for our Chatsworth site.
- ⁵ Scope 1 and 2 calculations are comprised of electricity and natural gas consumption, equating to >98% of total Scope 1 and 2 contributions. We utilize the AIC web-based platform to calculate emissions.
- ⁶ We calculated emissions intensity using EPA rates for CO2e and the AIC web-based platform.
- ⁷ “Process water intensity” refers to water used that is not consumed in the product.
- ⁸ 2022 data include only palm oil. Due to evolved practices and closer stakeholder engagement, in 2023 we also included palm-derived chemicals in 2023.
- ⁹ 2022 and 2023 data were calculated based on supplier survey responses, including documentation provided by suppliers to demonstrate certification. 2023 data include all Palm Oil and Palm Derivative materials.

2024 Performance Data Tables - Governance

Metric	2022	2023	2024
Governance			
Board of Directors			
Total Directors (#)	11	11	11
Independent directors (#)	6	8	8
Executives (#)	1	1	1
Women on Board (#)	0	0	0
Ethics and compliance			
Employees who completed Code of Conduct training (%)	93.8%	96.1%	97.7%
Employees who have received training on anti-corruption (%) ¹	26%	96.1%	97.7%
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services	0	6	1
Human rights and anti-discrimination			
Employees participating in human rights-related training (%) ^{2,3}	49%	97.3%	98.6%
Hours of training related to human rights-related issues (#) ²	4,305	5,203	4,459
Suppliers covered by Supplier Code of Conduct with human rights provisions (%)	81%	100%	100%
Collective bargaining			
Employees covered by collective bargaining agreements (#)	897	767	779
Employees covered by collective bargaining agreements (%)	30%	27%	26%

Footnotes:

- ¹ 2022 training was provided to salaried employees only. Completion rates pulled from Cornerstone Dashboard.
- ² All production associates participate in sexual harassment prevention training during onboarding; however, historically these data were not tracked.
- ³ Data in 2023 include all employees. Completion rates pulled from Cornerstone Dashboard for Harassment / Discrimination, DEI, Violence Prevention and Human Trafficking courses.

2024 Performance Data Tables - Social (continue to next page)

Metric	2022	2023	2024
Social			
Workforce ^{1,2}			
Total employees (#)	2,988	2,950	3,022
Full-time employees	Not Calculated	2,949	3,019
Part-time employees	Not Calculated	1	3
Contractors and temporary employees	Not Calculated	1,072	1,566
Turnover (%)			
Turnover, global	37%	29%	26%
Turnover by gender			
Turnover, women	34%	33%	19%
Turnover, men	40%	24%	29%
Turnover by region			
Chatsworth - CA	26%	11%	8%
Cortland - NY	56%	N/A	N/A
Dansher - IL	22%	27%	48%
Elkhart - IN	55%	23%	26%
Gainesville, GA	47%	40%	45%
Hodgkins - IL	16%	53%	20%
Holmdel - NJ	12%	16%	10%
New Albany - OH	44%	36%	43%
Olive Branch - MS	45%	71%	50%
Rexdale - ON	24%	15%	8%
Ridgefield - NJ	21%	15%	13%
Roanoke - VA	58%	64%	49%
Turnover by age group			
Turnover, <30	79%	59%	40%
Turnover, 30-50	40%	35%	30%
Turnover, 50+	20%	18%	15%

2024 Performance Data Tables - Social (continue to next page)

Metric	2022	2023	2024
Social			
Workforce ^{1,2}			
Workforce by region (%)			
United States	77%	73%	75%
International (Poland and Canada)	23%	27%	25%
Workforce by gender (%)			
Women	45%	45%	47%
Men	55%	55%	53%
Not disclosed	0%	0%	0%
Workforce by ethnicity (U.S. only) (%)			
White	27%	28%	37%
Black	11%	10%	11%
Asian	5%	4%	5%
Hispanic	27%	28%	37%
Native American	0.2%	0.0%	0.4%
Other	30%	32%	18%
People from underrepresented groups in workforce	73%	74%	71%
Workforce by age (%)			
<30	16%	15%	14%
30-50	40%	40%	40%
50+	44%	45%	46%
Management			
Company executives (#) ³	23	24	25
Women executives (#) ³	7	8	11
Executives from underrepresented groups (#) ³	4	4	5
Women directors and above (%)	29%	31%	37%
Women VP-level and above (%)	30%	33%	44%
Women managers and above (%)	47%	44%	42%
Members of underrepresented groups (U.S. only, VP-level and above) (%)	17%	17%	20%

2024 Performance Data Tables - Social (continued from previous page)

Metric	2022	2023	2024
Social			
Employee development			
Employees receiving performance reviews (%) ⁴	25%	73%	88%
Total learning hours (#) ⁵	9,093	14,464	12,274
Average hours of training per employee (#) ³	3	5	4
Full-time employees with access to benefits (%)	100%	100%	100%
Employee health and safety			
Employee fatalities (#)	0	0	0
Recordable injury rate (%)	1.17	0.71	0.75
Lost time injury frequency rate (%)	0.47	0.21	0.50

Footnotes:

¹ Workforce data represent fulltime, permanent employees.

² Voyant Beauty began collecting these data in 2022. We plan to continue collecting and reporting on these data in the years to come.

³ VP-level and above

⁴ Data accounts for what was documented in HRIS for hourly and salaried nonunion employees. 1148 hourly and 816 salaried and support employees were reviewed. 3022 employees 779 covered by CBA. 2243 nonunion employees.

⁵ This value was incorrectly stated in 2022 as 132,443. This value is specific to employee development and excludes safety, quality and CI institute training

GRI Index (continue to next page)

GRI content index with reference			
Statement of use	Voyant Beauty has reported with reference to the GRI Standards for the period of January 1, 2024, to December 31, 2024.		
GRI 1 used	GRI 1: Foundation 2021		
Applicable GRI Sector Standards(s)	N/A		
GRI STANDARD	DISCLOSURE	References, Omissions, and Explanations	
General Disclosures			
GRI 2: General Disclosures 2021	2-1	Organizational details	Who we are: A valued brand partner, p. 7
	2-2	Entities included in the organization’s sustainability reporting	About this report, p. 45
	2-3	Reporting period, frequency and contact point	About this report, p. 45
	2-4	Restatements of information	About this report: Data and reporting, p. 45
	2-5	External assurance	No data have been externally assured.
	2-6	Activities, value chain and other business relationships	What we do, p. 9
	2-7	Employees	Who we are: A valued brand partner, p. 7 2024 Performance Data, p. 46
	2-8	Workers who are not employees	2024 Performance Data, p. 46 We utilize temporary agencies to help with fluctuating business needs. The positions these workers occupy are production workers, machine operators, and forklift operators. All these positions support the production or shipping of our products.
	2-9	Governance structure and composition	Our principles: Board of Directors and Executive Leadership Team, p. 17
	2-10	Nomination and selection of the highest governance body	Our private equity firm, Wind Point Partners, appoints board members.
	2-11	Chair of the highest governance body	The Chairman of the Board is not a senior executive.
	2-12	Role of the highest governance body in overseeing the management of impacts	Our principles: Board of Directors and Executive Leadership Team, p. 17
	2-13	Delegation of responsibility for managing impacts	Our principles: Board of Directors and Executive Leadership Team, p. 17
	2-14	Role of the highest governance body in sustainability reporting	Our principles: Board of Directors and Executive Leadership Team, p. 17

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	2-15	Conflicts of interest	Our principles: Board of Directors and Executive Leadership Team, p. 17
	2-16	Communication of critical concerns	Our principles: Ethical conduct, p. 18
	2-17	Collective knowledge of the highest governance body	Our principles: Board of Directors and Executive Leadership Team, p. 17
	2-18	Evaluation of the performance of the highest governance body	The Executive Leadership Team follows the same performance review process as all other Voyant Beauty Employees. The CEO's performance is evaluated by the Board of Directors, and our investor, Wind Point Partners, evaluates each board member.
	2-19	Remuneration policies	Voyant Beauty does not disclose this information.
	2-20	Process to determine remuneration	Voyant Beauty does not disclose this information.
	2-21	Annual total compensation ratio	Voyant Beauty does not disclose this information.
	2-22	Statement on sustainable development strategy	A Message from our CEO, p. 5
	2-23	Policy commitments	Our principles: Ethical conduct, p. 18 Our principles: Supply chain management, p. 20
	2-24	Embedding policy commitments	Our principles: Ethical conduct, p. 18 Our principles: Supply chain management, p. 20
	2-25	Processes to remediate negative impacts	Our principles: Ethical conduct, p. 18
	2-26	Mechanisms for seeking advice and raising concerns	Our principles: Ethical conduct, p. 18
	2-27	Compliance with laws and regulations	Voyant Beauty does not disclose this information.
	2-28	Membership associations	Roundtable on Sustainable Palm Oil (RSPO) EcoVadis
	2-29	Approach to stakeholder engagement	Embedding ESG at Voyant Beauty: Stakeholder engagement, p. 11
2-30	Collective bargaining agreements	Voyant Beauty does not disclose this information.	
Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Embedding ESG at Voyant Beauty: Material issues, p. 13
	3-2	List of material topics	Embedding ESG at Voyant Beauty: Material issues, p. 13
Talent Management			
GRI 3: Material Topics 2021	3-3	Management of material topics	Our people: Talent management, p. 36

GRI Index (continued from previous page)

GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	2024 Performance Data, p. 46
	404-2	Programs for upgrading employee skills and transition assistance programs	Our people: Talent management, p. 38
	404-3	Percentage of employees receiving regular performance and career development reviews	Our people: Talent management, p. 38 2024 Performance Data, p. 46
Diversity, Equity, and Inclusion			
GRI 3: Material Topics 2021	3-3	Management of material topics	Our people: Diversity, equity, and inclusion, pp. 43
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	2024 Performance Data, p. 46
Product Quality and Safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	Our principles: Our commitment to quality and safety, p. 25
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Recalls and Critical Customer Complaints are reviewed and tracked monthly at the Corporate and Executive level.
Climate Change			
GRI 3: Material Topics 2021	3-3	Management of material topics	Our planet: Enterprise-wide environmental management, p. 28 Our planet: Environmental priorities, p. 29
GRI 302: Energy 2016	302-1	Energy consumption within the organization	2024 Performance Data, p. 46
	302-3	Energy intensity	2024 Performance Data, p. 46
	302-4	Reduction of energy consumption	2024 Performance Data, p. 46
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Our planet: Environmental priorities, p. 29 2024 Performance Data, p. 46
	305-2	Energy indirect (Scope 2) GHG emissions	Our planet: Environmental priorities, p. 29 2024 Performance Data, p. 46
	305-3	Other indirect (Scope 3) GHG emissions	Voyant Beauty plans to report this information externally in 2025.
	305-4	GHG emissions intensity	2024 Performance Data, p. 46
	305-5	Reduction of GHG emissions	Our planet: Environmental priorities, p. 29 2024 Performance Data, p. 46
Product Lifecycle Management			
GRI 3: Material Topics 2021	3-3	Management of material topics	Our planet: Product life cycle management, p. 26
	301-2	Recycled input materials used	Our planet: Product life cycle management, p. 26
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Our planet: Environmental priorities, p. 29
	306-2	Management of significant waste-related impacts	Our planet: Environmental priorities, p. 29
	306-3	Waste generated	Voyant Beauty does not currently report these data. We plan to disclose this information in 2025.

SASB Index (continue to next page)

Voyant Beauty 2023 Sustainability Accounting Standards Board (SASB) Index			
Household and Personal Products			
Topic	Accounting or Activity Metric	FY23 Cross-Reference, Omissions, and Explanations	SASB Code
WATER MANAGEMENT			
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Our planet: Environmental priorities, p. 29 2024 Performance Data, p. 46	CG-HP-140a.1
	Description of water management risks and discussion of strategies and practices to mitigate those risks	<p>Voyant Beauty monitors water consumption by site. >95% of water withdrawal is in water-rich environments and there is a low risk of resource constraint.</p> <p>Chatsworth is our only site located in a high-risk water area. Water shortage could lead to production limits or require transfer of work to other sites. This would result in potential increases in cost to manufacture, delivery issues, and reduced customer satisfaction. The Voyant Beauty reliability team develops strategies to mitigate the impact of foreseeable risks.</p> <p>The primary risk for water discharge is accidental water pollution to storm or discharge water. All Voyant Beauty sites have policies and plans for spill prevention, storm water, and wastewater, including training and monitoring to mitigate risk and ensure pollution prevention.</p> <p>All wastewater is discharged to municipal publicly owned treatment works to mitigate risk to the environment.</p> <p>Six sites perform water pretreatment, another five sites utilize a clarifier, and seven sites pre-test water prior to discharge. 95.5% of all water is tested prior to discharge.</p> <p>Our planet: Environmental priorities, p. 29 2024 Performance Data, p. 46</p>	CG-HP-140a.2
PRODUCE ENVIRONMENTAL, HEALTH, AND SAFETY PERFORMANCE			
	Revenue from products that contain REACH substances of very high concern (SVHC)	<p>As a third-party manufacturer, our products are dictated in large part by our clients' needs and specific formulations. We often do not choose the substances included in the products we manufacture and thus, we have not previously evaluated our use of REACH substances. In the years to come, we will to continue to apply our technical and regulatory expertise to suggest ways our customers can achieve lasting sustainability goals, including evaluating the efficacy of chemicals of concern in products.</p> <p>Our principles: Supply chain management, p. 20</p>	CG-HP-250a.1
	Revenue from products that contain substances on the California DTSC Candidate Chemicals List	<p>As a third-party manufacturer, our products are dictated in large part by our clients' needs and specific formulations. We often do not choose the substances included in the products we manufacture and thus, we have not previously evaluated our use of substances on the California DTSC Candidate Chemical List. In the years to come, we will to continue to apply our technical and regulatory expertise to suggest ways our customers can achieve lasting sustainability goals, including evaluating the efficacy of chemicals of concern in products.</p> <p>Our principles: Supply chain management, p. 20</p>	CG-HP-250a.2

SASB Index (continued from previous page)

	Discussion of process to identify and manage emerging materials and chemicals of concern	Our principles: Supply chain management, p. 20 Our people: Employee health and safety, p. 35	CG-HP-250a.3
	Revenue from products designed with green chemistry principles	As a third-party manufacturer, our products are dictated in large part by our clients' needs and specific formulations. We often do not choose the substances included in the products we manufacture and thus, we have not previously evaluated our use of green chemistry principles. In the years to come, we will to continue to apply our technical and regulatory expertise to suggest ways our customers can achieve lasting sustainability goals, including incorporating green chemistry principles into our processes. Our principles: Supply chain management, p. 20	CG-HP-250a.4
PACKAGING LIFECYCLE MANAGEMENT			
	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Voyant Beauty does not currently report these data. We plan to disclose this information in 2025.	CG-HP-410a.1
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Customers specify 70% of packaging. Our planet: Product life cycle management, p. 26	CG-HP-410a.2
ENVIRONMENTAL AND SOCIAL IMPACTS OF PALM OIL SUPPLY CHAIN			
	Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance, or (d) Book & Claim	Our principles: Supply chain management, p. 20 2024 Performance Data, p. 46	CG-HP-430a.1
ACTIVITY METRICS			
	Units of products sold, total weight of products sold	1,053,782,000 units were produced in 2023	CG-HP-000.A
	Number of manufacturing facilities	We operated 12 manufacturing facilities in 2023	CG-HP-000.B

TCFD Index (continue to next page)

Voyant Beauty 2023 Task Force on Climate-related Financial Disclosures (TCFD) Index	
Recommended Disclosures	Answer, Omissions, Explanations, and References
GOVERNANCE	
Disclose the organization's governance around climate-related risks and opportunities.	
Describe the board's oversight of climate-related risks and opportunities.	<p>Our Chief Innovation Officer (CIO) leads our ESG efforts at Voyant Beauty. As a member of our Leadership Team, the CIO reports to the Board of Directors on ESG governance and performance matters — including climate-related risks and opportunities--at quarterly meetings and provides updates on these issues during Audit and Governance Committee discussions.</p> <p>Our principles: Board of Directors and Executive Leadership Team, p. 17 Voyant Beauty 2023 CDP Response, Section C1.1</p>
Describe management's role in assessing and managing climate-related risks and opportunities.	<p>Voyant Beauty's ESG manager and Executive Leadership Team (ELT) members assess and manage climate-related risks and opportunities. The ESG Team meets regularly to review progress, strategy, challenges, and vision. The ELT has developed organizational goals that are incorporated into the performance objectives of each facility site. Site General Managers are accountable for the execution of initiatives to achieve climate goals. Metrics and reviews will be utilized to monitor performance.</p> <p>Our principles: Board of Directors and Executive Leadership Team, p. 17 Our planet: Enterprise-wide environmental management, p. 28 Voyant Beauty 2023 CDP Response, Section C1.2</p>
STRATEGY	
Disclose the actual and potential impacts of climate-related risks and opportunities in the organization's businesses, strategy, and financial planning where such information is material.	
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<p>Voyant Beauty's Environmental Health and Safety Team conducts climate-related risk assessments. Our primary focus is given to site compliance for air, water, and waste emissions, discharge, and disposal. Analysis has revealed that our greatest climate risk is environmental pollution, contamination, and noncompliance, resulting in fines and/or restrictions on manufacturing operations. We are committed to 100% regulatory compliance and zero pollution exceeding regulatory limits.</p> <p>Voyant Beauty has identified Additionally the following climate-related risks and opportunities:</p> <ul style="list-style-type: none"> -Cost and availability of green energy and cost of credits -Cost and limited opportunities to generate green energy on site -Cost and timeline for conversion to alternative sources/heat pumps for 9 of our 15 facilities that reside in high heat load requirement climates and are heated with natural gas <p>Our planet: Enterprise-wide environmental management, p. 28 Voyant Beauty 2023 CDP Response, Section C2</p>

TCFD Index (continue to next page)

Voyant Beauty 2023 Task Force on Climate-related Financial Disclosures (TCFD) Index	
Recommended Disclosures	Answer, Omissions, Explanations, and References
STRATEGY (continued)	
Disclose the actual and potential impacts of climate-related risks and opportunities in the organization's businesses, strategy, and financial planning where such information is material.	
Describe the board's oversight of climate-related risks and opportunities.	<p>Voyant Beauty is in the process of developing a climate mitigation strategy that will focus on our facility footprint. We aim to increase operational efficiency by decreasing our facility footprint and improving capacity. This strategy will align with our wider operational objectives and our current environmental goals.</p> <p>Our planet: Enterprise-wide environmental management, p. 28 Our planet: Environmental priorities, p. 29 Voyant Beauty 2023 CDP Response, Section C1.1</p>
Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	<p>Voyant Beauty is in the process of developing a climate mitigation strategy that will focus on our facility footprint. We aim to increase operational efficiency by decreasing our facility footprint and improving capacity. This strategy will align with our wider operational objectives and our current environmental goals.</p> <p>Our planet: Environmental priorities, p. 29</p>
RISK MANAGEMENT	
Disclose how the organization identifies, assesses, and manages climate-related risks.	
Describe the organization's processes for identifying and assessing climate-related risks.	<p>Climate- related risks are incorporated into Voyant Beauty's overall business risk assessment, i.e. fire, wind, and flood. Our primary focus is on protecting our employees and facilities, responding to loss of facilities and/or capacity, and maintaining our ability to produce.</p> <p>Voyant Beauty has developed a team of internal leaders and external consultants to give focus to the organization's climate risks, opportunities, and initiatives. Our Environmental Health and Safety, ESG, and Quality teams meet on a regular basis to set the vision, strategic targets, and execution plans, and to review progress toward those efforts. We continually monitor governing organizations to identify emerging regulations and assess implications to our business. As part of these activities, we maintain a five-year roadmap and current year action plan.</p> <p>Our planet: Enterprise-wide environmental management, p. 28 Our planet: Environmental priorities, p. 29 Voyant Beauty 2023 CDP Response, Section C2</p>

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Voyant Beauty 2023 Task Force on Climate-related Financial Disclosures (TCFD) Index	
Recommended Disclosures	Answer, Omissions, Explanations, and References
RISK MANAGEMENT (continued)	
Disclose the actual and potential impacts of climate-related risks and opportunities in the organization's businesses, strategy, and financial planning where such information is material.	
Describe the organization's processes for managing climate-related risks.	<p>Climate - related risks are incorporated into Voyant Beauty's overall business risk assessment, i.e. fire, wind, and flood. Our primary focus is on protecting our employees and facilities, responding to loss of facilities and/or capacity, and maintaining our ability to produce.</p> <p>Voyant Beauty has developed a team of internal leaders and external consultants to give focus to the organization's climate risks, opportunities, and initiatives. Our Environmental Health and Safety, ESG, and Quality teams meet on a regular basis to set the vision, strategic targets, and execution plans, and to review progress toward those efforts. We continually monitor governing organizations to identify emerging regulations and assess implications to our business. As part of these activities, we maintain a five-year roadmap and current year action plan and the corporate and site level. In the coming years, we will develop a five-year capacity utilization plan to ensure regulatory compliance, set site reduction targets, and achieve our environmental goals for GHG emissions, water, waste, and pollution.</p> <p>Our planet: Enterprise-wide environmental management, p. 28 Our planet: Environmental priorities, p. 29 Voyant Beauty 2023 CDP Response, Section C2</p>
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<p>Voyant Beauty is in the process of developing a climate mitigation strategy that will focus on our facility footprint. We aim to increase operational efficiency by decreasing our facility footprint and improving capacity. This strategy will align with our wider operational objectives and our current environmental goals</p> <p>Currently, we are working to build redundancy and flexibility into our manufacturing and operating systems to enable us to rapidly shift production requirements, if needed, across our sites to maintain product output. Additionally, our procurement team qualifies and maintains multiple suppliers for raw materials to respond to supply chain disruptions..</p> <p>Our planet: Environmental priorities, p. 29</p>
METRICS AND TARGETS	
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>Voyant Beauty is committed to tracking key environmental impact metrics to drive continuous improvement and has begun goal setting for 2030 and beyond. Voyant Beauty closely monitors electric and natural gas consumption and Scope 1 & 2 greenhouse gas (GHG) emissions by site.</p> <p>Our planet: Environmental priorities, p. 29 2024 Performance Data, p. 46 Voyant Beauty 2023 CDP Response, Section C4</p>

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Voyant Beauty 2023 Task Force on Climate-related Financial Disclosures (TCFD) Index	
Recommended Disclosures	Answer, Omissions, Explanations, and References
METRICS AND TARGETS (continued)	
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	<p>Voyant Beauty has begun data gathering and engaging suppliers via the EcoVadis platform to establish a Scope 3 GHG baseline by 2025.</p> <p>Our planet: Environmental priorities, p. 29 2024 Performance Data, p. 46 Voyant Beauty 2023 CDP Response, Section C6</p>
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>Our planet: Enterprise-wide environmental management, p. 28 Our planet: Environmental priorities, p. 29 Voyant Beauty 2023 CDP Response, Section C4</p>

Thank you for your interest in Voyant Beauty

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