



Impact Report





Introduction

At Hain Celestial, our Purpose is to **inspire healthier living for people, communities and the planet through better-for-you brands**. We believe that creating long-term value requires balancing business performance with responsible environmental and social stewardship.

This FY25 Report provides an update on our Impact commitments and key performance metrics across our Impact pillars of Healthier Products, Healthier Planet and Healthier People for the period from July 1, 2024 to June 30, 2025. While this is not a comprehensive Impact Report, it is intended to provide investors, customers, team members, and other stakeholders with a transparent view of our progress against key commitments and the actions we are taking to strengthen our Impact measurement and reporting.

During FY25, Hain continued to navigate a period of business transformation while advancing the systems, data, and governance needed to support our Impact ambitions. During the year, we achieved several important milestones that strengthened our ability to measure, manage, and report our environmental performance with greater accuracy and transparency.

Among the highlights, our carbon emissions were independently verified by Carbonology® in accordance with ISO 14064-1. We also completed our

first full Scope 1, 2, and 3 greenhouse gas inventory in Watershed, providing a stronger foundation for emissions management and future decision-making. To further improve our understanding of emissions across the value chain, we increased the granularity of our Scope 3 Category 1 data through our partnership with HowGood and strengthened packaging data collection across our business. We also maintained our CDP score, reflecting our continued commitment to transparent environmental disclosure and climate-related governance.

Together, these achievements demonstrate meaningful progress in enhancing the quality, transparency, and reliability of our Impact reporting. We remain committed to delivering on our goals and providing stakeholders with clear updates on our progress as we work to create a healthier future for people, communities, and the planet.

Our next report will cover the period FY26 (July 1, 2025 – June 30, 2026).

Highlights



CDP Climate
Score 'B'



Carbonology® Verified
ISO 14064-1 compliant
emissions data



Watershed



HowGood

**Industry-leading
data & analytics**

Impact Goals and Metrics

 Healthier Products – Goals

Issue	Goals	Year (CY)	Scope	FY2025	FY2024	FY2023
Products	Adopt and implement “Better For You” product framework.	2025	Global	In Progress	Defined Hain BFY Framework	New Goal
Packaging: Labeling	Incorporate standardized recycling labeling during all packaging updates.	2025	North America, UK	Complete	NA: Complete UK: In Progress	In Progress
Packaging: Recycled Content	Achieve a minimum of 50% post-consumer recycled content for specific categories of rigid plastic packaging.	2030	Global	45% of rigid plastic has minimum 50% PCR (North America)	In Progress	New Goal
	Achieve 100% recycled content for paper & paperboard packaging.	2030	Global	87% of paper & paperboard has 100% recycled content (North America)	In Progress	New Goal
	Achieve a minimum of 50% recycled content for corrugated packaging.	2030	Global	3% of corrugated has minimum 50% recycled content (North America)	In Progress	New Goal
Packaging: Certification	Achieve a forest management certification for all paperboard and corrugated packaging.	2030	Global	In Progress	In Progress	New Goal
Packaging: Plastics	100% of rigid plastics will be designed to be collected and recycled where we operate.	2030	Global	In Progress	In Progress	New Goal
	Design all flexible plastic packaging formats to reduce packaging weight and plastic materials.	2030	Global	In Progress	In Progress	New Goal
Packaging: Preferred Materials	Eliminate excess and non-recyclable materials and grow our use of materials that are generally collected for recycling in the regions where we operate.	2030	Global	In Progress	In Progress	New Goal



Impact Goals and Metrics



Healthier Products – Metrics

Issue	Metrics	Scope	FY2025	FY2024	FY2023
Hain Healthier Products Standards	Percentage of food products that are certified organic	Global	29%	29%	29%
	Percentage of baby and toddler food products that are certified organic	North America, UK	95% Earth's Best, 100% Ella's Kitchen	94% Earth's Best, 100% Ella's Kitchen	92% Earth's Best, 100% Ella's Kitchen
	Percentage of products with no artificial flavors and colors from natural (certified sources)	Global	100%	96%	96%
	Percentage of eggs in Hain’s global products that are cage-free	Global	100%	100%	46%
	Percentage of products with meat and poultry ingredients that meet the Global Animal Partnership standard or an equivalent documented animal welfare standard*	North America, UK		75% (meet GAP) 52% (meet BCC)	75%
	Total volume of palm sourced (CY)**	Global	1,268 metric tons	2,386 metric tons	4,601 metric tons
	Percentage of palm oil used that is certified through a combination of the RSPO-certified supply chains (CY)	Global	100%	100%	100%
	Percentage of palm oil used that is covered by RSPO credits	Global	13%	14%	15%

*Data not available for FY25 due to system changes
**Please see our RSPO Annual Communication on Progress (ACOP) reporting

Impact Goals and Metrics

 Healthier Planet – Goals

Issue	Goals	Year (CY)	Scope	FY2025 *	FY2024	FY2022 Baseline **
Climate	Deliver our externally verified Science Based Targets - Reduce absolute Scope 1 & 2 GHG emissions 42% from a FY2022 base year. - Reduce absolute Scope 3 GHG emissions 25% from a FY2022 base year.	2030	Global	Scope 1: 31,709 tCO ₂ e Scope 2 (Location-based): 11,038 tCO ₂ e Scope 2 (Market-based): 7,446 tCO ₂ e Scope 3: 750,230 tCO ₂ e	Scope 1: 33,167 tCO ₂ e Scope 2 (Location-based): 14,131 tCO ₂ e Scope 2 (Market-based): 8,986 tCO ₂ e Scope 3: 793,647 tCO ₂ e	Scope 1: Pending re-baseline Scope 2 (Location-based): 22,425 tCO ₂ e Scope 2 (Market-based): 18,659 tCO ₂ e Scope 3: Pending re-baseline

Issue	Goals	Year (CY)	Scope	FY2025	FY2024	FY2023
Waste	Achieve and maintain 90% or greater diversion of waste from landfill for Hain Celestial operated facilities.	2027	Global	94% by weight***	7 of 13 facilities	7 of 14 facilities
Food Waste	Achieve and maintain 90% or greater food waste diversion for Hain Celestial manufactured product.	2025	North America	60%	81%	88%

*FY25 Carbon emissions (Scopes 1-3) independently verified by Carbonology® in accordance with ISO 14064-1

**Re-baseline will occur in FY27 to account for structural changes resulting from the ongoing Strategic Review

***Change in methodology due to data improvements



Impact Goals and Metrics



Healthier Planet – Metrics

Issue	Metrics	Scope	FY2025	FY2024	FY2023
Climate	Scope 1 GHG Emissions	Global	31,709 tCO ₂ e	33,167 tCO ₂ e	35,941 tCO ₂ e
	Scope 2 GHG Emissions (Location-based)	Global	11,038 tCO ₂ e	14,131 tCO ₂ e	14,792 tCO ₂ e
	Scope 2 GHG Emissions (Market-based)	Global	7,446 tCO ₂ e	8,986 tCO ₂ e	7,680 tCO ₂ e
	Scope 3 GHG Emissions	Global	750,230 tCO ₂ e	793,647 tCO ₂ e	868,212 tCO ₂ e
Food Waste	Percentage of food waste diverted from landfill via donations and liquidation	North America	60%	81%	86%



Impact Goals and Metrics



Healthier People – Goals

Issue	Goals	Year (CY)	Scope	FY2025	FY2024	FY2023
Volunteering	Adopt a global volunteering program, offer paid time off for all team members.	2025	Global	Ongoing	Ongoing	Goal Extended
Donation	Ensure food and personal care products that are fit to use go to someone in need, reporting progress annually.	2025	Global	3.8M lbs	1.8M lbs	2.8M lbs



Healthier People – Metrics

Issue	Metrics	Scope	FY2025	FY2024	FY2023
Occupational Health and Safety*	TRIR	Global	0.86	0.91	1.07 (North America)
	LTIR	Global	0.54	0.32	0.62 (North America)
Company Info	Number of team members	Global	2,600	2,786	2,837

*TRIR (Total Recordable Incident Rate) and LTIR (Lost Time Incident Rate) are per 100 full-time team members



Impact Goals and Metrics



Hain Celestial Sustainability Accounting Standards Board (SASB) Disclosure

Issue	Accounting Metric	SASB Code	Coverage	FY2025	Additional Context and Report Reference
Energy Management	(1) Total energy consumed, (2) Percentage grid electricity, (3) percentage renewable	FB-PF-130a.1	Global	1) 788,522 GJ, 2) 22%, 3) 16%	
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in High or Extremely High Baseline Water Stress	FB-PF140a.1	Global	1) 1,328,182 m³, 2) 4%	Water withdrawals for Hain Celestial operated manufacturing facilities.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-PF-140a.3	Global		See Risk Management section on pg. 40 of the 2024 Impact Report
Product Labeling & Marketing	Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	FB-PF270a.1	Global	0%	Hain Celestial is responsible for marketing two baby brands, Earth’s Best® and Ella’s Kitchen®. Brand advertising and communications are directed to the adults who make the household purchasing decisions.
	Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	FB-PF270a.2	North America		No bio-engineered ingredients are used in North America.
	Total amount of monetary losses as a result of legal proceedings associated with labeling and/or marketing practices	FB-PF-270a.4	Global		See the Legal Proceedings section of our most recent Annual Report on Form 10-K

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Issue	Accounting Metric	SASB Code	Coverage	FY2025	Additional Context and Report Reference
Food Safety	Global Food Safety Initiative (GFSI) (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-PF-250a.1	Global		See p. 33 of the 2021 ESG Report
	Percentage of ingredients sourced from Tier 1 supplier facilities certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program	FB-PF-250a.2	Global		See p. 33 of the 2021 ESG Report for information on our GFSI program
	(1) Total number of notices of food safety violation received, (2) Percentage food safety violations corrected	FB-PF-250a.3	Global	0	
	(1) Number of recalls issued and (2) Total amount of food product recalled	FB-PF-250a.4	Global	(1) 3 (2) 47,430 units (EU only)	
Health & Nutrition	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-PF260a.2	Global		See Healthier Products section on pg. 12 to 17 of the 2024 Impact Report.
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	FB-PF-410a.1	North America	(1) 57,039,171 lbs (2) 19.81% (3) 60.76%	
	Discussion of the strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-PF410a.2	Global	See p. 12-20 of our 2024 Impact Report	
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of food ingredients sourced that are certified to third-party environmental and/or social standards, and percentages by standard	FB-PF-430a.1	Global	29% of food products are certified Organic	
	Weight of products sold	FB-PF-000.A	Global	370,127 metric tons	
	Number of production facilities	FB-PF-000.B	Global	11	



Thank you

Want to learn more?

Thank you for exploring The Hain Celestial Group's FY25 Impact Report. We are committed to driving positive change for healthier products, a healthier planet, and healthier people. If you'd like to connect with us to learn more about our impact initiatives or explore partnership opportunities, we'd love to hear from you.



Investors

For inquiries related to financial performance and long-term sustainability goals:

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