

NATURALLY CONNECTED

Measuring Our 2023 Impact

EO[®]
PRODUCTS



2023 AT A GLANCE

STRIVING TO ACHIEVE AMBITIOUS SCIENCE-BASED TARGETS.

Recycled Packaging



Bottles used 91% recycled materials

Saved
118 TONS

of plastic*
(from 2020 to 2023)

*with shift to larger-format bottle sizes



Ingredients

100%

non-GMO ingredients



Certified organic manufacturer since 2004

Energy



100% green energy manufacturing – 50% wind and 50% solar

Saved

48,455 KWH

of energy vs. prior years

Waste

Diverted 92% of our waste from landfills –

367 TONS
of waste



Recycled and/or reused 13 different types of materials



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01.

A Letter From Our Founders



Dear Friends,

EO Products has always been a caring company. As a family-owned business, we aim to make products that nurture the people who use them, respect the people who make them and honor the plants we use as ingredients. Those efforts are all connected by a commitment to care for the planet.

As a certified B Corp, we have the privilege of proving our work every year through this Sustainability Report. It's a testament to EO's continued dedication – after nearly three decades, we're more invested than ever in being a zero-waste manufacturer that cherishes the goodness of Earth and the entire EO community.

From the ingredients we source to our retail partners to how we love our customers, environmental stewardship spans everything we do. We think of it as being naturally connected through body, mind and planet – and we're grateful to share our sustainability story with you.

Thanks for all you do.

Brad Black and Susan Griffin-Black

Co-Founders & Co-CEOs

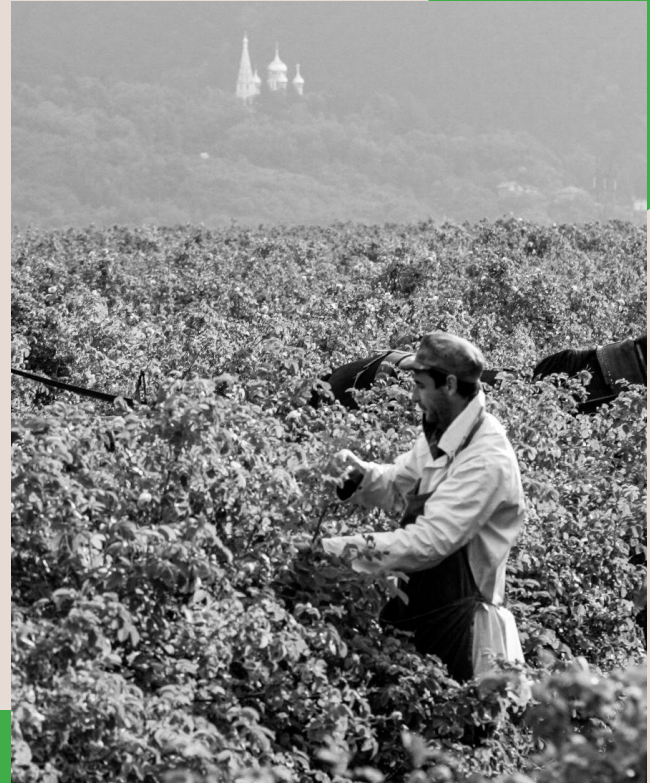
We're close to achieving two ambitious science-based targets:

- 1 diverting at least 95% of waste from landfills**
- 2 closing the loop by eliminating virgin plastic**



02.

Starting At The Source





The Essence of EO

We transform the therapeutic qualities of plants into an everyday luxury: self-care scented with essential oils. To make those products pure and potent, we need really high-quality ingredients. That's why sourcing matters so much.

The essential oils in our products begin life as plants – herbs, flowers, fruit – that are grown on organic and regenerative farms across the U.S. and around the world. We also source wildcrafted ingredients whenever possible. We aim to partner with farmers that share our ethos – that means producing the highest quality products with the most love for the land on which it's grown.

Responsible business is how we started from day one and it has pushed us to make products with the highest integrity that do the least amount of harm.

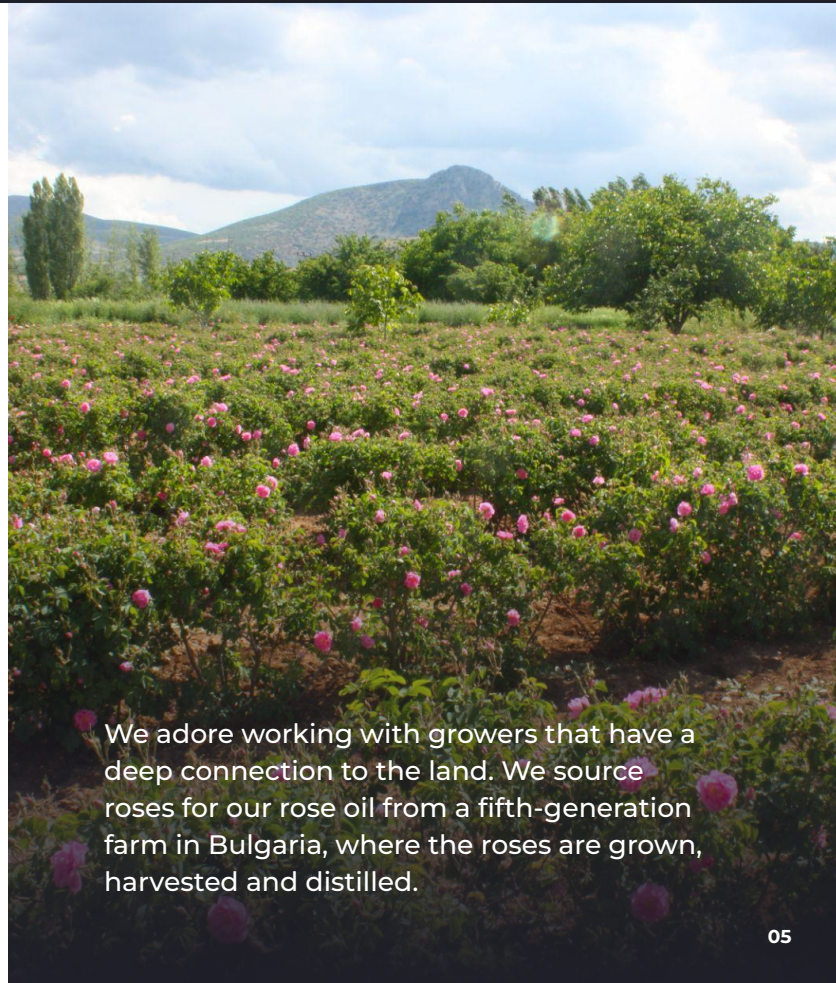
Certified organic
manufacturer since 2004

2004

100% of our ingredients
are non-gmo

100%

We never use animal derived
ingredients or test on animals



We adore working with growers that have a deep connection to the land. We source roses for our rose oil from a fifth-generation farm in Bulgaria, where the roses are grown, harvested and distilled.



The R&D Team at EO is vital to ensuring our products are powerful and pure.

Green With Chemistry

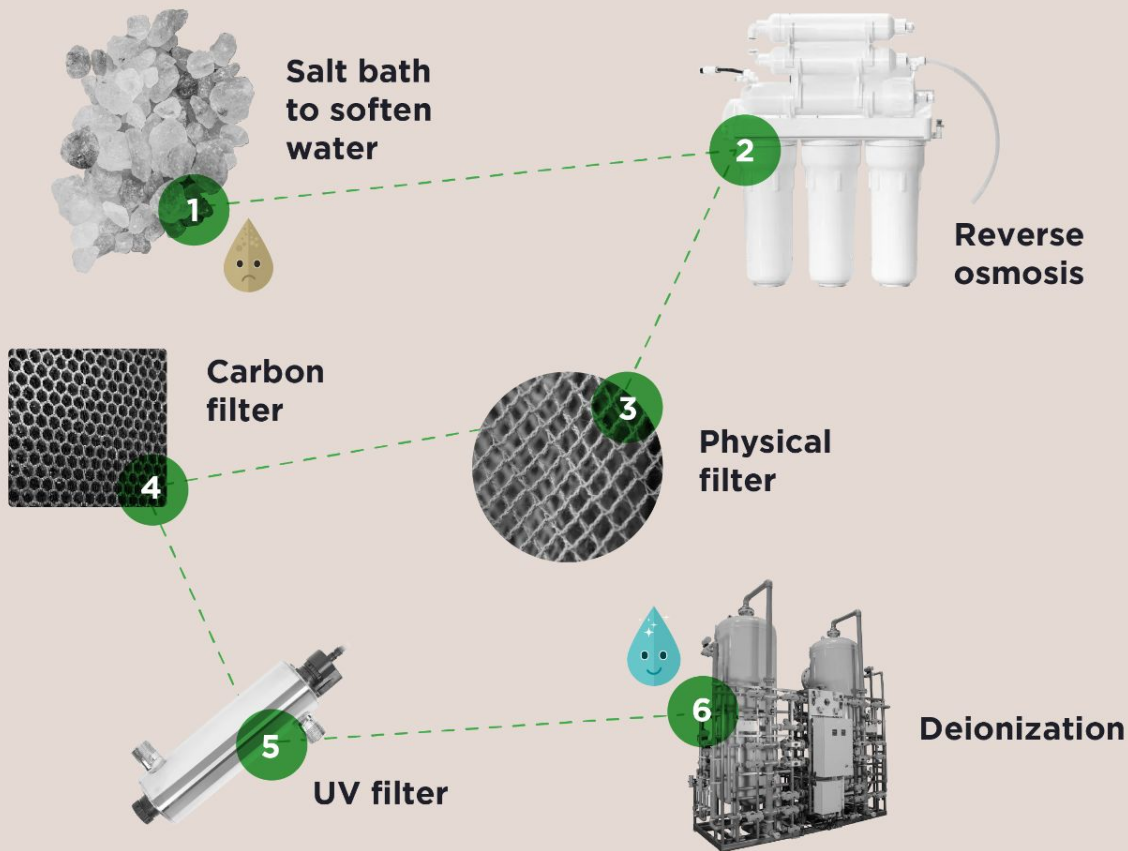
While sourcing organic ingredients is always our first choice, some ingredients we use lack an organic option. Many times that's because the plants' country of origin lacks any kind of organic certification because they don't practice conventional farming. In other cases, it's due to how the ingredient gets extracted. For example, essential oils from delicate rose or jasmine blooms are extracted with a solvent like alcohol or CO₂, so they can't be certified organic.

That's why, no matter the certification status, our green chemistry team does double-duty to ensure we only use pure, effective ingredients. These resident experts formulate each product with an eye on the least amount of load, avoiding bioaccumulation.

OUR 6-STEP PURIFICATION PROCESS

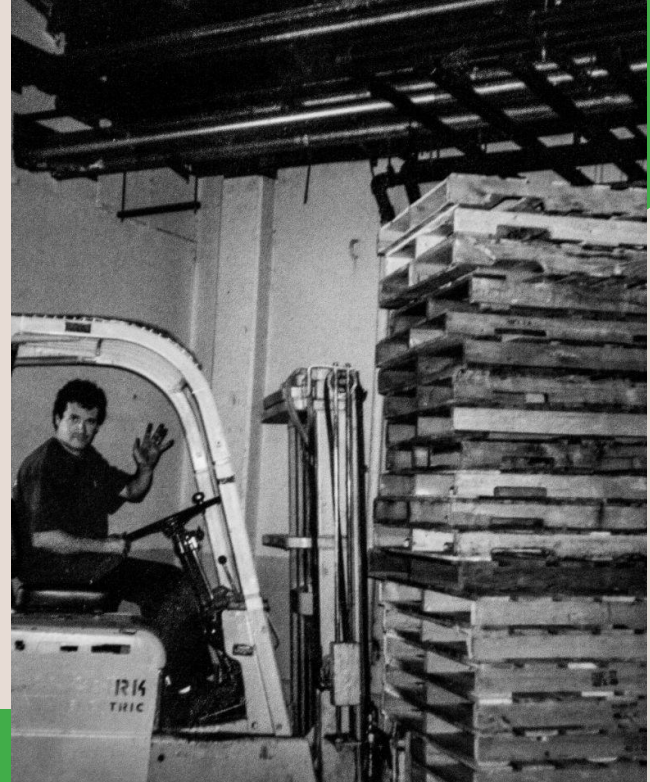
Water Is An Ingredient

Our powerful, 6-step purification process cleans water thoroughly – removing electrolytes and metals that can interfere with preservatives, mold, yeast or bacteria, and oxygen, which can cause rancidity. With our purified water, we can limit preservatives and ensure customers feel confident in our product quality.



03.

Zero-Waste Manufacturing



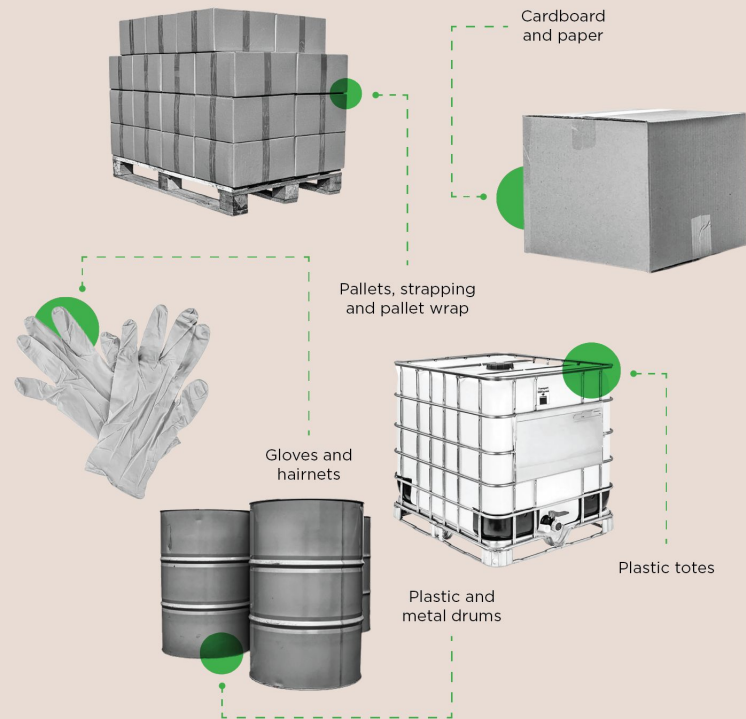
Waste Less, Care More

For any manufacturer that cares about the climate crisis, waste is one of the most pressing challenges we face. It also poses one of the greatest opportunities for companies to make real, tangible progress. At EO, our zero-waste approach to manufacturing spans the entire operation.

We not only prioritize reuse and recycling; we also avoid interacting with materials that are harmful to the planet or our products. Our environmentally preferred purchasing policy helps with exactly that: preventing our suppliers from sending us wasteful materials that we can't recycle, like styrofoam or packing peanuts.

In both the planning and physical manufacturing process, our teams carefully identify all materials that can be recycled to maximize reuse. That includes almost every type of material that enters our facility, from pallets to hairnets. And we're proud to say that *in 2023, we diverted 92% of our waste from landfills*. That equates to 367 tons of material that was all recycled or reused instead of polluting our land.

We recycle and/or reuse
13 different
types of materials, including:



The Right Kind of Power

All manufacturing and business operations at EO run on 100% green energy. This comes from a mix of 50% wind and 50% solar. But even though we run on renewable energy, we still seek out opportunities to be good stewards of our power supply. Our LED sensor lighting system reduces electricity consumption; our rainwater harvesting irrigates our campus landscaping; and even our forklifts are zero-emission EVs.

Combining our energy-saving measures and our renewable sourcing, we're happy to report that in 2023 we produced more than enough energy to return energy to the public grid.

California Green Business

Another way we show our commitment is by being a Certified California Green Business. As part of this coalition, we help make communities healthier and more livable for our state and across the country.

Learn more at greenbusinessca.org



FOCUSED ON RENEWAL:

Solar panels produced

98,163 kWh

of energy – enough to return power to the local grid

LED lighting system saved

48,455 kWh

of energy compared to years prior to installing the system

We harvested

1,100 gallons

of rainwater for landscape irrigation on our campus

Industrial ceiling fans

cut reliance

on more energy-consuming HVAC systems

04.

Recycled Packaging



Being Part of the Solution

Plastic gets demonized a lot. And of course we agree that producing new, virgin plastic is bad for the environment. But there are still good, planet-friendly ways to use existing plastic. In fact, we believe one of the most sustainable paths we can take is to collect and repurpose existing plastic instead of letting it drift out to sea.

At EO, we recently determined our current most sustainable path forward for packaging is post-consumer recycled plastic. With a strong commitment to closing the loop, we're aiming to lead our industry to 0% virgin plastic production while ensuring that plastic waste is repurposed for new lives.

We're already making big strides thanks to our heavy investment in recycled packaging. In 2023, 91% of our bottle plastic was comprised of recycled material – eliminating plastic waste while reducing our carbon footprint. Of course, we know there's still room to improve. That's why our team is working to reach 100% in the near future by working with like-minded suppliers to find recycled options for our pumps, sprays and caps.



PACKAGING AT A GLANCE

Saved
118 TONS
of plastic (from 2020 to 2023)
with shift to larger-format bottle sizes

Bottles used



91%
recycled materials

Grew refill business by

58%



75-
99%

of packaging
comes from
recycled
materials

Reduced our plastic-
to-product ratio by

5%

Change Is Happening

We're so grateful that the EO community is eager to support sustainable innovations for our products. It's why we're able to think beyond packaging and dream up opportunities for customers to help reduce waste. Refills and large-format bottling have grown in popularity, allowing customers and business partners to purchase higher quantities of our products while reducing waste. In fact, our 32oz refill bottles equal about 2.5 times the amount of product contained in our 12.75oz bottles – in turn, eliminating 118 tons of plastic from 2020 to 2023.

05.

Putting People First



It's Why We're All Here

Sustainability at EO is focused on the planet, but that work starts with healthy human relationships. As a human-focused manufacturing company, how we care for people is vital to how we care for Earth. This starts with investing in our workers rather than automation — which helps support entire families and their communities. It also allows us to provide our staff opportunities to contribute to sustainability at EO. This includes being a part of the Sustainability Team, open feedback for new waste-reduction ideas, and volunteer days focused on climate-friendly initiatives.



For our retail and supply chain partners, we're committed to building planet-loving partnerships. We prioritize working with like-minded retailers and suppliers that share our passion for natural plant-based products and zero-waste operations.

And for our community, we're proud to reinvest locally and nationally. We support wellness and environmental nonprofits that help protect the planet we all share, with partners like Marine Mammal Center, Slide Ranch, Turning Green, and Conscious Kitchen. Plus, we have also actively lobbied the government for better transparency and consumer protections in our industry. Transparency for products and ingredients is vital in an industry that's seen plenty of greenwashing and harmful additives

06.

Looking Forward



A Waste-Free Future

Like everything at EO, we're proud of our work but honest about where we can improve. Achieving 92% waste elimination is a great accomplishment, one worthy of celebration. Yet we also know we still have some work to do. The same is true of our commitment to going from 91% to 100% recycled packaging in the near future.



Thanks to our Sustainability Team for their dedication to this vital part of our business.

To continue our great progress, our Sustainability Team regularly reviews processes and seeks out new opportunities to achieve a waste-free future at EO. The rest of our team is working on the same mission. We believe EO will see real success in approaching both goals in 2024.

We're so grateful to our team, as well as to all our partners and colleagues, for supporting and progressing our sustainability efforts.

And thanks to our customers for their continued support of the EO and Everyone brands. Together, we're making products with love for the good of each other and the planet.



For more information about EO Products
and our brands, visit [eoproducts.com](https://www.eoproducts.com)

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