



Positive Impact Positive Legacy

2022 ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT



We use the power of beauty for good to leave a positive legacy.

At Ulta Beauty, expanding our environmental, social and governance (ESG) impact is a strategic priority and intentionally connected with our business. Through critical work across all four of our ESG pillars—People, Product, Environment and Community—we look to maximize impact and enhance value for our stakeholders.

We're encouraged that we're beginning to see the positive impact of our work and the positive legacy that we are shaping.

» ULTA BEAUTY AT A GLANCE

\$10.2B

Net Sales

25K+

Products

1,355

Stores

600+

Brands

53K

Associates

» ABOUT THIS REPORT

Ulta Beauty's 2022 ESG Report captures our key areas of progress and impact during fiscal year 2022 in our strategic focus areas of People, Product, Environment and Community. More information is available on Ulta Beauty's [ESG website](#) for investors. If you have any questions about this report, please contact our General Counsel, Chief Risk & Compliance Officer, Jodi Caro, at InvestorRelations@ulta.com.



CEO Message

The power of beauty for good in action

» This past year was one for the record books at Ulta Beauty—achieving more than \$10 billion in revenues and surpassing 40 million active loyalty members—while keeping our guests and associates at the center of all we do. Our achievements are the result of our passionate associates, who execute with excellence every day as they help guests discover their own beautiful possibilities.

Expanding our environmental and social impact is one of our core strategic priorities and is something we work on every day. By staying focused on our **guiding ESG principles**, we are able to deliver on our ambition to use the power of beauty for good and, in turn, make a positive impact on the world. This focused approach resonates strongly with guests who want to shop with purpose-driven companies; it also addresses risks facing our industry and communities and helps us attract and retain top talent.

In this third annual ESG report, we are excited to share how far we've come on our journey. But make no mistake; we know there is a lot of work yet to do. A few achievements from 2022 of which we are particularly proud include:

- > Expanding Conscious Beauty at Ulta Beauty™ to now offer over 300 brands
- > Delivering on our diversity, equity and inclusion (DEI) commitments by investing \$50 million across our major areas of focus, including multicultural media to amplify underrepresented voices, dedicated support for Black-owned brands and associate

training to reinforce inclusivity and address unconscious bias

- > Doubling our use of renewable energy and expanding energy-efficient LED lighting to an additional 100 stores and our Chambersburg, Pennsylvania, distribution center
- > Providing career growth and development opportunities to our associates, with nearly 60% of open positions at the manager level and above filled by internal candidates

Over 90% of our associates are women, including 78% of our executive team and 55% of our Board of Directors. Ensuring inclusivity allows for greater perspectives across our business, which is an important part of our business strategy.

While 2022 was a milestone year for our company, we also faced shared environmental and societal challenges, reinforcing the need to drive positive change and collaboration. We are engaging our many partners to help the beauty industry become more sustainable, with efforts such as pilot programs featuring reusable shopping bags and recycling options for smaller beauty products. We look forward to learning from these efforts and are optimistic about how we can continue to influence positive changes in the beauty industry and in retail.

We are also taking action to reduce Ulta Beauty's direct impact on the environment and are proud to announce that our science-based targets to reduce **Scope 1, Scope 2 and Scope 3** emissions are currently under



Dave Kimbell, Chief Executive Officer

review by the Science Based Targets initiative (SBTi), a global leader in helping companies establish these important commitments. We are already hard at work to achieve these targets and look forward to sharing our progress with you.

Finally, we know many are interested in learning even more about Ulta Beauty across several dimensions, including our people, climate, risk management and more. I encourage you to explore our Appendix where you will find useful supplemental data, as well as our **Annual Report**, detailing more information about many aspects of our business.

If you take just one thing away from this year's ESG report, I hope it is that Ulta Beauty takes its responsibility as the nation's leading beauty retailer seriously, operating as good stewards of our business and leaving a positive legacy as part of our daily work. We are committed to improving always and welcome your feedback on our efforts. On behalf of our Board of Directors and our dedicated associates, thank you for your support.

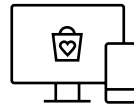
ESG at Ulta Beauty

» As the leading U.S. beauty retailer, our focus is to make beauty accessible and inclusive for all. To realize that potential, we have incorporated our intention to expand our environmental and social impact as part of the strategic framework that guides our business. As we continue our journey, we are excited about our potential to shape how the world experiences beauty and create positive change.

Ulta Beauty Strategic Framework



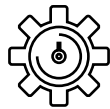
Drive breakthrough and disruptive growth through an expanded definition of **ALL THINGS BEAUTY**



Evolve the omnichannel experience through connected physical and digital ecosystems **ALL IN YOUR WORLD**



Expand and deepen our presence across the beauty journey, solidifying Ulta Beauty at the **HEART OF THE BEAUTY COMMUNITY**



Drive **OPERATIONAL EXCELLENCE AND OPTIMIZATION**



Protect and cultivate our **WORLD-CLASS CULTURE AND TALENT**



Expand our **ENVIRONMENTAL AND SOCIAL IMPACT**

Ulta Beauty Guiding ESG Principles



WE USE THE POWER OF BEAUTY FOR GOOD

We embrace our opportunity as a leader to drive positive impact through beauty



WE PURSUE ESG AS A VALUE DRIVER

ESG drives business value as part of our core strategy



WE TAKE A TARGETED APPROACH

We focus on the areas in which we can make the biggest impact



WE BALANCE LEADING AND LEARNING

We collaborate with others to address shared challenges



WE STAY TRUE TO WHO WE ARE

Our ESG approach reflects our unique culture, mission and values

Ulta Beauty ESG commitments

Bringing the possibilities to life

» When we make a promise, we deliver. Our goal to expand our environmental and social impact and make the world a better place for our guests, associates, communities and stakeholders is expressed through our commitments within our four pillars: People, Product, Environment and Community. Our path to continue working toward our goal can be found throughout this report. Here is the progress we made in 2022.

PEOPLE

Invest \$50M to further **DEI** efforts through brand amplification, assortment growth and equitable guest and associate experience



Conduct quarterly, in-store training to reinforce inclusivity and address unconscious bias for all distribution center and corporate associates, in addition to a second year of curriculum for salon and store associates



PRODUCT

Dedicate 15% of total brand assortment to Black-owned, Black-founded and Black-led brands

In progress

Ensure that 50% of the consumer-level packaging, by weight, will be recyclable, refillable or made from recycled or bio-sourced materials for products sold by 2025

In progress¹

Launch a Brand Partner Accelerator Program focused on early-stage Black, Indigenous and People of Color (BIPOC) beauty brands



Dedicate \$3.5M to in-store merchandising support of Black-owned, -founded or -led brands²



Invest \$5M in New Voices fund, a venture capital firm that partners with and invests in entrepreneurs of color



ENVIRONMENT

Set a near-term science-based emissions reduction target with the SBTi by 2023

In progress³

~1.5% annual estimated energy reduction due to efficiency investments



100 LED lighting upgrades
16 HVAC retrofits
97 Energy Management System retrofits

Double the percent of renewable energy credits purchased in 2021



COMMUNITY

Fund one million hours of breast cancer research by 2024, equivalent to \$50M in funding

94% funded to date

Donate \$2M to BIPOC-focused and lesbian, gay, bisexual, transgender, queer and/or questioning-focused nonprofits via the Ulta Beauty Charitable Foundation²



¹ We have engaged 30% of Ulta Beauty brand partners on sustainable packaging and are working on a data collection pilot for brand partners.

² Included in the \$50M DEI commitment

³ Our science-based targets to reduce Scope 1, 2 and 3 emissions were submitted to the SBTi in the fourth quarter of 2022, and we have already begun taking important next steps to reduce our emissions.

PEOPLE



Positive Impact

91%

corporate associate
retention in fiscal 2022

Positive Legacy

A place to build a
meaningful career

Associates come to Ulta Beauty to celebrate the joy of beauty and do work that matters. We continuously work to build a culture in which every person can share their unique perspective, do their best work, have a meaningful career and help advance our mission.

The Ulta Beauty culture

Bigger, better, together

Across our stores, distribution centers (DCs) and offices, our culture is people-first and diversity-forward.

» The work we do shapes how the world experiences beauty, and while this is fun and exciting, it's also a responsibility that we take seriously. We believe the passion and purpose we bring to nurturing human connections can not only unlock new possibilities—it can make the world a better, more inclusive place.

Leading with integrity, authenticity, care and inclusivity has never been more important.

The strength of our culture is something that we continually nurture, invest in and cultivate. Under the leadership of our Chief Human Resources Officer, Ulta Beauty has evolved our people success function in the past year and is making purposeful investments for the future of the team and culture. Much of our focus is in areas in which we seek to set ourselves apart, such as talent strategy, planning and learning and development.



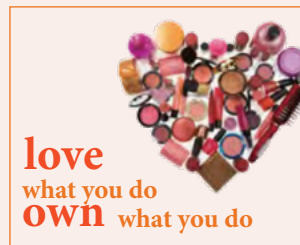
Mission

Every day, we use the power of beauty to bring to life the possibilities that lie within each of us—inspiring every guest and enabling each associate to build a fulfilling career.

Vision

To be the most loved beauty destination of our guests and the most admired retailer by our Ulta Beauty associates, communities, partners and investors.

Values



FOSTERING CONNECTION AND ENGAGEMENT

We regularly conduct an associate engagement survey to take the pulse of associates' satisfaction and measure the engagement we strive for throughout the year. In 2022, we conducted our most fulsome, enterprisewide survey since the beginning of the COVID-19 pandemic. The results show our associates are highly engaged and invested in our company and culture. With satisfaction scores that are higher than third-party benchmarks, we know that strong associate engagement, trust and connection to our purpose is key to our success.

TRAINING AND DEVELOPMENT PROGRAMS

Corporate associates and leaders

- > **The Way We Work**—Helps corporate associates work smarter and better together, empowering them with knowledge and skills such as critical thinking, navigating conflict and engaging in inclusive conversations
- > **Director Leadership Development program**—Empowers director-level talent to lead with both their head and their heart, keeping Ulta Beauty's mission, vision and values at the forefront
- > **Mentorship program**—Company leaders mentor associates, focusing on self-awareness, driving business results, agility and people development

In-store associates and leaders

- > **Field leadership conference**—Brings together general managers from our 1,355 stores to connect, learn, engage with our executives and brand partners and build their skills
- > **Ongoing training**—Creates continuous opportunities to learn about new product lines, enhance sales skills or discover ways to make all store guests feel welcome

CREATING INSPIRING CAREER PATHS

Ulta Beauty associates are always learning. We see our ability to unlock skills and capabilities in our people through relevant, in-the-moment training as one of our cultural strengths, and an area in which we continue to invest. The opportunities we offer for associates at every level is a key reason that Ulta Beauty is a place where associates tend to stay for the long term and build fulfilling careers. Our retention rate for corporate associates was 91% in 2022, up from 86% the previous year. Over the past year, we had 12,000 promotions, for an overall promotion rate of 27%.¹ And at the manager level and above, nearly 60% of positions were filled by internal candidates. Opportunities for advancement can take many forms:

- > From an entry-level role in one of our stores to district manager or regional vice president
- > From an in-store to a corporate role
- > From one function to another within our corporate structure

27%¹

internal promotion rate

Nearly 60%

of open positions at the manager level and above filled by internal candidates



¹ Calculated by taking the total number of promotions in fiscal 2022 divided by our average headcount in fiscal 2022.

Inspiring career paths

Helping associates chart the careers they choose

We create environments where our associates can learn, grow and influence work that matters throughout our business.



BRIGID MCNEIL

Regional Vice President,
South Central Region

Brigid got her start as a District Manager in Miami. As a result of her hard work, passionate mentors and participation in programs like the Black Executive Leadership Program, she's risen through the ranks over the past five years to become a Regional Vice President.

"I love that Ulta Beauty spends time on development and growth. It's okay to make a mistake, learn from it and move forward. Here, I am my authentic self, and I show up as who I am every single day, which is very important to me."



JACLYN KACZMAREK

Senior Counsel

Jaclyn began working at Ulta Beauty as a part-time retail associate while completing her law degree. Ten years later, she applies her knowledge of store operations and passion for guest satisfaction when providing legal advice.

"I knew landing an in-house role straight out of law school was rare. I admire Ulta Beauty's commitment to investing in and developing its associates. Because of this, I've been able to grow my career in ways I never knew possible."



PAUL DESOUSA

Vice President of Talent Planning, Learning and Development

Over the past 16 years, Paul has led training for store managers, educating brands and serving as Executive Sponsor of our lesbian, gay, bisexual, transgender, queer and/or questioning (LGBTQ+) business resource group (BRG). Now, Paul helps encourage other associates to pursue their passions.

"Our tagline is, 'The possibilities are beautiful.' When I joined this company, I had no clue I would end up here. That's the great thing about working at a place where you can follow what fuels you."

Diversity, equity & inclusion

Building an inclusive workplace

As a company devoted to helping all people feel their most beautiful, diversity, equity and inclusion (DEI) are an important part of Ulta Beauty's DNA.

» At Ulta Beauty, we strive to create a workplace where everyone feels they belong and can be their true, authentic selves. We are driving a culture of connection by fostering an environment of inclusivity and belonging for our associates and seeking their valuable perspectives to propel our business forward.

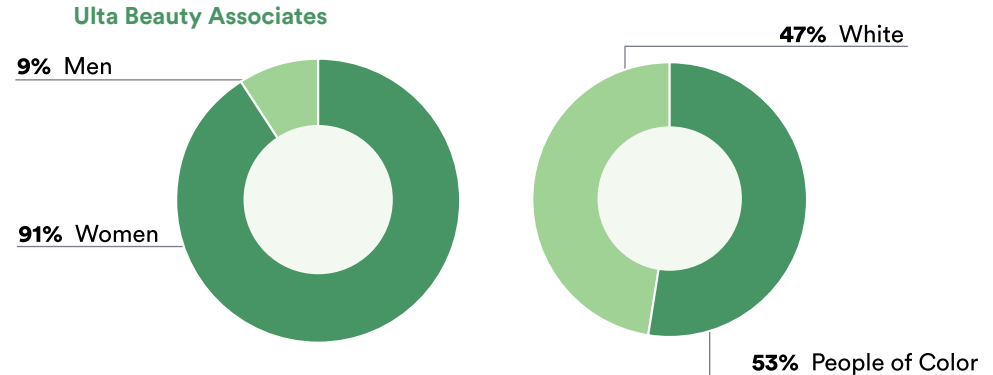
While we still have work to do, we are proud of our progress to date, including results driven by **Project Embrace**, our cross-functional approach to ensure teams remain energized and motivated to lead in this critical space. The project is chaired by our CEO and includes more than 60 associates who drive and execute our plans. In 2022, we invested in experienced and qualified leaders to own this work. Reporting to our Chief Human Resources Officer, we welcomed a new vice president of DEI and Talent Acquisition, a new senior manager of supplier diversity and promoted an existing associate to director of DEI. In 2023, we will continue to create sustainable impact across the four strategic pillars of Guest Experience, Associate Experience, Inclusive Culture and Inclusive Partnerships.


82%¹

of associates believe Ulta Beauty is moving in the right direction with its diversity and inclusion efforts

DIVERSITY AT ULTA BEAUTY

As of January 28, 2023



IN 2022:

33% of people promoted at the director level and above were people of color, enterprisewide

47% of new hires, enterprisewide, were people of color

51% of new hires, director level and above, were people of color

Ulta Beauty leadership (director level and above) consists of:

66% women

27% people of color

Ulta Beauty has business resource groups (BRGs) for associates who identify as:

- > Asian American/Pacific Islander
- > Black
- > Hispanic/Latine
- > LGBTQ+
- > Women
- > Veteran

¹ Ulta Beauty engagement survey, 2022

CELEBRATING WHAT MAKES OUR ASSOCIATES SPECIAL

To keep DEI top of mind and bring associates along on our journey, we launched a monthly newsletter in 2022 and organized events around key heritage celebrations. We were also excited to announce the formation of six BRGs organized around a particular shared background, including groups focused on Asian American/Pacific Islanders, Black associates, Hispanic/Latine associates, LGBTQ+ associates, women and veterans. We've invited both identifying persons and allies to be involved. And this is just the beginning. We will continue to assess and add more communities in the future, with plans to expand to other underrepresented groups.

Each BRG has at least one executive sponsor. Our strategic intent is to not only provide a safe space for associates from a shared community, but also to position these groups to have tangible business and cultural impact, including advancing key DEI initiatives and shaping Ulta Beauty's reputation among all communities.

HELPING UNDERREPRESENTED LEADERS SUCCEED

Through the Diverse Leaders program, Ulta Beauty officers mentor high-potential managers and directors, with a specific focus on racially and ethnically diverse talent. We expanded this program in 2022, partnering with a coaching platform called GrowthSpace. Through this program, participants can identify challenges they are facing and get matched with outside coaches who can mentor and advise them. Diverse leaders also participate in peer mentoring circles where they can network with and support one another.



FOSTERING INCLUSIVE GUEST EXPERIENCES

Creating an inclusive shopping experience begins with training associates on how to serve our guests. Inclusion in Action, our quarterly training on inclusivity and unconscious bias, is now mandatory for all Ulta Beauty associates—53,000 individuals. What began as an exclusively in-store training has now been extended to our DCs and corporate workforce. The result is a minimum of 3.5 hours per year of DEI training per associate across the enterprise.

For our salon teams, in particular, it's important that we provide education on how to provide top-quality service for all skin shades and hair types. In 2022, we held an inaugural rally to educate services teams on working with textured hair. As we diversify our product assortment, our brand partners have been powerful resources for educating associates—who, in turn, can better serve our guests.

See [Product](#) for more information about how we are curating a more diverse product assortment.



Fostering diversity across our business

» Showing the world that beauty is for all has always been part of our DNA. This work is broader than any one of our ESG focus areas and touches all areas of our business. Here are a few of the many ways that DEI was part of our culture and business in 2022.

IN OUR COMMUNITIES

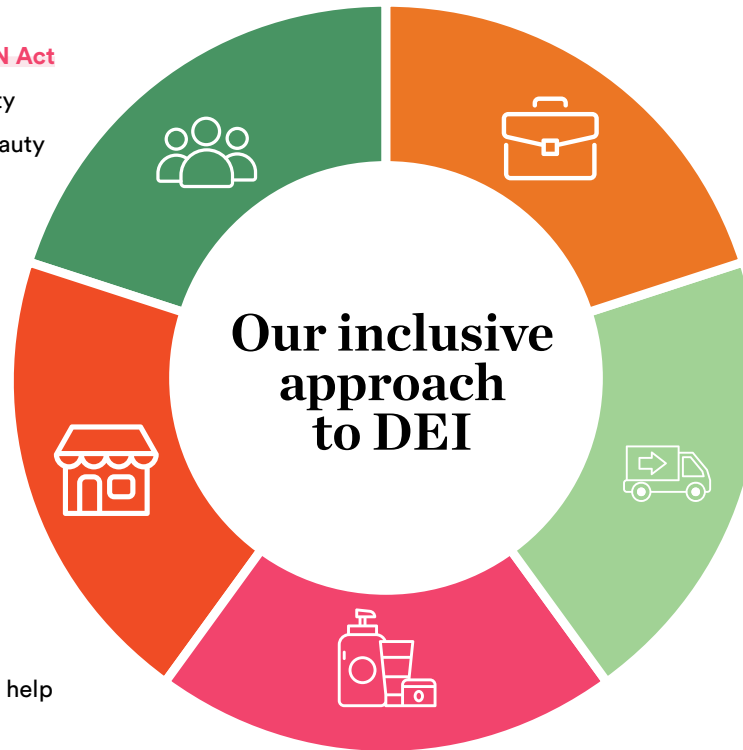
- > Donating \$2M to nonprofits supporting Black, Indigenous and People of Color (BIPOC) and LGBTQ+ individuals in our hometown and beyond
- > Supporting legislative initiatives, like the **CROWN Act**
- > Fostering discussions to expand the lens of beauty
- > Creating advertising that inspires all to define beauty on their own terms

IN OUR STORES

- > Educating all associates on unconscious bias
- > Strengthening textured hair education for salon associates
- > Gathering feedback about guest experiences and acting on what we hear
- > Launching Engagement Advocates across the field to support DEI messaging

IN OUR PRODUCT ASSORTMENT

- > Supporting eight BIPOC-founded brands who participated in the MUSE accelerator program to help them prepare for retail readiness
- > Making progress toward dedicating 15% of total brand assortment to Black-owned, -founded and -led brands through the Fifteen Percent Pledge
- > Uplifting Black-owned, -founded and -led brands with marketing and merchandising support
- > Spending marketing dollars to reach BIPOC/multicultural audiences



WITHIN OUR BUSINESS

- > Ensuring oversight and leadership of DEI at the highest levels of the company
- > Being named to **Newsweek's** Greatest Workplaces for Diversity 2023
- > Training associates on DEI topics enterprisewide
- > Creating career paths for high-potential, underrepresented associates
- > Launching BRGs to drive a more inclusive culture
- > Engraining DEI into hiring and development
- > Celebrating and acknowledging the unique culture, heritage and community moments of associates

ACROSS OUR SUPPLIER BASE

- > Creating procurement processes that prioritize certified diverse-owned suppliers when purchasing goods and services
- > Aiming to double our spend with diverse vendors in five years
- > Exhibiting at supplier diversity conferences to actively seek out and engage with certified diverse-owned companies to explore new partnership opportunities
- > Partnering with advocacy agencies that support diverse-owned companies to empower the growth of underrepresented entrepreneurs and communities

Safety and well-being

Wellness at work and at home

As a values-driven, people-first company, Ulta Beauty prioritizes caring for and supporting our associates.

» We believe that investments in associates' well-being are investments in our culture. These investments are fully integrated into our talent strategies and how we care for teams every day. We consider well-being across eight dimensions and strive to offer benefits to help associates meet their needs in each area. This holistic approach is important to our associates who appreciate our focus on ensuring they have access to a wide variety of benefits that are important to them and their loved ones.

DIMENSIONS OF WELL-BEING



Emotional



Physical



Occupational



Social



Spiritual



Intellectual



Environmental



Financial

ASSOCIATE BENEFITS

Our benefits affirm and support all that associates contribute every day. Beyond standard medical, dental and vision coverage and paid time off, we offer the following to full-time associates:

- > Telemedicine and virtual care, including urgent and scheduled care options
- > Company-provided life insurance and disability coverage
- > Financial wellness planning and guidance
- > Travel expense assistance for eligible reproductive health services where access to care is restricted
- > Coverage for some gender affirmation services
- > Annual memberships to a meditation tool for corporate associates
- > Training on wellness, mindfulness and inclusion
- > Flexible spending accounts (FSAs)

All full-time associates are eligible for sick time, regardless of their location. Part-time associates are eligible for sick time if they work in a location that is covered by a state or local mandate that requires it.

We regularly review and identify areas of associate need using a variety of resources, including data, trends and associate input, to enhance and strengthen benefits as appropriate. We also engage with our healthcare plan providers as part of our efforts to continuously improve for our associates. We offer FSAs and health spending

accounts to full-time associates who work 30 or more hours per week.

All associates, age 21 and older, are eligible to contribute to Ulta Beauty's 401(k) plan with company match. In addition, all associates have access to an Associate Assistance Plan, Associate Relief Program, training and development programs and an Ulta Beauty discount of 25% off retail products and 50% off salon services.

Ulta Beauty promotes associate awareness of available benefits and policies through all of our communication channels. Associates' specific benefits are shared with them as part of the hiring process and through our service center hot line.





RESOURCES FOR EXPECTANT PARENTS

With an associate population that is over 90% female, Ulta Beauty is proud of the comprehensive benefits we offer related to maternal and parental leave.

These include benefits that associates can make use of both before and after welcoming a new child. For example:

- > Fertility benefits that address the needs of all associates, including our single and LGBTQ+ associates
- > Access to training, virtual care and other resources for pregnancy and childbirth
- > Pregnancy accommodations aligned with the Pregnant Workers Fairness Act
- > Health care plans that integrate the services of midwives
- > A bereavement leave policy that covers leave for parents grieving losses caused by miscarriage or stillbirth
- > At least 12 weeks of maternity leave, plus additional parental leave pay for full-time associates after one year of service
- > Short-term disability coverage for full-time associates, with the option for part-time associates to purchase short-term disability benefits if desired
- > A lactation policy that complies with federal and state regulations

KEEPING ASSOCIATES SAFE

The safety of our guests and associates is always our highest priority. Within our most recent associate engagement survey, safety and well-being emerged as areas of opportunity across our workforce in parallel with our efforts to prioritize a more holistic approach, accounting for associate health, well-being and a culture of care. An unfortunate reality all of retail is facing is an increased prevalence of external theft, including organized retail crime. We proactively invest in talent, training, technology, physical security solutions and a comprehensive workplace violence prevention program to mitigate impacts of such realities.

Ulta Beauty is particularly proud of its EPICenter, a 24/7 strategic support center that operates as a single point of contact for associates to report safety incidents, such as organized retail crime, and receive immediate, personalized support. In addition, trained analysts proactively assess various intelligence feeds to monitor external events such as social unrest, severe weather and other safety-related events. We notify associates and inform key stakeholders of critical events taking place in real time to help keep our associates and guests safe. All of our loss prevention practices are reviewed annually to ensure they reflect the ever-evolving retail landscape, reinforcing our people-first values and priorities.

PRODUCT



Positive Impact

300+ brands

(~50% of all brands we carry)
certified to one or more pillars of
Conscious Beauty at Ulta Beauty™

Positive Legacy

**More choices aligned
with guests' values**

As the largest beauty retailer in the U.S., Ulta Beauty is a one-stop destination for all things beauty. Consumer preferences are evolving, and we're with them every step of the way, offering education and products to meet their needs.

Ulta Beauty products and services

Shaping the future of beauty

Ulta Beauty was founded by visionaries and has always led through innovation.

» Since we began operating in 1990, we reinvented the beauty retail experience by offering a new way to shop for beauty—bringing together “All Things Beauty, All in Your World, At the Heart of the Beauty Community.” This unique and enduring value proposition continued to drive our success supported by our one-of-a-kind assortment, store footprint, leading digital experience, best-in-class loyalty program and focus on human connection and the guest experience.

Today, our vision remains the same, to become the most loved destination for

beauty enthusiasts by reimagining the end-to-end guest experience; facilitating inspiration, discovery and experimentation; and serving as a trusted guide, regardless of channel.

We pride ourselves on the ever-evolving product choices we offer to all guests. Our key cross-category platforms, including Conscious Beauty at Ulta Beauty™, The Wellness Shop and a growing portfolio of Black, Indigenous and People of Color (BIPOC)-owned brands, reflect the product attributes and values that matter to consumers today.

Recognizing that beauty is personal, we are on a multiyear journey to create stronger, more emotional connections with our guests and bring our brand purpose to life. Our latest brand equity campaign, Beauty&, launched in 2022 and is rooted in insights from cultural leaders and beauty enthusiasts. Through this campaign, we hope to show that beauty can be a force for good, move the industry forward and inspire all to reclaim beauty on their own terms.

RETAIL LEADERSHIP BY THE NUMBERS

40M+

active Ultimate Rewards members

One of the 20

fastest-growing retailers nationally



Conscious Beauty at Ulta Beauty™

Choices for you & for your world

As champions of beauty in all its forms, we know that many consumers are looking for products that do more than just help them look and feel their best.

» Conscious Beauty at Ulta Beauty™ gives guests choice and transparency, so they can purchase products that align with their values. It educates guests and highlights how brands and products are formulated, developed and packaged. It's an approach that meets guests where they are, allowing them to shop according to the attributes that matter most to them.

We have deepened our communication of Conscious Beauty at Ulta Beauty™ in-store, online and through owned and paid marketing channels:



Products displayed on store Conscious Beauty at Ulta Beauty™ dedicated endcaps are refreshed quarterly



Badges on shelves and product pages on Ulta.com identify pillar(s) for which a brand is certified



QR codes throughout stores link to a brand pillar glossary

In all our efforts, we are guided by the Conscious Beauty Advisory Council, which brings together a diverse set of leaders at the forefront of clean beauty, product development, packaging sustainability and brand leadership. The Council advises on matters such as potential additions to our Made Without List, support for brands on sustainable packaging and engagement with industry groups.



CONSUMER TRENDS & CLEAN BEAUTY¹

50%+

of Gen Z look closely at ingredients in beauty and personal care products prior to making a purchase

67%

of consumers have made lifestyle changes to lessen their environmental impact, including seeking out products that use recyclable or environmentally friendly packaging

90%

of Gen Z/younger millennials are interested in purchasing clean beauty products in the future

12%

expected revenue growth in the global clean beauty market by 2027²

¹ Ulta Beauty Consumer Insights Survey, 2023

² Brandessence Market Research

The impact of Conscious Beauty at Ulta Beauty™

Conscious Beauty at Ulta Beauty™ educates guests about aspects of clean and sustainable beauty, while simplifying the shopping process.

More than two years in, awareness of the program—among brands and guests—is growing.

#1 rank

in unaided awareness of
a retailer carrying clean
beauty products¹

14%

year-over-year
increase in pillar
certifications

The growth of Conscious Beauty at Ulta Beauty™ benefits guests looking for clean and sustainable beauty products at all price points.

300+

brands certified
to one or
more pillars

15

ingredients added to
Made Without List
in fiscal 2022



The **five pillars** of Conscious Beauty at Ulta Beauty™ are:



CLEAN INGREDIENTS

Excludes parabens,
phthalates and other
ingredients on our
Made Without List



CRUELTY FREE

Not tested on animals



VEGAN

Created without
animal products,
by-products or
derivatives



SUSTAINABLE PACKAGING

Refillable, recyclable and/or
made from recycled or
bio-sourced material



POSITIVE IMPACT

Brands with giving
back at their core

¹ Ulta Beauty Consumer Insights Survey, 2023

SEEKING BETTER PACKAGING MATERIALS

While three of the five Conscious Beauty at Ulta Beauty™ pillars—Clean Ingredients, Cruelty Free and Vegan—concern product formulations, the Sustainable Packaging pillar aims to address the problem of waste in the beauty industry, which produces more than 120 billion units of packaging each year.

To qualify for our Sustainable Packaging pillar, at least 50% of the consumer-level packaging, by weight, for products sold at Ulta Beauty must be sustainable by Ulta Beauty's definition. In 2022, we strengthened our definition of sustainable packaging by incorporating weight measurement, aligning with existing industry standards. Packaging qualifies as sustainable if it meets one of the following four criteria:

- > Recyclable (aligned with [U.S. Federal Trade Commission](#) guidelines)
- > Refillable
- > Made from recycled material
- > Made from bio-sourced material

As more brands meet our definition under the Sustainable Packaging pillar, we are making progress toward our own commitment that by 2025, 50% of packaging sold at Ulta Beauty, including both Ulta Beauty Collection® and other brands, will meet this standard.



Self-care that's eco-aware

Sk*p's products for face, body and hair are designed for a generation of beauty enthusiasts who want to take care of themselves and the planet. The brand is helping tackle plastic waste by packaging its products in a fully recyclable, shower-friendly paper carton. The carton uses 95% less plastic than a bottle and is the first of its kind in the beauty industry. Its products are certified to the Clean Ingredients, Cruelty Free, Vegan and Sustainable Packaging pillars.



Addressing hard-to-recycle materials

Many beauty and wellness product packages cannot be recycled due to their size, their materials or their uses of mixed materials, like pumps, that need to be broken apart manually—which most recycling facilities don’t have the ability to do.

Ulta Beauty is helping address the challenge of hard-to-recycle materials by piloting a **packaging collection program** for beauty and wellness products in partnership with Pact Collective. At a small number of select stores, guests will be able to bring back empty beauty packaging that cannot be processed by traditional recycling facilities. Pact Collective will then aim to find the highest and best use for all material types, which could include:

- > Upcycling into another product
- > Downcycling into a lower-value item
- > Breaking down packaging materials for future use
- > Burning packaging to generate energy

As a member of Pact Collective, we also have the opportunity to influence this work at the industry level.

Reducing single-use bags

Ulta Beauty remains the Beauty Sector Lead Partner in the **Consortium to Reinvent the Retail Bag**. The Beyond the Bag Initiative is a multiyear collaboration with the aim of offering retail bags that are convenient for consumers while having less environmental impact. Retailers are working together by conducting research to understand consumer behavior and sharing tried and tested single-use bag solutions that can drive near-term positive environmental impact and cost savings. Solutions they are testing include:

- > Reducing plastic bag use
- > Encouraging reuse of existing bags
- > Substituting single-use bags made from renewable materials when reusable bags are not an option

Using lessons learned over the past two years, the Consortium plans to launch a “bring your own bag” pilot in 2023. Ulta Beauty will participate in this pilot at a small number of select stores, contributing to the Consortium’s base of knowledge about what factors influence consumers to bring their own bags across different shopping occasions.



Pact Collective will collect hard-to-recycle beauty packaging at Ulta Beauty stores using bins like these. By collecting items that might not otherwise get recycled, we will help divert materials from the landfill and reduce packaging waste.



We launched a reusable tote bag to encourage guests to practice eco-friendly behavior. The bag was made with 100% pre-consumer recycled cotton and designed by artist Steffi Lynn. It is now available at all Ulta Beauty stores.

Ulta Beauty Collection®

Products we're proud to put our name on

» Ulta Beauty Collection®, our private-label brand, offers essential products in key categories such as cosmetics, skincare, sun and bath. In our new store layouts, we present Ulta Beauty Collection® products in a single gondola, positioning it as a unified, multicategory brand.

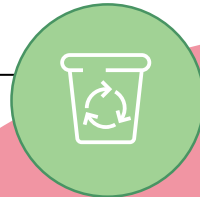
Ulta Beauty Collection® aspires to be a brand of choice among Gen Z beauty enthusiasts. The brand appeals to this generation by aligning with issues they care about, like clean and sustainable beauty. Ulta Beauty Collection® products are 100% clean and cruelty-free, according to our Conscious Beauty at Ulta Beauty™ definitions.

ULTA BEAUTY COLLECTION® SUSTAINABLE PACKAGING HIGHLIGHTS

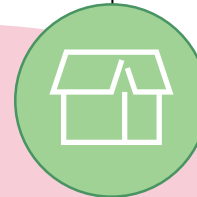
Goal: Achieve 50% sustainable packaging by weight by 2025.

 37% sustainable packaging¹

Transitioned to 100% post-consumer recycled bottles and jars for the line's bath products



In 2022, Ulta Beauty Collection® was recognized by the New Jersey Packaging Executives Club for a package made using Forest Stewardship Council (FSC)-certified materials; over half the items we sell with paper cartons feature FSC-certified paper, and we are working toward transitioning more SKUs every day



Continue to engage Ulta Beauty Collection® suppliers on our commitments to packaging and environmental sustainability



Introduced bio-sourced sugarcane tubes for 44 SKUs to replace virgin plastic



¹ Based on data from 45% of Ulta Beauty Collection® branded SKUs. The rest of the assortment has not been evaluated yet.

Cultivating diversity in our value chain

Extending DEI to our products

We want everyone to see themselves at Ulta Beauty.

» Over the past several years, we have taken a close look at what products we offer, where we advertise and how we connect brands and guests. By ensuring that more voices are heard and more entrepreneurs have the resources to connect with new audiences, we can create a more inclusive shopping experience.

BIPOC-OWNED AND -FOUNDED

As part of our diversity, equity and inclusion (DEI) commitments, Ulta Beauty is working to help amplify brands that are owned, led or founded by individuals who identify as BIPOC. Our efforts include helping brands become retail ready, adding brands to our assortment and providing support to help existing brands on our shelves succeed.

One of our biggest accomplishments in 2022 was completing the first cohort of our MUSE Accelerator program, a 10-week program designed to prepare early-stage BIPOC-owned and -founded brands for retail readiness. The inaugural class included eight brands across skincare, makeup, fragrance, haircare and wellness. In addition to \$50,000 in financial support, each MUSE Accelerator participant had the opportunity to learn from Ulta Beauty leaders, industry subject matter experts and leading BIPOC brand owners. The program's curriculum was created in partnership with Venture Noire, a nonprofit organization that specializes in accelerator programs dedicated to Black and minority entrepreneurs.

“It is our responsibility to take tangible steps to create foundational industry change. As a destination where brands can learn, thrive and successfully reach uncharted heights, MUSE Accelerator helps us further nurture emerging BIPOC brands and create meaningful impact for the communities we serve, our industry and the world.”

MONICA ARNAUDO

Chief Merchandising Officer | Ulta Beauty



Ulta Beauty selected eight early-stage brands to participate in the first cohort of the MUSE Accelerator program. Learn more about [the founders](#).

Ulta Beauty continues to support New Voices Fund, a venture capital (VC) firm that partners with and invests in entrepreneurs of color to drive scalable, sustainable businesses and create generational wealth. As the VC's beauty retail partner, Ulta Beauty committed \$5 million in capital and will continue to offer thought partnership in the selection process.

DIVERSIFYING OUR OWN ASSORTMENT

Ulta Beauty is a proud signatory of the Fifteen Percent Pledge, through which we plan to devote 15% of our total brand assortment to Black-owned, Black-founded and Black-led brands. Since signing this pledge, we have increased the number of Black-owned, -founded or -led brands by 73%.

To support the Black-owned brands currently in our assortment, Ulta Beauty has invested \$8.5 million in brand marketing support and \$3.5 million in in-store merchandising and other support. We also dedicated approximately \$25 million to media investments with multicultural platforms in 2022, including Black- and Hispanic-owned media outlets, to better reach Black, Hispanic and other beauty enthusiasts of color. Catalyzing the launch of these brands will undoubtedly help move the needle toward more diverse offerings in beauty.



Ulta Beauty is also driving inclusion by creating **better guest and associate experiences** and advancing positive impact in **communities**. See the many ways we're using the power of our business to make a positive impact.



Celebrating the beauty of natural hair

Hair discrimination—the denial of employment and educational opportunities because of hair texture or styles inherent in Black culture—is still legal in 33 U.S. states. Research shows that this form of discrimination affects Black women in the workplace. Ulta Beauty is proud to support the CROWN Act, which would prohibit race-based hair discrimination. The CROWN Act was signed into state law in California in 2019, but has a long way to go to achieve federal recognition. The CROWN Coalition was co-founded by Dove, the National Urban League, the Western Center on Law & Poverty and Color of Change, and we look forward to working with these partners to raise awareness about this important legislation.



PROMOTING SUPPLIER DIVERSITY

Beyond the products we sell, Ulta Beauty procures a range of other goods and services necessary for our business operations. Our commitment to supplier diversity extends to these vendors, as we actively seek out and engage with diverse-owned companies to create opportunities for them to work with us. Our supplier diversity objective is to foster an inclusive procurement process that recognizes and supports underrepresented entrepreneurs. To this end, we engage with certified businesses that fall into one or more of the following diversity categories:

- > Minority-owned businesses
- > Woman-owned businesses
- > Lesbian, gay, bisexual, transgender-owned businesses
- > Disability-owned businesses
- > Veteran-owned businesses
- > Service-disabled veteran-owned businesses
- > Small, disadvantaged businesses

We recognize that many businesses we work with meet the criteria for certification but may not have taken steps to become certified. As part of our commitment to promoting supplier diversity, our team actively educates vendors on the importance of certification and connects them to resources that can assist them in obtaining certification, thereby enabling them to be recognized as a diverse-owned business by Ulta Beauty and other potential customers.

In addition, our partnerships with advocacy agencies help us support the growth and development of our suppliers. To this end, Ulta Beauty is a member of the following groups:

- > National Gay & Lesbian Chamber of Commerce (corporate member)
- > National Minority Supplier Development Council (corporate member and member of Retail Industry Group)
- > Retail Industry Leaders Association (Supplier Diversity Council member)
- > Women's Business Enterprise National Council (corporate member)

We are committed to increasing our spending with diverse-owned businesses over time, and throughout fiscal 2022, our team focused on setting an accurate baseline for diverse supplier spend and educating associates on how they can support supplier diversity. Our current spending with diverse suppliers represents 2.7% of our total spend, which is in line with industry peers. **However, our goal is to nearly double this level of spending to 5.4% in the next five years.** This goal reflects our ongoing dedication to promoting diversity and inclusion in our procurement process and creating more opportunities for underrepresented entrepreneurs to grow and succeed.

Partnering with vendors and brands to help those in need

We believe that beauty is for all, and it is our responsibility to use the power of beauty to create meaningful impact. In collaboration with our brand partners, Ulta Beauty proudly donates unused product when possible. In fiscal year 2022, we donated 500 pallets of personal care items and beauty products to those in need, as well as to first responders, nurses and doctors. By donating unused product, we provide critical personal care items when they are needed the most (such as after a natural disaster), recognize those who serve our communities and cut down on waste and emissions associated with the alternatives of disposing the items or returning them to our vendors.

In addition, our Vendor Standards outline our expectations for ethical business conduct, worker safety, environmental stewardship and product quality. Our supplier relations team is dedicated to onboarding new brands and vendors, providing them with webinars and other tools to ensure that they are fully equipped to succeed in their partnerships with us. We hold all of our vendors to the highest standards and expect them not only to adhere to our requirements but also to pass them on to their own vendors that produce goods or services that we ultimately purchase.

ENVIRONMENT



Positive Impact

34%

electricity supplied by
renewable energy, doubling
our percentage from 2021

Positive Legacy

**A more beautiful
world for all**

Responding to the urgency of climate change matters not only to us, but also to our guests. By pursuing initiatives aligned with our strategy and influencing change across the industry, we're doing our part to keep the world a beautiful place to live.

Ulta Beauty's environmental footprint

Protecting the beauty of our world

As the nation's leading beauty retailer, we take seriously our responsibility to be good environmental stewards by reducing our direct and indirect emissions.

» Climate scientists and world leaders agree on the need to limit global temperature rise to 1.5°C to avoid the worst effects of climate change. The Science Based Targets initiative (SBTi) is the gold standard for climate goal setting, requiring companies to reduce their carbon emissions in a manner backed by data and in line with science.

Ulta Beauty has submitted a target, covering Scope 1, 2 and 3 emissions, to SBTi for approval. In the meantime, we're moving forward with important next steps for emissions reduction both within and beyond our business, including investing in renewable energy and engaging with suppliers and other key stakeholders on Scope 3 emissions.

~1.5%

Annual estimated energy reduction due to efficiency investments

↓19%

Scope 1 & 2 same-store emissions change 2021-2022

CARBON EMISSIONS

SCOPE 1 & 2



SCOPE 3



What it is

On-site fuel combustion in boilers, furnaces, air conditioners, water heaters and generators (Scope 1) and electricity to power stores, offices and distribution centers (DCs) (Scope 2)

All indirect emissions in our value chain, both upstream (among our suppliers) and downstream (during transportation, product use and end of life)

What we're doing

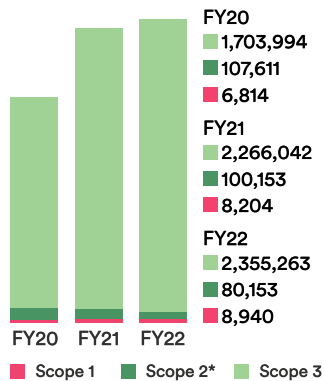
- > Drive energy efficiency through upgrades to energy management systems, HVAC and lighting
- > Continue investing in renewable energy

- > Engage brand partners to set their own science-based targets and collaborate on emissions-reduction initiatives
- > Work with industry groups including The Sustainability Consortium, Personal Care Products Council, The Association of Plastic Recyclers, the Green Chemistry & Commerce Council, Retail Industry Leaders Association, the Beyond the Bag Initiative and Pact Collective

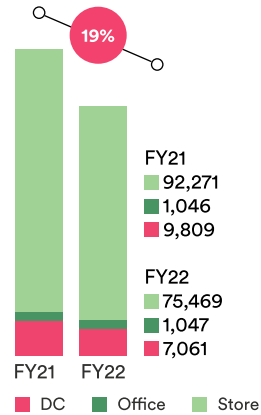
Our carbon footprint

» Ulta Beauty opened 47 new stores in 2022 and continues to increase our reach. This growth inevitably expands our environmental footprint; our challenge is to grow our business while reducing that impact. While Scope 3 emissions make up the largest percentage of our footprint, Scope 1 and 2 emissions represent areas where we have more control. Over the past several years, investments in renewable energy have helped us reduce our Scope 1 and 2 emissions, and we have expanded our engagement with brand partners to address Scope 3 emissions.

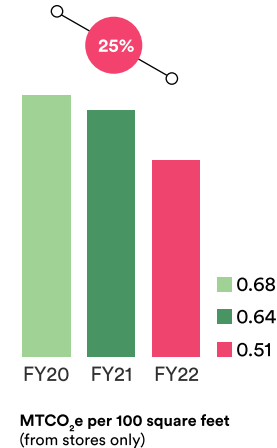
ABSOLUTE EMISSIONS¹

(MTCO₂e)²


SAME-STORE EMISSIONS³



EMISSIONS INTENSITY⁴



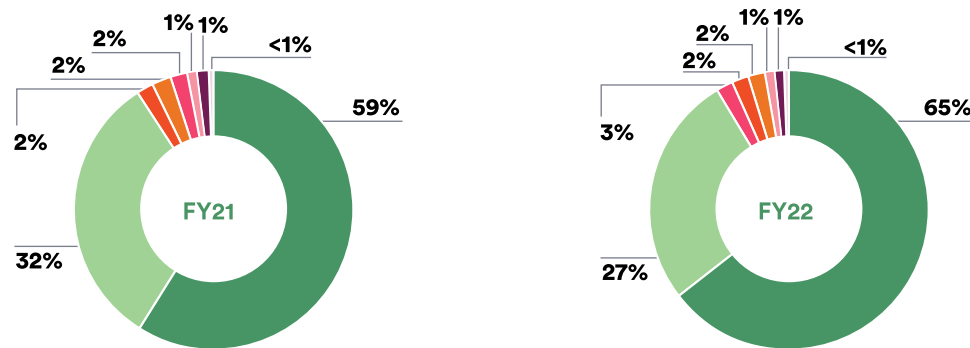
Fiscal 2022 activity data or estimations used to quantify greenhouse gas (GHG) emissions are aligned with the financial reporting year, ending January 28, 2023, conditional upon data availability.

GHG footprint fiscal 2020 to fiscal 2022 by EcoAct Inc.; this data has not been verified by a third party.

Read more about our organizational and operational boundaries in our [fact sheet](#).

SCOPE 3 EMISSIONS BY CATEGORY⁵

(% OF TOTAL SCOPE 3)



- Purchased goods & services
- Use of sold products
- Fuel- & energy-related emissions not in Scopes 1 & 2
- Upstream transportation & distribution
- Associate commuting
- End-of-life treatment of sold products
- Waste generated in operations
- Business travel

*Reflects market-based emissions; updated November 2023 (previous version reported total market-based + location-based emissions).

¹ Increase in emissions likely due to increase in purchased goods.

² MTCO₂e Metric tons of carbon dioxide equivalent.

³ Reflects total Scope 1 and market-based Scope 2 emissions for all locations that were operational for the entirety of both fiscal 2021 and fiscal 2022. This excludes any locations that opened or closed mid-year (includes 1,233 stores, four offices and six DCs).

⁴ Reflects total Scope 1 and market-based Scope 2 emissions per 100 square feet for all locations that were operational for the entirety of the corresponding fiscal year. This excludes any locations that opened or closed mid-year (2020 data includes 1,228 stores, four offices and five DCs; 2021 data includes 1,267 stores, four offices and six DCs; 2022 data includes 1,291 stores, four offices and six DCs).

⁵ Totals may vary from summation due to rounding.

Energy efficiency and renewables

Investing in clean energy

Ulta Beauty is growing responsibly through investments in energy efficiency and renewable energy to power our stores, DCs and offices.

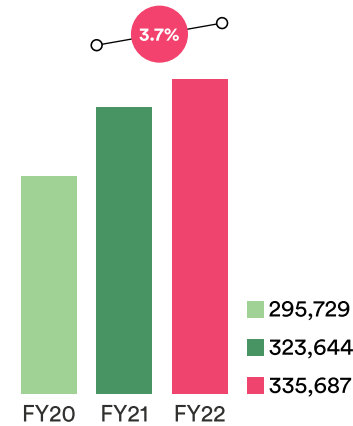
» To lower Scope 1 and 2 emissions, we procure renewable energy and invest in efficiency to reduce our overall energy demand. We estimate that energy efficiency investments will allow us to reduce our energy use by ~1.5% year over year.

We also continually seek out new technology and upgrade equipment as needed. In 2022, we upgraded energy management systems at 97 Ulta Beauty retail stores. These systems not only help our stores operate more efficiently, but also make building information available remotely so that we can troubleshoot and adjust without having to dispatch a technician. In addition to energy management systems, we retrofitted 100 stores with new LED lights and upgraded to more efficient HVAC systems at 16 stores. The performance of HVAC units can decrease significantly by the end of life, especially when compared to new

high-efficiency units. Proactive replacement can result in significant energy savings, in addition to improving comfort for guests and associates. In 2023, we aim to continue investing in the energy efficiency of our stores by adding LED lighting to an additional 100 stores, updating Energy Management Systems at 50 stores and completing 30 HVAC retrofits.

Renewable energy investments allow us to decrease our overall emissions, even as we open more stores. We continue to purchase renewable energy credits (RECs) and have purchased future RECs out to 2026. Every year since 2020, our annual electricity usage met through RECs has roughly doubled, totaling 34% in 2022. In addition, we are collaborating with landlords on on-site solar installations and have invested in residential solar projects that offer tax credits to homeowners.

ABSOLUTE ELECTRICITY CONSUMPTION¹ (MEGAWATT HOURS)

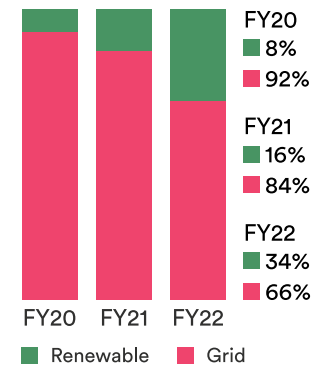


Ulta Beauty's energy consumption increased in fiscal 2022 as a result of new stores opened during the year. Accelerating carbon-free electricity procurement will help us offset consumption as our business continues to grow.

113,902 MWh

Renewable energy credits
procured in 2022

GRID VS. RENEWABLE ENERGY CONSUMPTION



34%

Renewable energy as a
percentage of total electricity
use in fiscal 2022

¹ These values represent raw electricity consumption for all buildings for which we have utility data (stores, DCs and offices). No adjustments for weather, site count or other factors have been made. Fiscal 2021 data includes six DCs, two offices and 1,303 stores; fiscal 2022 data includes six DCs, two offices and 1,329 stores.

A more sustainable supply chain

» Whether they travel from DCs to Ulta Beauty stores or directly to consumers who place e-commerce orders, our products go on quite a journey. Under the leadership of our Chief Supply Chain Officer, here's how we make distribution, shipping and transportation more efficient.

Our supply chain team **donated** over 500 pallets of products to support those in need in fiscal 2022.

1

EFFICIENT LIGHTING

Many of our DCs have state-of-the-art LED lighting. We upgraded an additional DC to LED in 2022.

2

SMART TECHNOLOGIES

In our larger DCs, we are incorporating warehouse automation and energy-efficient robotics. Robots don't need lights to see, so relying on them cuts down on our electricity needs.

3

SUSTAINABLE SHIPPING MATERIALS

We transitioned to eco-friendly air pillows for shipping to our e-commerce guests and retail stores. These new air pillows are made from 30% recycled materials, and we are looking to add labels with recycling instructions to all of our packaging, including bubble mailers and corrugated boxes.

5

INBOUND SHIPMENT CONSOLIDATION

Based on our customers' locations, we are looking at opportunities to pick up product from multiple facilities at once, rather than making individual trips.

4

MORE EFFICIENT TRUCKING

When possible, we prefer to use carriers certified by the EPA's SmartWay® program, which helps us find the freight carriers that operate most efficiently.

6

INTERMODAL TRANSPORTATION

In 2022, we began working with one of our largest brand partners to transition shipping from trucks to rail, which generates fewer emissions.

Water and waste

Conserving precious resources

While our operations are not considered water- or waste-intensive, we recognize our responsibility to conserve water and minimize waste where we can.

» To manage our stores' water footprint, we use instant water heaters and work to identify malfunctioning equipment as quickly as possible.

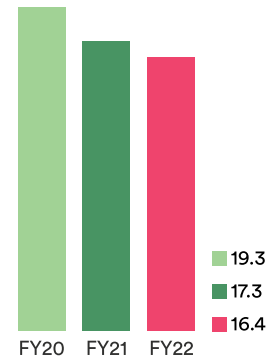
As our business grows, so does the volume of waste we generate. We recently completed a pilot of single-stream recycling at a subset of Ulta Beauty stores. We continue to carefully manage disposed beauty products, some of which are considered hazardous waste due to the chemicals they contain. Ulta Beauty complies with all local, state and federal environmental laws for the responsible management of these materials, and items that are regulated as hazardous waste are not sent to standard landfills.

We encourage guests to reduce waste by offering a reusable shopping bag and exploring a collection program for empty hard-to-recycle beauty **packaging**.

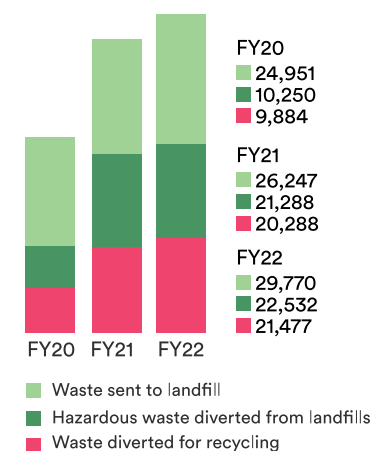
We are also helping brand partners waste less through the fixtures they provide to Ulta Beauty stores for product displays. A pilot is currently underway with one of our brand partners through which end-of-season fixtures will be sent to a recycling facility instead of going to landfill.



WATER CONSUMPTION¹ (GALLONS/SQUARE FEET)



WASTE GENERATION² (TONS)



¹ Water intensity is defined as the total usage (in gallons) per square foot; represents same-store usage from nearly 400 stores that were operational throughout the 2020, 2021 and 2022 fiscal years. The increase in 2021 is a result of store re-openings post the COVID-19 pandemic.

² Data correlates to Scope 3, Category 5 emissions accounting.

COMMUNITY



Positive Impact

\$14M

in donations in 2022

Positive Legacy

**Better lives for women
and families**

Helping others is a beautiful thing. Since 2016, the Ulta Beauty Charitable Foundation (UBCF) has been on a mission to make a difference in the communities where we live and work, particularly by improving the lives of women and families.

The Ulta Beauty Charitable Foundation

Making a difference in the communities in which we live and work

Over the past year, we deepened our relationships with three national nonprofit partners, which we support with a combination of monetary and in-kind donations, as well as volunteer service.

» UBCF has its own board made up of Ulta Beauty executives who provide guidance and direction for the Foundation. Our three largest national nonprofit partners include:

Breast Cancer Research Foundation (BCRF)

The Foundation has set a goal to donate \$50 million to BCRF by 2024, equivalent to one million hours of breast cancer research. As of the end of 2022, we contributed over \$47 million, putting this goal well within reach. Nearly \$6 million was raised from guests and associates during our Gorgeous Way to Give campaign, held in-store and online each October.

“BCRF has been instrumental. They funded me early on when I was just getting going as an assistant professor and taking my first ideas to the lab, some of which were bold and probably would not have been funded by conventional means. Without this funding, I absolutely would not be doing the work that I’m doing today and wouldn’t be as close to translating it to the clinic.”

DR. CHRISTINA CURTIS

BCRF investigator supported by UBCF since 2013



Ulta Beauty volunteers distributed nearly 2,000 tote bags to children during the Save the Children’s “Stuff the Bus” tour, which helps underserved children prepare for the new school year.

Save the Children

Education can provide a pathway out of poverty. Together, with partners like UBCF, Save the Children helps to ensure all children in rural America have a healthy, strong foundation to thrive as learners and in life. UBCF’s support in 2022 included a “Stuff the Bus” tour, where Ulta Beauty volunteers packed and distributed tote bags containing books and hygiene essentials for students in Chicago, Los Angeles and Houston, benefiting approximately 9,000 children and families. In addition, we continued our annual Mother’s Day campaign, raising more than \$2.3 million from guests and associates to provide brighter futures for children. Save the Children also supports children in need outside the U.S. In 2022, we made a special donation to the organization’s Ukraine Crisis Relief Fund to provide a month’s worth of meals to 3,000 Ukrainian children caught in the middle of the country’s war crisis.



Dress for Success

Dress for Success empowers women to achieve economic independence by providing a network of support, development tools and professional attire to thrive in work and in life. Because Ulta Beauty offers products that help people look and feel their best, donating products, as well as financial support and associate volunteer time, is a great way we can support this organization. In 2022, we were excited to see a return to in-person Dress for Success programming, which meant in-person volunteer opportunities for Ulta Beauty associates, as well as a continuation of virtual programming. During Women's History Month, Ulta Beauty sponsored programs and experiences that included a panel discussion on authenticity, a session on beauty tips and information for women whose natural hair is an important part of their identity. More than 80 people attended the beauty tips workshop, and gave it an average satisfaction score of 90%. Said one affiliate based in Virginia, "The Ulta Beauty team's talent and expertise is just what the women we serve need to feel confident."

5

**new cities
supported in 2022**

30

**volunteer events
organized in 2022**

52,000

**women impacted
since 2017**

HELPING ASSOCIATES IN NEED

Beyond giving back to the communities we serve, UBCF also supports the Associate Relief Fund, which provides monetary grants to Ulta Beauty associates facing personal hardship. In 2022, we expanded the criteria for receiving funding to include serious illness, injury, military deployment of an associate's family member or intimate partner violence.

"I really appreciate the support from the Associate Relief Fund. This takes away a lot of the stress I was feeling because of my situation."

2022 GRANT RECIPIENT

Support for our hometown and other communities

Donations that make a difference

With corporate headquarters just outside Chicago, it's important that we positively impact our hometown.

» We have a longtime partnership with **Skills for Chicagoland's Future**, and have hired 305 job seekers through the program since 2014. In 2022, we were honored with the Legacy Award from **Metropolitan Family Services** (MFS) in recognition of our extensive engagement with this organization, including Ulta Beauty Chief Operating Officer Kecia Steelman's service on the MFS board.

As our business grows, we also recognize the importance of using our resources to empower underserved individuals in communities beyond our hometown. Over the past fiscal year, UBCF donated a total of \$2 million to 20 nonprofits that serve Black, Indigenous and People of Color (BIPOC) and lesbian, gay, bisexual, transgender, queer and/or questioning (LGBTQ+) communities, including Chinese

American Service League, Big Brothers Big Sisters of America, Step Up, It Gets Better Project, Hispanic Federation and many others. We've planned associate volunteer opportunities with these and other organizations for the year ahead.

As another example of our engagement, in early 2022 we organized an inaugural Week of Service to coincide with Martin Luther King Jr. Day. Our partners for the week included Junior Achievement, DonorsChoose and The Conscious Kid. Associates took part by contributing over 4,300 books and school supplies and funding over 470 classroom projects at schools nationwide. Volunteers also taught Junior Achievement classes that reached 875 students. Looking ahead, we are exploring ways to measure the impact of our donations and volunteer time.

The beauty of empowerment



Science, technology, engineering, arts and mathematics (STEAM) career paths can be found in more places than you might think. Imagine the scientific research involved in formulating a new cosmetic product, or the technical know-how necessary to manage a global supply chain. Ulta Beauty and YWCA Metropolitan Chicago shared these concepts and many others with Chicago-area girls ages 9 to 14 at our "Pretty Empowered" event. The day-long program emphasized leadership and confidence-building alongside wellness and exploration of STEAM fields.

Girls had the opportunity to meet Ulta Beauty staff and YWCA board members, who served as mentors and inspiration for future career paths. The program was a success, reaching 100 girls from Chicago's south and west side. In 2023, we plan to take this program national in five markets, including our hometown, Chicago.

In partnership with After School Matters, a Chicagoland nonprofit, Ulta Beauty also sponsored our first-ever Beauty & Business program. A group of 15 teens from local schools toured an Ulta Beauty store, learned about beauty careers and practiced making and marketing their own products, gaining skills in business, science and entrepreneurship.

GOVERNANCE

Positive Impact

36%

Board members
who identify as
people of color

55%

Board members
who identify
as women

9%

LGBTQ+

5 years

average tenure

Positive Legacy

Diverse perspectives
to lead us into
the future

A foundation of good corporate governance is essential for achieving our environmental, social and governance (ESG) aspirations and growing our business. In all that we do, we are guided by our mission, vision and values.

Corporate and ESG governance

Overseeing our priorities

Ulta Beauty's Board of Directors brings a wide variety of expertise and leadership to help guide our CEO and our management team.

» In early 2023, we announced our intention to declassify our Board and expect our shareholders to vote on this matter at our 2023 Annual Meeting. Declassified boards require that all Board members be reelected each year and are considered to be more responsive to shareholders.¹

11

directors

36%

people of color

55%

women

55%

joined within the
last five years

45%

men

59

average age

Ulta Beauty's Board of Directors and Executive Team have overall oversight and accountability for sustainability within the organization. Each of the Board's three committees touches these issues in a different way. The Nominating & Corporate Governance Committee is responsible for developing a diverse Board and periodically reviews company policies related to ESG. The Compensation Committee oversees human capital risks and periodically reviews the company's diversity, equity and inclusion (DEI) policies and practices. The Board's Audit Committee discusses information security, enterprise risk assessments and risk management.

Our full Board discusses and provides guidance on ESG topics multiple times throughout the year. Each quarter, the Board reviews an ESG scorecard that includes:

- > Progress toward goals within our four ESG pillars (People, Product, Environment, Community)
- > Updates on investor engagement related to ESG
- > Updates on ESG ratings and rankings

In 2022, we created an ESG Disclosure Group, made up of Ulta Beauty leadership and associates, that ensures accuracy and transparency in all ESG-related disclosures.

RISK MANAGEMENT

Our Board also provides guidance and oversight on enterprise risk management (ERM) activities and processes across the company. To ensure understanding of the risks we face as an enterprise, the Board receives regular management updates on our business operations, financial results and strategy. Our leadership team also keeps the Board informed about emerging or evolving risks as they arise. The Board then discusses and provides guidance regarding risks impacting our business.

As part of our ERM strategy, we proactively seek input from associates at all levels of the company, with special emphasis on the in-store and distribution center (DC) associates who know our guests and operations best. In 2022, we added a risk management insights team to our ERM process to improve how we gather input and cultivate insights, which are communicated to the Board.

POLICY ON POLITICAL CONTRIBUTIONS

Ulta Beauty does not contribute directly or indirectly to political parties, candidates or campaigns, or religious affiliations. In 2022, we received a score of 100% from the CPA-Zicklin Index of Corporate Political Disclosure and Accountability. This index measures the strength of a company's political spending disclosure practices and oversight policies.

¹ Equilar, 2017



Data stewardship

Serving as good data stewards

We take a multifaceted and a proactive approach to safeguarding the valued data of our guests, associates and business.

» Ulta Beauty uses data to run our business, gather insights and connect with guests on e-commerce channels. We safeguard this data by monitoring and complying with privacy and consumer protection laws. While we do not sell guest data, we share aggregated and anonymized data with our brand partners and third-party vendors to enhance our business. Our Security and Network Operations Center constantly and proactively monitors our network and application landscape for threats and anomalies, and we have established processes for sharing data and performing third-party risk assessments.

We manage data security and privacy at the highest levels. Our CEO keeps the Board informed on cybersecurity and privacy matters via monthly reporting, regular reports to the Audit Committee and full Board discussions throughout the year. Ulta Beauty's General Counsel, Chief Risk & Compliance Officer also

serves as our Chief Privacy Officer and works closely with our internal data stewardship team, including our Vice President of IT Risk Management, our Data Enterprise Officer and our IT Risk Management team, to ensure we take a holistic approach to caring for guest, associate, financial as well as other proprietary data.

We regularly train Ulta Beauty associates on how to keep data safe. In 2022, we held a cybersecurity week that included formal training as well as informal activities that reinforced key learnings and tested associates' knowledge.

As a result of our holistic, proactive and diligent approach to data stewardship, Ulta Beauty has not experienced any data breaches. We know cyber threats are constantly evolving and we must remain vigilant and focused every day.

NO DATA BREACHES

Ulta Beauty has not had a data breach since the company's founding in 1990.

Ethics & compliance

Operating with integrity

The Ulta Beauty Code of Business Conduct helps us work ethically and transparently in support of our mission, vision and values.

» The **Code of Business Conduct** is included in new hire materials for all associates, who must read and acknowledge this policy each year. In addition, all store managers and above in the field, DC managers, corporate associates and members of the Board of Directors take an annual course on the Code of Business Conduct and are expected to act in accordance with the Code at all times.

We continually strive to improve our approach to compliance through the Ulta Beauty Compliance Network, a cross-functional group of associates, led by a member of the Executive Leadership Team, who regularly focus on compliance. The group meets quarterly and allows associates to share best practices, discuss challenges and identify useful tools or resources. Members of our executive team, as well as third-party compliance experts, periodically come to share perspectives about compliance with this group.

Ulta Beauty Vendor Standards outline our expectations of all Ulta Beauty vendors. These cover the ethical conduct and social and environmental compliance standards that are required of a responsible workplace.

People Success (PS) manages our Ethics Hotline, and our General Counsel, Chief Risk & Compliance Officer reviews all concerns. Ulta Beauty's Board receives updates on ethics and compliance matters periodically throughout the year. Each quarter, a cross-functional team comprised of representatives from PS, Loss Prevention, Internal Audit, and Legal, Risk & Governance Services meets to discuss reporting trends and share the status of investigations and outcomes.



Making it easy to speak up

We encourage associates to report any violations of the Code of Business Conduct. There are several ways to report a concern, all of which are proactively communicated to associates in many ways, including training, postings and the UltaNet.

- > Speaking with one's own manager or another manager
- > Speaking to a People Success Business Partner
- > Using the We Care! Let's Talk line to reach the Associate Care and Support Team
 - » Email: AssociateCareandSupport@Ulta.com
 - » Phone: 855-HR-ULTA-1 (855-478-5821)
- > Contacting our third-party Ethics Hotline anonymously by phone or online
 - » Website: reportlineweb.com/Ulta
 - » Phone: 1-888-673-9271
- > Contacting our Chief Compliance Officer



SUPPLEMENTAL DATA

Learn more through our latest Environmental, Social and Governance (ESG) data, framework disclosures and additional information on our programs and policies.

Sustainability Accounting Standards Board (SASB) Index

ACCOUNTING METRICS					
TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE/COMMENT
Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	CG-MR-130a.1	(1) Electricity: 335,686,723 KWh Natural Gas: 1,548,821 therms (2) 66% (3) 34%
	Description of approach to identifying and addressing data security risks	Discussion and analysis	n/a	CG-MR-230a.1	Governance > Corporate and ESG governance
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	Number, Percentage (%)	CG-MR-230a.2	Ulta Beauty experienced no data breaches in the past year and has not had a data breach since the company's founding in 1990.

SASB Index

ACCOUNTING METRICS

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE/COMMENT
Labor Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Quantitative	Reporting currency, Percentage (%)	CG-MR-310a.1	(1) The median hourly wage of in-store, full-time regular associates (excluding seasonal, temporary and commissioned associates as determined by employment class) as of January 28, 2023, was \$22.00.
					(2) Percentage of in-store associates earning minimum wage, by region
</					

SASB Index

ACCOUNTING METRICS

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE/COMMENT
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	Percentage (%)	CG-MR-330a.1	<p>(1) Management Director-Level Associates: 73% white 27% people of color 68% women 32% men</p> <p>Executive Team: 70% women 30% men</p> <p>Ulta Beauty Leadership (director-level associates and above): 66% women 27% people of color</p> <p>(2) All other associates Ulta Associates (below director level): 91% women 9% men 53% people of color</p> <p>See Supplemental Data > Appendix for EEO-1 information for regular managerial and non-managerial associates in operations.</p>
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	Reporting currency	CG-MR-330a.2	No material monetary losses have resulted from legal proceedings associated with employment discrimination in 2022.

SASB Index

ACCOUNTING METRICS

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE/COMMENT
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting currency	CG-MR-410a.1	Data unavailable for 2022. We are evaluating potential disclosure on this topic in the future.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and analysis	n/a	CG-MR-410a.2	We train associates who handle hazardous materials so they can do so safely and in compliance with applicable laws, rules and regulations. Additionally, we maintain safe indoor air for all customers even while hairsprays, dyes and other products are in use in our salons. Learn more about the Clean Ingredients pillar of Conscious Beauty at Ulta Beauty™ in the Product section of this report.
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and analysis	n/a	CG-MR-410a.3	We have set a sustainable packaging target that by 2025, 50% of the consumer-level packaging, by weight, will be recyclable, refillable or made from recycled or bio-sourced materials. Learn more about our commitments and progress toward goals: Introduction > Ulta Beauty ESG commitments Product > Choices for you & for your world Product > Products we're proud to put our name on

ACTIVITY METRIC

Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000.A	(1) 1,355 stores (2) Six distribution and fast fulfillment centers
Total area of: (1) retail space and (2) distribution centers	Quantitative	Square feet (SF)	CG-MR-000.B	(1) 14.2M total store square feet (2) 3M square feet in distribution and fast fulfillment centers

Task Force on Climate-related Financial Disclosures (TCFD)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE/REFERENCE
Governance		
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	Governance > Corporate and ESG governance Supplemental Data > ESG program structure 2023 Proxy Statement > Corporate Governance > Board Role in Risk Oversight, pages 3–4
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Our General Counsel, Chief Risk & Compliance Officer, who reports to the Chief Executive Officer, is the executive sponsor of our ESG program and works with a cross-functional team of experts, including representatives from Growth and Development/Energy Management, Supply Chain and Procurement, People Success/HR, Finance, Corporate Strategy, and Legal, Risk & Governance. Supplemental Data > ESG program structure 2022 CDP Climate Change, C2.2
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2022 CDP Climate Change, C2.2, C2.2a, C2.3a, C2.4a Learn More: Product > Conscious Beauty at Ulta Beauty™
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Environment > Energy efficiency and renewables Environment > Water and waste
	c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy, and financial planning.	Ulta Beauty has not yet undertaken climate-related scenario analysis, but we anticipate conducting qualitative and/or quantitative analysis in the next year. Learn More: Environment > Ulta Beauty's environmental footprint

TCFD

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE/REFERENCE
Risk Management		
Disclose how the organization identifies, assesses and manages climate-related risks.	<p>a) Describe the organization's processes for identifying and assessing climate-related risks.</p> <p>b) Describe the organization's processes for managing climate-related risks.</p> <p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>Governance > Corporate and ESG governance</p> <p>Environment > Ulta Beauty's environmental footprint</p> <p>Environment > Ulta Beauty's environmental footprint</p> <p>Environment > Energy efficiency and renewables</p> <p>2023 Proxy Statement > Corporate Governance > Board Role in Risk Oversight, pages 3–4</p>
Metrics and Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<p>Comparable store annual energy consumption</p> <p>Annual energy savings from investments and upgrades</p> <p>Grid vs. renewable energy consumption</p> <p>Scope 1, 2 and 3 emissions</p> <p>Percentage of packaging sold that is recyclable, refillable or made from recycled or bio-based sources</p>
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environment > Ulta Beauty's environmental footprint
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<p>Environment > Ulta Beauty's environmental footprint</p> <p>Environment > Energy efficiency and renewables</p>

Appendix

THE PERCENTAGE OF EACH GENDER CATEGORY FOR U.S. OPERATIONS

U.S. Operations, Regular Employees by Gender
(less seasonal and temporary employees) as of January 28, 2023

GENDER	COUNT	PERCENTAGE ¹
Female	43,031	94.4%
Male	2,561	5.6%
Unknown	0	0.0%
Grand Total	45,592	100.0%

STANDARD EEO-1 RACIAL AND ETHNIC GROUP CATEGORIES FOR U.S. OPERATIONS FOR MANAGEMENT

U.S. Operations, Regular Managerial Employees by Ethnicity & Gender
(less seasonal and temporary employees) as of January 28, 2023

TOPIC	FEMALE		MALE		UNKNOWN		GRAND TOTAL ¹	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
American Indian/Alaskan Native	66	0.9%	6	0.1%	0	0.0%	72	1.0%
Asian	137	2.0%	18	0.3%	0	0.0%	155	2.2%
Black or African American	560	8.0%	60	0.9%	0	0.0%	620	8.9%
Hispanic or Latino	1,563	22.5%	147	2.1%	0	0.0%	1,710	24.6%
Native Hawaiian or Other Pacific Island	19	0.3%	4	0.1%	0	0.0%	23	0.3%
Two or More Races	232	3.3%	20	0.3%	0	0.0%	252	3.6%
White	3,850	55.3%	277	4.0%	0	0.0%	4,127	59.3%
Unknown	0	0.0%	0	0.0%	0	0.0%	0	0.0%
I do not wish to provide	2	0.0%	0	0.0%	0	0.0%	2	0.0%
Grand Total ¹	6,429	92.4%	532	7.6%	0	0.0%	6,961	100.0%

¹ Totals may vary from summation due to rounding.

Appendix

STANDARD EEO-1 RACIAL AND ETHNIC GROUP CATEGORIES FOR U.S. OPERATIONS FOR NON-MANAGEMENT

U.S. Operations, Regular Non-Managerial Employees by Ethnicity & Gender
(less seasonal and temporary employees) as of January 28, 2023

TOPIC	FEMALE		MALE		UNKNOWN		GRAND TOTAL ¹	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
American Indian/Alaskan Native	366	0.9%	24	0.1%	0	0.0%	390	1.0%
Asian	1,332	3.4%	64	0.2%	0	0.0%	1,396	3.6%
Black or African American	4,822	12.5%	232	0.6%	0	0.0%	5,054	13.1%
Hispanic or Latino	11,112	28.8%	683	1.8%	0	0.0%	11,795	30.5%
Native Hawaiian or Other Pacific Island	157	0.4%	19	0.0%	0	0.0%	176	0.5%
Two or More Races	1,685	4.4%	112	0.3%	0	0.0%	1,797	4.7%
White	17,127	44.3%	895	2.3%	0	0.0%	18,022	46.7%
Unknown	0	0.0%	0	0.0%	0	0.0%	0	0.0%
I do not wish to provide	1	0.0%	0	0.0%	0	0.0%	1	0.0%
Grand Total ¹	36,602	94.7%	2,029	5.4%	0	0.0%	38,631	100.0%

¹ Totals may vary from summation due to rounding.

Ulta Beauty ESG fact sheet

REPORT SECTION	2021 REPORTED	FISCAL 2022
Ulta Beauty At-A-Glance		
OUR FOOTPRINT		
Stores	1,300+	1,355
Distribution and fast fulfillment centers	6	6
States	50	50
Associates	40,000+	53,000
CORPORATE GOVERNANCE: BOARD DIVERSITY		
Women	54%	55%
Men	46%	45%
Identify as people of color	31%	36%
Identify as lesbian, gay, bisexual, transgender, queer and/or questioning (LGBTQ+)	10%	9%
People		
% of people of color hired at the director level and above	50%	51%
DIVERSITY & INCLUSION		
Ulta Beauty Associates		
People of Color	49%	53%
Women	90%	91%
Men	10%	9%
Executive Team		
People of Color	Did not report	20%
Women	67%	70%
Men	33%	30%
Ulta Beauty Leadership		
People of color	25%	27%
Women	65%	66%
Men	35%	34%

Ulta Beauty ESG fact sheet

REPORT SECTION	2021 REPORTED	FISCAL 2022
Products		
Products	25,000+	25,000+
Brands	600+	600+
Certified to one or more of the Conscious Beauty at Ulta Beauty™ pillars	270	300+
Community		
Dollars raised for Save the Children	\$2.4 million	\$2.3 million+
Dollars raised for Breast Cancer Research Foundation (cumulative since 2009)	\$42 million+	\$47 million+
Dollars raised for Dress for Success (cumulative since 2017)	\$1 million	\$1.3 million
Environment		
EMISSIONS SCOPE: PORTION OF OUR FOOTPRINT (AS OF JANUARY 28, 2023)		
<p>Organizational Boundary: The GHG Inventory organizational boundary follows the operational control approach. As defined by The GHG Protocol Corporate Accounting and Reporting Standard, “a company has operational control over an operation if the former or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation.”</p> <p>Scope 1 and 2 emissions are calculated for all leased or subleased sites within Ulta’s operational control. Emissions not within Ulta’s operational control are accounted for in Scope 3 emissions.</p> <p>Operational Boundary: During the reporting period, the organizational boundary includes Stores, Offices, DCs and Fast Fulfillment Centers (FFCs) that are fully or partially in operation during the reporting period. All sites operated by Ulta are leased or subleased.</p> <p>Financial reporting (10-K) reports operational boundary in terms of stores, offices, DCs and FFCs as of end of the reporting period, i.e., sites in operation by end of the reporting period.</p> <p>GHG Inventory differs from financial reporting quantifying Scope 1 and 2 emissions of additional sites (e.g., sites that were closed or relocated throughout the reporting period).</p>		
Scopes 1 & 2	5%	4%
Scope 3	95%	96%
Scope 3 breakdown (percent of total scope)		
Category 1—Purchased goods & services	59%	65%
Category 3—Fuel- and energy-related emissions not in Scope 1 or Scope 2	2%	2%
Category 4—Upstream transportation and distribution	2%	2%
Category 5—Waste generated in operations	1%	1%
Category 6—Business travel	<1%	<1%
Category 7—Employee commuting	2%	3%
Category 11—Use of sold products	32%	27%
Category 12—End-of-life treatment of sold products	1%	1%
WASTE		
Tons of waste diverted for recycling	20,288	21,477
Tons of hazardous waste diverted from landfills	21,288	22,532
Tons of waste sent to landfill	26,247	29,770

Rankings & ratings

as of January 28, 2023

We understand and support enhanced ESG disclosures and have worked over the past several years to expand our efforts, including inaugural disclosures via CDP and the S&P Global Corporate Sustainability Assessment in fiscal 2022.

RATING AGENCY	SCORE
Bloomberg Gender-Equality Index	Included on 2023 Index
CDP	C
Sustainalytics	15.3
Institutional Shareholder Services QualityScore	E = 3; S = 4; G = 4
S&P Global Corporate Sustainability Assessment/Dow Jones Sustainability Indices	Participated for the first time in 2022
Institutional Shareholder Services	FOR Recommendation on all Proposals
Glass Lewis	FOR Recommendation on all Proposals
Morgan Stanley Capital International (MSCI) ESG Indexes	A

2022 Ulta Beauty awards & recognition

Newsweek

America's Most Trustworthy Companies 2022

America's Most Trusted Brands for 2022

America's Greatest Workplaces for Diversity 2023

America's Greatest Workplaces for Women 2023

Green Lease Leader

Gold Award

New Jersey Packaging Executive Club

Sustainability Awards

Women's Wear Daily

Retailer of the Year: Specialty

2022 Bloomberg

Gender-Equality Index

2022 DiversityInc

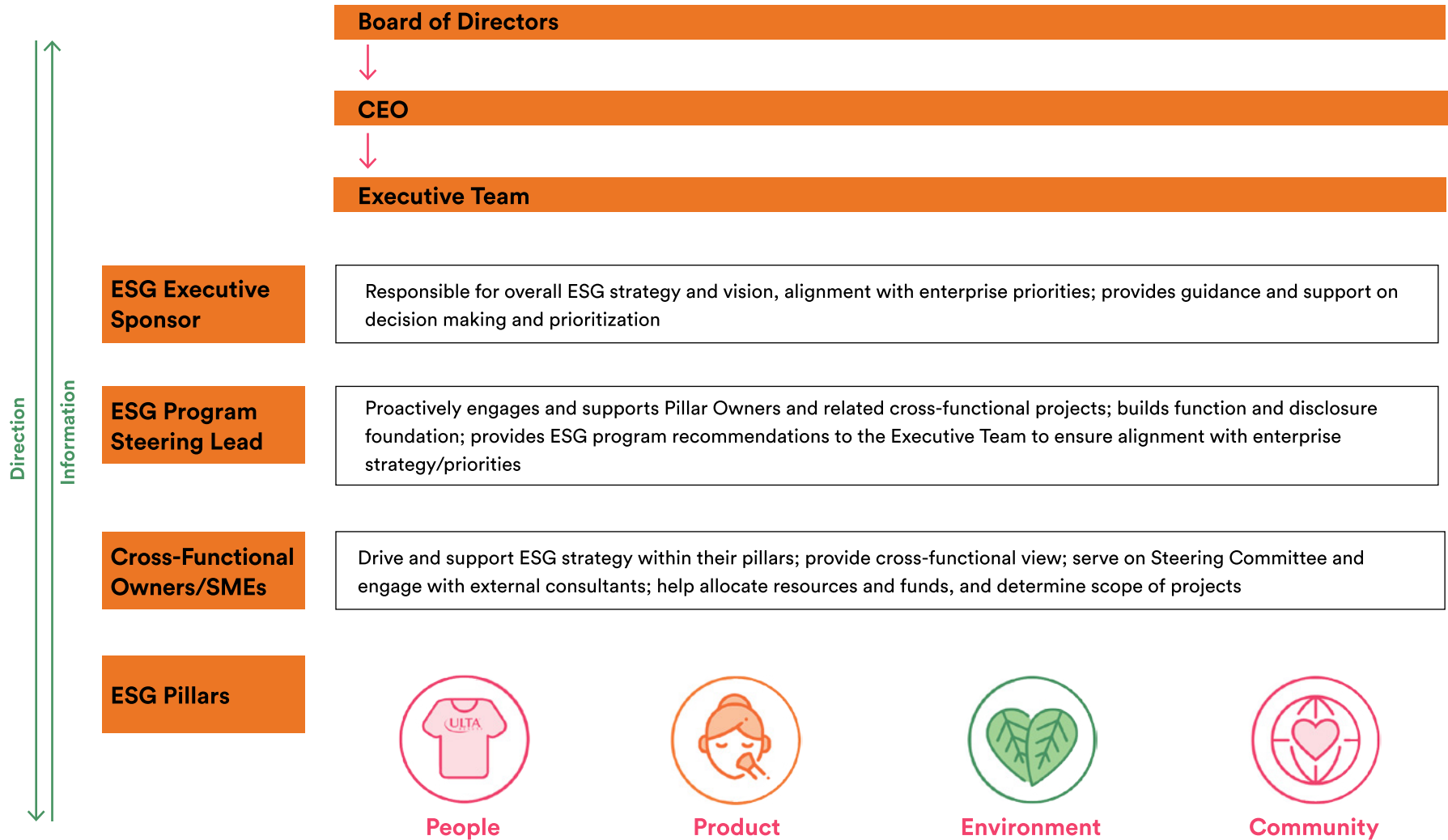
Noteworthy Companies for Diversity

2022 Forbes

The Best Employers for Women #124

The Best Employers for Diversity #151

ESG program structure



Ulta Beauty Ethics & Compliance policies

Below is a list of our Ethics & Compliance and IT policies. You can find an overview of our Ethics & Compliance policies in our [Code of Business Conduct](#).

- | | |
|---|---|
| > Acceptable Use Policy | > IT Risk Management Policy |
| > Americans with Disabilities Act Policy | > Network Security Policy |
| > Confidentiality Policy | > Open Door Policy |
| > Employment Policy | > Privacy Notice and Policy |
| > Harassment and Discrimination Prevention Policy | > Records and Information Management Policy |
| > Identity and Access Management Policy | > Relationships in the Workplace Policy |
| > Information Security Management Policy | > Ulta Beauty Gratis & Gift Policy |
| > Insider Trading Policy | > Vendor Risk Management Policy |





Thank you for your interest in Ulta Beauty. If you have any questions about this report, please contact our General Counsel, Chief Risk & Compliance Officer, Jodi Caro, at InvestorRelations@ulta.com.

Forward-Looking Statements

This report contains forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934, as amended, and the safe harbor provisions of the Private Securities Litigation Reform Act of 1995, which reflect our current views with respect to, among other things, future events and performance. You can identify these forward-looking statements by the use of forward-looking words such as “outlook,” “believes,” “expects,” “plans,” “estimates,” “targets,” “strategies” or other comparable words. Any forward-looking statements contained in this report are based upon our historical performance and on current plans, estimates and expectations. The inclusion of this forward-looking information should not be regarded as a representation by us or any other person that the future plans, estimates, targets, strategies or expectations contemplated by us will be achieved.

There are a number of factors that could cause actual results and developments to differ materially from those expressed or implied by such forward-looking statements. For a list of factors that could cause actual results to differ materially from those discussed or implied, please see our public filings with the Securities and Exchange Commission, including risk factors contained in Item 1A, “Risk Factors” of our Annual Report on Form 10-K for the year ended January 28, 2023, as such may be amended or supplemented in our subsequently filed Quarterly Reports on Form 10-Q.

Except to the extent required by the federal securities laws, we undertake no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise.