

CARL HANEY

Executive Vice President, Global Research and Development (R&D),
Corporate Product Innovation, Package Development
The Estée Lauder Companies

Carl Haney is Executive Vice President, Global Research and Development (R&D), Corporate Product Innovation, Package Development, a position he has held since January 2012.

Since joining The Estée Lauder Companies, Mr. Haney has led a world-class team of talent to drive the Company's robust consumer-inspired and creativity-driven pipeline of products. Under Mr. Haney's leadership, the Company has expanded its local relevance efforts through innovation centers in Korea and California, fueling innovation across the Company's brand portfolio and helping to bring emerging consumer and technology trends to market. Mr. Haney has helped to establish partnerships with best-in-class internal and external collaborators and significantly increase the Company's patent holdings and speed to market.

Mr. Haney joined The Estée Lauder Companies following a more than 25-year career at The Procter & Gamble Company (P&G). During his tenure at P&G, Mr. Haney held numerous leadership positions around the world in the Home, Health, Grooming and Beauty categories, including Vice President, R&D, Male Grooming, Gillette, Braun and Devices, where he led teams across innovation, product, packaging, process development and engineering.

Raised in Venezuela, Mr. Haney moved to the United States and attended Vanderbilt University, where he graduated cum laude with a degree in Chemical Engineering. He has served and advised on multiple boards, including the New England Conservatory's Board of Overseers & Visitors, Corium International, and a number of digital start-ups across education, technology, marketing, media and clean energy.