

ESG MAIN HIGHLIGHTS 2022

RESPONSIBLE AND SUSTAINABLE PRODUCTS



Puig considers the environmental impact of its products throughout their entire life cycles.

HIGHLIGHTS ON INGREDIENTS

- Clean@Puig Policy, which sets the formulation protocols. Applied in 2022 to new fragrance launches, a reformulation plan for the rest of the category portfolio and the future adaptation for the skincare and makeup categories.
- Incorporation of a growing percentage of ingredients of natural origin.
- Renewal of the Leaping Bunny certification for Charlotte Tilbury, which guarantees cruelty-free products.

HIGHLIGHTS ON PACKAGING

Puig works towards using packaging that is more sustainable, smaller and lighter, assessing the end of products' life cycle to determine whether it can be reused or recycled.

- Replacement with more sustainable materials: PCR, FSC certified paper, biodegradable plastics, etc.
- Optimization of the volume and weight of packaging: more efficient formats, less space between the primary and the secondary packaging, etc.
- Refillable formats.

HIGHLIGHTS IN TRACEABILITY

- Commitment to use sustainable origin and environment and human rights respectful ingredients, incorporating more certified ingredients and raw materials, while eliminating those susceptible of related risks.
- Progress in the definition of methodologies, metrics and criteria to guarantee the traceability.

RESPONSIBLE SUPPLIER MANAGEMENT



HIGHLIGHTS

- Development of policies and processes related to sustainable supply: Global Sustainable Sourcing Policy (SSP) and Purchasing Handbook (factories in Spain and Chartres).
- Sixth evaluation campaign with EcoVadis: score of 61 points (+16 above the EcoVadis average).
- Pilot Project with Sedex in Carolina Herrera and Dries Van Noten (fashion).
- First CDP Supply Chain campaign, launched among 122 key suppliers.

CIRCULARITY



HIGHLIGHTS

- Implementation of measures to optimize waste valorization and separation: 99.8% in production plants.
- Five of the eight factories with zero waste to landfill.
- Smaller and more efficient packaging for transportation.
- Use of PCR materials and reduction of single-use ones.

EFFICIENCY



HIGHLIGHTS

- Boost of the self-consumption installations with the expansion of the photovoltaic farm in Alcalá de Henares and Markopoulo plants, the expansion of the biomass plant in Vacarisses factory, and the approval of photovoltaic facility project in Vacarisses plant.
- Indicators control system to guarantee the comfort of employees/ : pilot test at the Swiss subsidiary and Barcelona HQ.
- 71 % of electricity consumption came from GO renewable sources*.
- Implementation of a closed-loop system to achieve zero discharge of industrial water and a reduction of more than 40% in water consumption in Vacarisses plant (Dry factory).
- Multimodal transport pilots, with a significant reduction in GHG emissions, above 71 % in the two combinations implemented.
- New measures to promote efficiency in transport, such as flat packs, full leading of pallets, etc.
- Development of new logistics operations in markets that are crucial to the growth of the business, such as the centralization of the Asia-Pacific region distribution network in the Puig operating center located in the Shanghai free zone, with re-labeling and online sales management capabilities, etc.

* Guarantee of origin.

CERTIFICATIONS OF THE BUILDINGS IN WHICH PUIG OPERATES

| | |
|---------------------------------------|--|
| BREEAM In Use | <ul style="list-style-type: none"> • Apivita: score of 75.3%, becoming the first bioclimatic factory in Greece • Puig in Paris: new building in Washington Plaza |
| LEED | <p>Leed Gold:</p> <ul style="list-style-type: none"> • Barcelona headquarters • Puig in Argentina (Buenos Aires) • Puig in China (Shanghai) • Puig office in Miami (contract signed in 2022) |
| Energy Star Rating | <ul style="list-style-type: none"> • Puig office in Miami (score: 91) |
| Nabers Energy Rating | <ul style="list-style-type: none"> • Puig office in Sydney (score: 5.0 Star) (contract signed in 2022) |
| Haute Qualité Environnementale | <ul style="list-style-type: none"> • Paris Champs-Élysées Headquarters (Paris) |

OTHER ASPECTS



HIGHLIGHTS

Actions to promote sustainable mobility

- Expansion of the fleet of hybrid or electrical vehicles (23%) and charging stations.

Getting employees involved

- 4,600 people trained in the first module of the internal ESG course, with an environmental focus.
- Local actions within the internal initiative #BeCampaigns in the different markets, aimed at increasing environmental awareness and commitment.

Certifications, awards and communication

| CERTIFICATION | UNIT | ACCOMPLISHMENT |
|---------------------------|-------------------|--|
| VPC Green Beauty Awards | Puig | Gold mention in the second edition organized by the magazine <i>Ventas de Perfumería y Cosmética</i> , in the category Best Company Committed to Sustainability. |
| Leaping Bunny | Charlotte Tilbury | Renewal |
| Great Place to Work | Apivita | Certification obtained for the first time |
| Growth Awards | Apivita | R&D category recognition |
| Sustainable Beauty Awards | Apivita | Runner-up in the category Sustainability Leadership |



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