

BEAUTY *that* LASTS

FY25 Sustainability Report

COTY

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CEO STATEMENT



In today's world, the only constant is change. At Coty, we welcome the change and turn it into a path forward in beauty and beyond, for people and planet.

Our Becoming Carbon Kind strategy underscores Coty's evolution and agility. Carbon reduction remains central, and we're pairing it with a focus on water stewardship. Our efforts have already delivered a 16% cut in water withdrawal, moving us closer to our goal of 25% reduction by 2030.

With our products as changemakers, we are proving that sustainability and desirability can not only coexist – they can elevate one another. We have reimaged BOSS The Scent with a refillable bottle and 17% less glass, launched Max Factor's first refillable mascara, and introduced the world to patented Artcycling, where creativity meets circularity.

This year, we have continued to partner with suppliers and retailers as strategic allies to accelerate progress. Through our supplier decarbonization program, Coty earned a place on the Supplier Engagement Leadership List, and with Gebr. Heinemann we launched our first immersive sustainability experience for consumers.

Our progress is being recognized by some of the world's most rigorous benchmarks. Upgrades from independent raters – CDP Climate (A-), MSCI (A), and Sustainalytics (Low Risk) – reflect the trust we've earned. And this report is our first under the EU CSRD framework, demonstrating our commitment to transparency and robust data management.

At Coty, we find strength in transformation. In a world that often defines beauty in narrow terms, we continue to champion our #UndefineBeauty campaign – and celebrate every vision. I'm grateful to my colleagues who understand that our sustainability journey has only just begun. Together, we will continue to grow, innovate and create Beauty that Lasts.

Sue Nabi
Coty CEO



BEAUTY that LASTS

AT A GLANCE

Eco-Benefits

Iconic Relaunches

Boss made smarter



Artcycling Patented

Circularity meets creativity



1st Refillable

mascara



Becoming Carbon Kind

CDP Climate A-



-16% Water Withdrawal

vs. -25% 2030 goal



99% Certified Folding Box

Board packaging



ESG Upgrades

Supplier Decarbonization

launched, earning CDP Supplier Engagement Leadership List



Pioneering Retailer

downstream partnerships



Trust & Transparency

Transparency Unlocked

New ingredient online library



Cruelty-free

expansion in Brazil





Expanding Partnerships







MSCI

ESG RATINGS





Our STRATEGY and BUSINESS MODEL

Our Company

For more than a century, Coty has helped shape beauty into the global industry it is today - a heritage we are proud to own and grow. Today, we are one of the world's leading beauty companies, reaching consumers everywhere with a portfolio of iconic brands across fragrance, color cosmetics, and skin and body care.

Throughout our history, innovation and sustainability have shaped our evolution. From refillable lipsticks and compacts in the 1930s, to CoverGirl's early stand for inclusivity, to Calvin Klein's minimalist packaging for CK One, we have consistently redefined what beauty can be.

Today, we continue that legacy by creating products that ignite desire and capture the essence of sustainability - our ultimate driver of innovation.

We believe science and passion are the driving force behind transformation. Our mission is to create forward-thinking beauty through products that provide new, innovative, and simply better science-based solutions.

Coty and our brands empower people to express themselves freely, creating their own visions of beauty. At Coty, we believe that no one can control or dictate what is or is not beautiful.

Beauty is formless, like water, a constantly evolving and adapting concept. Our #UndefineBeauty campaign puts this belief into action, challenging outdated dictionary definitions and calling for change.

Guided by our Beauty that Lasts strategy, we will continue to push boundaries, reduce our environmental footprint, and inspire positive change across the beauty industry.

We will measure our success by the desirability of our products and the long-term success and sustainability of our business.



Our Business Model

At Coty, we create value for our stakeholders by delivering innovative, inclusive, and sustainable beauty across our Prestige and Consumer Beauty segments. We have a diverse portfolio of brands, including both owned and licensed properties, which we market, sell, and distribute in approximately 121 countries and territories. Tailored business models reflect each brand's unique equity, target consumer, product focus, and distribution profile.

Licensors are also at the heart of our model: we partner with our licensors on every stage of the value chain, from product development (both formula and packaging) to design and innovation, to global marketing and distribution. Our iconic portfolio of over thirty owned and licensed key brands sells some of the world's most loved prestige and consumer beauty products. Our licensed brands include globally renowned brands such as Burberry, Gucci, Hugo BOSS, Marc Jacobs, Calvin Klein, Chloé, and Marni in the prestige category, and Adidas, David Beckham, and Rimmel in the consumer category. In FY25, Coty entered into a new long-term licensing agreement with the globally renowned crystal house Swarovski. This partnership will allow us to develop, produce, and distribute a new vision for Swarovski-branded fragrances, building on their legacy of craftsmanship and luxury.

Our product offering spans multiple categories:



Fragrance:

A wide variety of perfumes and colognes designed to suit individual preferences and occasions



Skincare:

Moisturizers, serums, sun care, cleansers, toners, and anti-aging creams formulated to nourish, protect, and enhance the health and appearance of the skin



Color Cosmetics:

Lip, eye, facial, and nail products that support self-expression and style



Body Care and Other:

Products including shower gels, body sprays, and deodorants, designed for everyday hygiene and comfort

Our mass beauty brands are primarily sold through supermarkets, drug stores, pharmacies, department stores, and e-commerce retailers. Our prestige brands are sold through selective distribution channels including perfumeries, prestige department stores, dedicated brand websites, e-retailers, and duty-free shops.

We continue to invest in and expand our e-commerce and direct-to-consumer channels to meet evolving consumer preferences.

Our global sales portfolio reflects a diverse regional footprint, with US and Europe making up the majority of sales.

THE VALUE *we* CREATE

At Coty, our purpose is to unleash every vision of beauty. We create value by delivering high-quality beauty products that empower self-expression and confidence, and that offer benefits including personal hygiene and skin protection.

CONSUMERS

Consumers choose our brands for trusted performance, emotional connection, and alignment with values such as sustainability and wellbeing. We deliver science-led innovations that meet diverse beauty needs while promoting transparency and responsible practices.



INVESTORS

For investors, our diversified brand portfolio and global scale position us to deliver sustainable growth. Strategic investment in R&D, digital infrastructure, and operational efficiency drives agility and margin performance. Progress on ESG priorities enhances risk management and supports long-term value creation.



EMPLOYEES

Employees are supported by our commitment to creating an inclusive, safe, and engaging workplace that fosters growth and wellbeing. We prioritize equal treatment and opportunities for all, continuous learning, health and safety, and empowering teams to contribute to our sustainability ambitions.



COMMUNITIES AND ECOSYSTEMS

Suppliers and business partners are engaged on ethical, social, and environmental practices across the value chain. We collaborate to improve standards, drive innovation, and promote responsible sourcing that supports shared resilience and long-term success.



SUPPLIERS AND BUSINESS PARTNERS

Communities and ecosystems benefit from our efforts to minimize environmental impact and deliver positive social outcomes. Through targeted programs, partnerships, and responsible operations, we aim to protect natural resources and create lasting benefits for society.



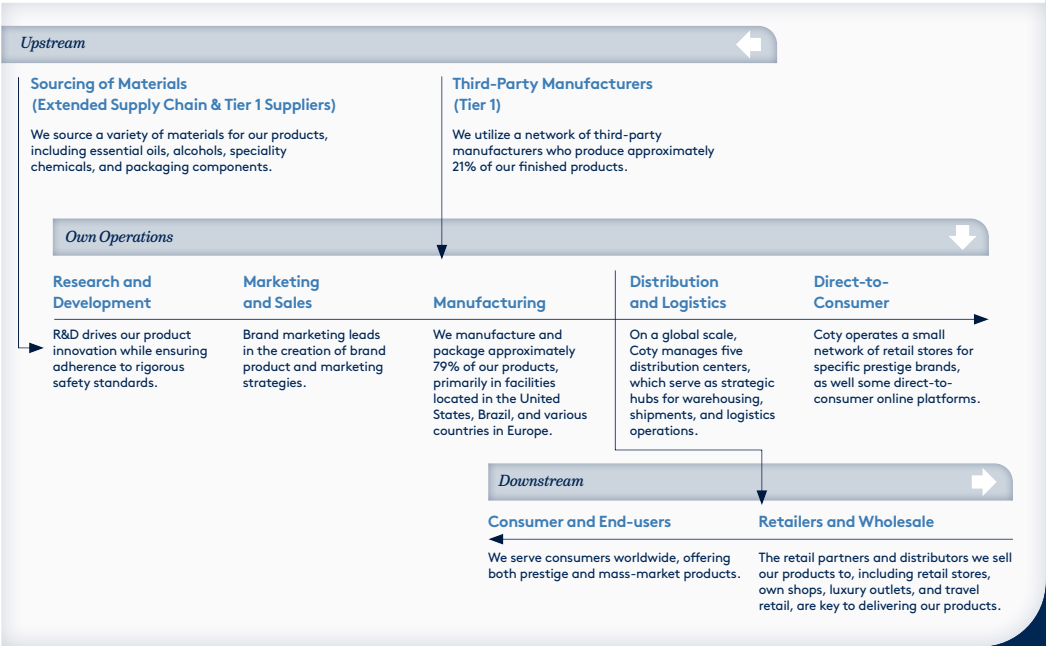
Our VALUE CHAIN

Our value chain is the foundation of Coty's beauty product development and day-to-day operations, and each stage plays a vital role in advancing our sustainability goals. Our commitment to responsible beauty is embedded across the value chain, from sourcing and formulation to packaging and retail.

Our Sustainable Sourcing team leads supplier decarbonization efforts and manages programs to identify and mitigate potential human rights risks in our upstream value chain, while also working closely with suppliers to uphold ethical, environmental, and social standards. As our products account for the largest share of Scope 3 emissions, our R&D function embeds eco-design principles into product development through the Carbon Kind product scoring methodology. R&D also partners with Marketing to integrate sustainability commitments into brand plans, while brands themselves contribute by offering more sustainable product options and adopting responsible marketing practices.

Our Manufacturing, Distribution and Logistics functions, which represent the majority of Coty's Scope 1 and 2 emissions, are implementing targeted plans to reduce operational impacts. At the same time, we invest in research and innovation to develop products that meet evolving consumer expectations while reducing environmental footprint. Finally, we aim to build strong retail partnerships to expand access to lower-impact and circular solutions, helping foster resilient supply chains and support the communities where we operate.

An overview of our value chain is provided to the right.



BEAUTY that LASTS

We strive to build a business that is inclusive and respectful, creating products that embody desirability while lowering our environmental footprint. Beauty that Lasts is our sustainability strategy, the blueprint for delivering this.

Guided by the United Nations Sustainable Development Goals, Beauty that Lasts sets out our environmental, social, and governance (ESG) ambitions. We continue to refine and evolve this strategy each year, accelerating progress and amplifying our impact.

Our approach is built on three interconnected pillars: the Beauty of our People, the Beauty of our Planet, and Governed Beautifully, which underpins and strengthens both.

Through Beauty of our People, we foster a workplace culture that prioritizes respect, inclusion, and well-being, empowering our teams to lead positive change. Through Beauty of our Planet, we work to reduce our environmental impact, embedding sustainable design and sourcing into our products, and improving the way we operate day to day. Strong Governance ensures we act with integrity, guided by clear policies, transparent decision-making, and robust accountability.

Our products are at the heart of everything we do. They are central to reducing our environmental footprint, unleashing infinite visions of beauty, and driving change across all three of our sustainability pillars. Our operations come next - because lasting impact begins with embedding sustainable processes and practices within our own organization and for our associates. Finally, our network of partners and suppliers forms the third lever of change, extending our impact and influence across the entire value chain.

We track progress through clear targets and rigorous performance measurement, ensuring our commitments deliver tangible impact.

Our Becoming Carbon Kind strategy sits at the heart of our Beauty of our Planet pillar, balancing ambitious carbon reduction with safeguarding nature and respecting human rights. It sets time-bound targets to cut emissions across our value chain, alongside clear commitments on water, biodiversity, and circularity. Coty has committed to assessing all new products using its Carbon Kind score, a quantitative eco-design tool that embeds sustainability criteria from concept to launch and replaces the Beauty that Lasts Index, which has guided innovation since 2020.

Our mission to #UnDefineBeauty underpins the Beauty of our People pillar. We challenge stereotypes, celebrate individuality, and champion self-expression. Across our operations and value chain, we foster inclusion, operate with respect, and advance sustainable sourcing - strengthening trust through transparency.

For more information on our targets, please see the table on the following page. Some targets have been adjusted in FY25 to align with evolving requirements and to ensure Coty's ambitions remain focused on the most strategic areas, taking into account both the progress achieved and the ongoing challenges.



BEAUTY of our PLANET

	TARGET	BASELINE	SCOPE	EXTERNAL ALIGNMENT	ADDITIONAL INFORMATION	PROGRESS
  CLIMATE ACTION	Reduce absolute Scope 1 and 2 GHG emissions by 50% by 2030 (SBTi approved target).	Year: 2019 Value: 57,796 tCO ₂ e	Own Operations	SBTi, Paris Agreement		We continued to surpass our 2030 target, achieving a 79% reduction in Scope 1 and 2 emissions against our baseline.
	Reduce absolute Scope 3 GHG emissions by 28% by 2030 (SBTi-approved target).	Year: 2019 Value: 1,169,373 tCO ₂ e	Value chain	SBTi, Paris Agreement	We recalculated our 2019 baseline due to significant methodological changes in Scope 3.	We achieved a 27% reduction in Scope 3 emissions against our baseline.
	Increase annual sourcing of renewable electricity to 100% by 2030 (SBTi-approved target).	Year: 2019 Value: 5%	Own Operations	SBTi, Paris Agreement		92% of our electricity is sourced from renewable sources.
	Reduce energy consumption 20% by 2030.	Year: 2019 Value: 170,117 GWh	Own Operations	SBTi, Paris Agreement		We achieved a 23% reduction in energy consumption compared to our baseline.
 WATER	Reduce water withdrawal 25% by 2030.	Year: 2019 Value: 572,801 m ³	Company-wide (particularly in regions identified as facing higher water stress)		Voluntary target	In FY25 we made good progress against this target with a 16% reduction.
 BIODIVERSITY & ECOSYSTEMS	Maintain 100% RSPO-certified palm oil for our production and our third-party manufacturers until 2030.	Year: 2018	Upstream (TPM) and Own Operations	Kunming-Montreal Global Biodiversity Framework	Avoidance tier of the mitigation hierarchy; ecological thresholds were not applied; biodiversity offsets not included.	We achieved our target of purchasing 100% RSPO-certified palm oil for our production sites and third-party manufacturers (95% RSPO Mass Balance and 5% Independent Smallholder Credits).
 CIRCULAR ECONOMY	Include sustainability criteria in the conception of all new products as of 2020.	Year: 2020	All new products manufactured by Coty (excl. TPM)			In FY25, we deployed our new 'Carbon Kind' score into Coty's product development process, replacing the Beauty that Lasts Index with a more robust, quantitative measure of eco-design. We are refining our methodology and plan to begin formal reporting against the 'Carbon Kind' score from FY26.
	Achieve a 20% reduction in packaging by 2030.	Year: 2019 Value: 123,467 tonnes	All packaging materials			We exceeded this target with a 23% reduction in packaging compared to the baseline.
	Increase use of post-consumer recycled materials to at least 30% by 2030.		All packaging materials			In FY25, our products are made of 10% post-consumer recycled materials.
	Reduce virgin plastic by 60% by 2030.	Year: 2019 Value: 40,617 tonnes	All plastic packaging			In the first year since setting our target, we reduced our use of virgin plastic by 51%.
	Ensure 100% of product folding board boxes are made with FSC- or PEFC-certified material until 2030.		All product folding board boxes			99% of our product folding board boxes were made with FSC or PEFC-certified material.
	Ensure that 90% of all fiber-based materials come from certified sources by 2030.					Reporting will begin in FY26.
	Send zero waste to landfill from Coty factories and distribution centers by 2030.	Year: 2019 Value: 0.49%	Coty manufacturing sites and distribution centers		This target relates to recycling, recovery, and disposal in the waste hierarchy.	Less than 2% of our waste was disposed to landfill from our factories and distribution centers, via a third-party waste management company.
	Recycle 80% of waste generated by Coty factories and distribution centers by 2030.	Year: 2019	Coty manufacturing sites and distribution centers		This target relates to recycling, recovery, and disposal in the waste hierarchy.	We continued to meet our target, achieving a recycling rate of 80%.

BEAUTY of our PEOPLE

	TARGET	BASELINE	SCOPE	EXTERNAL ALIGNMENT	ADDITIONAL INFORMATION	PROGRESS
 OWN WORKFORCE	Maintain gender balance in leadership positions until 2030.**	Year: 2020 Value: 40%	Own Operations			Our top management (senior director and above) is gender balanced (53% women and 47% men).
	Pay equitably (with a gap below 5%) for similar roles and performance, regardless of gender until 2030.**	Year: 2020 Value: 7%	Own Operations			In the leadership category, the pay equity gap is below 2% and for Coty's other three management categories, the gap is between 2-5%.
	Ensure 95% of employees complete comprehensive anti-discrimination training by the end of 2027.**	Year: 2021	Own Operations			Through Coty Academy, we offer training that supports awareness and professional conduct, workplace behavior, and non-discrimination. At the end of FY25, 5,979 employees have completed the training.
 WORKERS IN THE VALUE CHAIN	Ensure 100% of Indian mica is responsibly sourced by 2030.	Year: 2017 Value: 53% of our India-sourced mica traced to mine level.	India-sourced mica			100% of our Tier 1 Indian mica suppliers are Responsible Mica Initiative (RMI) members and 97.7% of Indian mica for our production sites is traced to mine level. We support RMI community empowerment programs and engage with our upstream value chain towards compliance with RMI workplace standards, including rolling out third-party audits.
	Share progress on our High Profile Ingredients and Materials (HPIM) management process annually as of 2020.	Year: 2020	All ingredients and materials			We regularly evolve our HPIM list and strategy to adapt to the latest scientific discourse. This report shares more information on our chemical safety strategy.
 CONSUMERS AND END-USERS						
	Increase ingredient transparency by creating an online ingredients resource by 2026.	Year: 2024	The resource covers the definitions of Coty's most used ingredients in Fragrance, Skin & Body, Makeup and Nails, excluding Tier 1-3 ingredients currently being phased out.			The online ingredients library was published in October 2025, ahead of schedule.

GOVERNED Beautifully

	TARGET	BASELINE	SCOPE	EXTERNAL ALIGNMENT	ADDITIONAL INFORMATION	PROGRESS
 BUSINESS CONDUCT	Ensure 95% of associates complete annual compliance training until 2030.	Year: 2020 Value: 73%	Own operations			95% of employees trained in one or more compliance modules delivered through Coty Academy.

*All targets in the above table are absolute

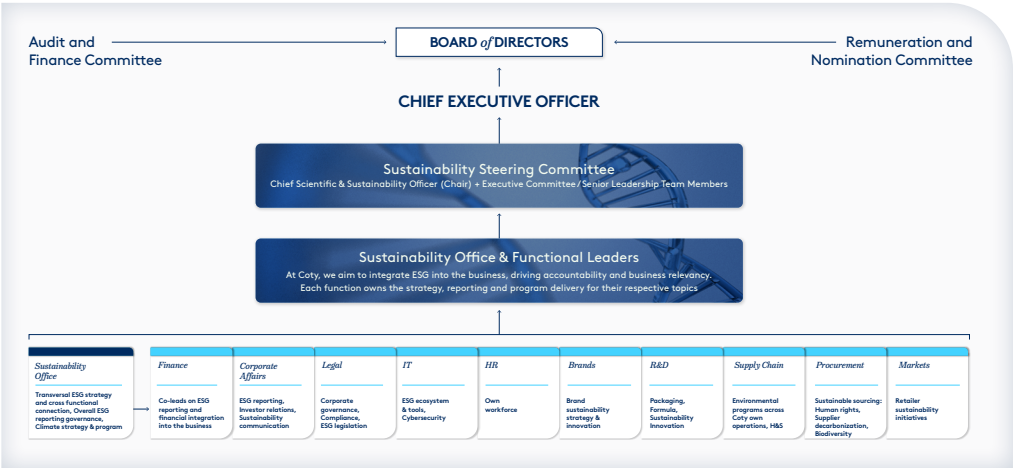
**Revised in FY25

ESG GOVERNANCE & BUSINESS INTEGRATION

At Coty, we believe that sustainability must be embedded into the core of our business operations. This means that rather than treating it as a standalone initiative, we integrate sustainability into every function and decision-making process. Our environmental and social priorities are championed and led by the business functions most closely connected to them - from sourcing and product development to supply chain, R&D, compliance, marketing, and communications. Continuous interactions between the Sustainability Office and our Sustainability Taskforce and periodical meetings are key in implementing our sustainability strategy. This integrated approach ensures that sustainability is not only a shared responsibility but also a strategic driver of innovation, efficiency, and long-term value creation.

The Executive Committee and Senior Leadership Team lead strategy, target-setting, and delivery for their respective material topics. Our global Sustainability Office develops the transversal sustainability strategy in alignment with business leaders, manages ESG reporting and governance, and coordinates cross-functional initiatives under the oversight of the Chief Scientific & Sustainability Officer (CSO). Business leaders are directly involved in the implementation of the sustainability strategy. Formal updates are provided to the Executive Committee and the Board at least annually.

The Board of Directors holds ultimate accountability for overseeing sustainability-related impacts, risks, and opportunities. Oversight is embedded within Coty's corporate governance principles through structured reporting lines, regular updates, and specialized committees.



This structure ensures environmental, social, and governance issues are considered when defining Coty's strategic direction. The Board reviews ESG performance annually, assessing results against sustainability targets and adjusting plans as needed in response to changes in corporate strategy, technology, stakeholder expectations, or implementation. Board overview covers the implementation of due diligence, and the results and effectiveness of policies, actions, metrics and targets adopted to address them.

COMMITTEE	RESPONSIBILITIES	MEETING CADENCE	SR25 TOPICS
<i>Board of Directors</i>	Setting the overarching business strategy, and overseeing the implementation of the sustainability agenda of sustainability agenda and climate change-related activities. Our Chief Executive Officer (CEO) is accountable to the Board and reports on Coty's progress on sustainability.	 Annually	Key Priorities for FY25 - Targets and Progress - Double Materiality Assessment - Reporting Initiatives and CSRD Readiness - Becoming Carbon Kind - Product Decarbonization Strategy - Retailer Partnerships - Supplier engagements & programs - ESG Governance - EU Regulatory Updates - Investor Ratings
<i>Executive Committee</i>	Chaired by the CEO Overseeing all ESG topics, leading the strategy, targets setting and allocating resources to drive progress against our targets, including climate-related targets.	 Twice annually	Key Priorities for FY25 - Targets and Progress - Double Materiality Assessment - Reporting Initiatives and CSRD Readiness - Becoming Carbon Kind - Product Decarbonization - Retailer Partnerships - Supplier engagements & programs - ESG Governance - EU Regulatory Updates - Investor Ratings
<i>Sustainability Steering Committee (SSC)</i>	Chaired by the Chief Scientific & Sustainability Officer Overseeing Coty's sustainability strategy and progress against targets and reports directly to the CEO. The SSC is comprised of other C-Suite members and cross-functional colleagues.	 Quarterly	- Reporting Initiatives and CSRD Readiness - Becoming Carbon Kind - Investors Ratings
<i>Audit & Finance Committee</i>	Oversees Coty's practices with respect to risk assessment and risk management. Oversees the sustainability reporting process.	 Annually	- Enterprise Risk Assessment Results - Sustainability Reporting Process and Timeline - Sustainability Auditor Appointment - Sustainability Auditor Communications
<i>Sustainability Office</i>	The Sustainability Office reports directly to the Chief Scientific & Sustainability Officer, who holds the most senior-level position with responsibility for sustainability, and the Executive Committee. It manages ESG reporting and governance and coordinates cross functional initiatives. Our Sustainability Office also works closely with Coty's brands and external partners.	 Formal updates to the Board and Executive Committee at least once annually.	Key Priorities for FY25 - Targets and Progress - Double Materiality Assessment - Reporting Initiatives and CSRD Readiness - Becoming Carbon Kind - Product Decarbonization - Retailer Partnerships - Supplier engagements & programs - ESG Governance - EU Regulatory Updates - Investor Ratings
<i>Business Leaders</i>	Responsible for delivering progress for their respective material topics, managing day-to-day operations, and leading strategic updates. Orchestrated by the Sustainability Office, business leaders meet monthly to review progress and plan for future needs.	 Monthly	See graph on page 12. Each business leader is responsible for the work on sustainability related to their function.
<i>Remuneration & Nomination Committee</i>	Overseeing human capital matters including executive compensation, succession planning, and our diversity and inclusion strategy.	 Annually	- Executive Compensation Review and Benchmarking - Pay for Performance - Results of Say-on-Pay Advisory Vote - Succession Planning - Board and Committee Self Evaluation Results - Board Nominees and Independence

The Sustainability Office is responsible for assessing impacts, risks, and opportunities, and monitoring progress against sustainability targets, working in close collaboration with internal experts in procurement, internal controls, HR, and other functions to ensure their expertise is reflected. It develops topic-specific initiatives and leads these project groups, such as the Reporting Steering Committee and Becoming Carbon Kind Steering Committee.

The Sustainability Office also drives best practice sharing and supports brands and external partners in implementing, evolving, and communicating Coty's sustainability strategy.

While the team provides strategic coordination, implementation and resource allocation sit within each business unit and function, supported by a Sustainability Taskforce of functional leads. We continue to engage stakeholders to build capability and raise awareness across the organization. Sustainability knowledge is further supported through employee training on our Beauty that Lasts strategy, delivered via our internal learning platform and regular leadership updates. The Sustainability Steering Committee meets with a regular cadence (monthly or biweekly) to monitor the progress of the Beauty that Lasts agenda. The double materiality assessment is reviewed and approved by the Board on an annual basis.

Climate Governance

Climate oversight is integrated across our governance structures at Coty. The Board of Directors has ultimate accountability for sustainability, including climate-related matters, and receives annual updates from the Chief Executive Officer, a member of the Board, on progress.

Our Board plays an active role in risk oversight, dedicating time each year to review enterprise risks - including climate - and to assess exposure and mitigation as part of our strategic planning process. Supported by the Audit & Finance Committee, the Board reviews climate risks annually as part of Coty's broader Enterprise Risk Management process.

Since FY24, climate and broader ESG performance have been embedded in Coty's Equity Long-Term Incentive Plan. Progress against ESG represents 10% of the PRSU Awards (Performance Restricted Stock Units). This includes delivery against carbon reduction and sustainable sourcing targets, as well as performance on other material ESG topics. Progress is measured through our ESG Ratings Improvement metric, designed to reflect Coty's resilience to long-term sustainability risks in the beauty industry.

Board Composition

At Coty, we believe that an experienced Board that represents a variety of experiences is essential to delivering long-term value. The Remuneration and Nomination Committee identifies individuals qualified to become Board members (consistent with criteria recommended by the RNC and approved by the Board).

We value a mix of backgrounds and skills. The Board conducts annual self-evaluations and periodically reviews its composition to ensure alignment with company strategy. As a corporation organized under the laws of the State of Delaware, employees are not directly represented on the Board.

Currently, the Board brings collective expertise in management, finance, organizational development, business conduct and governance, law, digital and new technologies, e-commerce and retail. While direct expertise in sustainability (environmental and social dimensions) is not uniformly present, several

members bring relevant knowledge in ESG-related domains and risk oversight. Our CEO holds a degree in environmental engineering, and two Board members bring specific ESG knowledge and expertise on business conduct and governance.

DIRECTOR Age, Director Since	MANAGEMENT & LEADERSHIP EXPERIENCE	KNOWLEDGE OF BEAUTY INDUSTRY AND OF COTY	INTERNATIONAL BUSINESS EXPERIENCE	INVESTMENT BANKING AND FINANCE EXPERTISE	PEOPLE & ORGANIZATION DEVELOPMENT	CORPORATE GOVERNANCE	ESG	LEGAL, TAX AND PUBLIC POLICY/ REGULATORY EXPERIENCE	DIGITAL NEW TECHNOLOGIES, E-COMMERCE, RETAIL	INDEPENDENT BOARD MEMBERS Rule 10A-3 under the Exchange Act.	NON-EMPLOYEE DIRECTOR OF COMPENSATION COMMITTEE Rule 16b-3 of the Exchange Act.
BEATRICE BALLINI 66, 2019	✓		✓	✓	✓	✓					✓
JOACHIM CREUS 49, 2019	✓		✓	✓		✓		✓			
FRANK ENGELN 54, N/A	✓		✓	✓		✓		✓			
PETER HARF 77, 1996	✓	✓	✓	✓	✓	✓	✓	✓	✓		
ANNA MAKANJU 48, 2020	✓					✓	✓	✓	✓	✓	
SUE Y. NABI 57, 2020	✓	✓	✓		✓				✓		
ISABELLE PARIZE 68, 2020	✓	✓	✓	✓	✓					✓	
ROBERT SINGER 73, 2010	✓	✓	✓	✓		✓	✓	✓		✓	✓
GORDON VON BRETTEN 52, 2024	✓	✓	✓	✓							

We have incorporated in our Principles of Corporate Governance the NYSE's independence standards for evaluating the independence of each director on our Board. Under these standards, a director is considered "independent" if the Board has determined that such director has no material relationship with us or our subsidiaries, either directly or as a partner, stockholder or officer of an organization that has a relationship with us.

BREAKDOWN OF OUR BOARD	
Number of executive members	2
Number of non-executive members	7
Number of employee representatives	0
% women board members	44% 4 out of 9 are women
% men board members	56%
% independent board members	77% 7 out of 9 are independent
DIVERSITY METRICS FOR MEMBERS OF BOARD	
Average age	61 years
Average tenure	8 years
Refreshment - 6/9 added in the last 5 years	66%

Risk Management & Internal Controls

At Coty, risk management safeguards long-term value. We embed sustainability into our enterprise risk management (ERM) so ESG risks are assessed with the same rigor as financial and operational ones, with clear roles from data collection through disclosure and Board oversight.

To strengthen the reliability and governance of ESG disclosures, Coty has conducted a comprehensive assessment of sustainability reporting risks, defined as the risk of material misstatement arising from incomplete or inaccurate processing of sustainability data. This assessment covered all reporting process flows, with controls for each identified risk either newly established or linked to existing controls within operational processes or IT systems. By integrating these controls into our broader internal control framework for financial reporting, we ensure consistent oversight, accuracy, and transparency across both financial and sustainability reporting.

Risk Management and Internal Controls over Sustainability Reporting

Coty has implemented a robust internal control and risk management framework for sustainability reporting (ICSR) to ensure compliance with the Corporate Sustainability Reporting Directive (CSRD) and the reliability of disclosures. This framework is supported by formally documented policies and procedures covering regulatory requirements, scope, dataset structures and sources, process flows, and control activities to safeguard the completeness and accuracy of sustainability data.



We are integrating our global enterprise risk management processes and ESG risk management, including our Double Materiality Assessment to operate as a single, coordinated system.

Board of Directors Oversees the company's overall processes for assessing and managing risk.	ESG risk integration into ERM Climate, nature, and human rights risks feed ERM and transition planning via Internal Audit questionnaires and stakeholder interviews; results compiled in an ERM risk register for annual review.
Audit & Finance Committee Oversees financial and sustainability reporting, risk practices, and policy alignment with strategy, capital strength, and risk tolerance.	Double Materiality Positive impacts may indicate opportunities; actual or potential negative impacts may indicate risks. Dependencies are analyzed for disruption exposure or innovation potential.
Executive Committee & Senior Leadership Team Implement the risk management process across the value chain and ensure controls operate effectively.	Integration into functions Findings embedded into planning, processes, and controls across functions; disclosure controls applied before reporting.
Periodic reporting Findings escalated to governance bodies on a defined cadence.	Cadence Annual review by Board and Executive Committee; ad hoc reporting by the Committee.

In the analysis of the interaction between impacts and dependencies with risks and opportunities that may arise from those, the following approach has been adopted: if the company has an actual positive impact, this might result in an opportunity; equally if the company has an actual or potential negative impact, this might result in a risk. Each dependency is systematically analyzed to determine whether it represents a risk (exposure to potential disruptions) or an opportunity (stimulating innovation and developing sustainable solutions to improve financial performance).

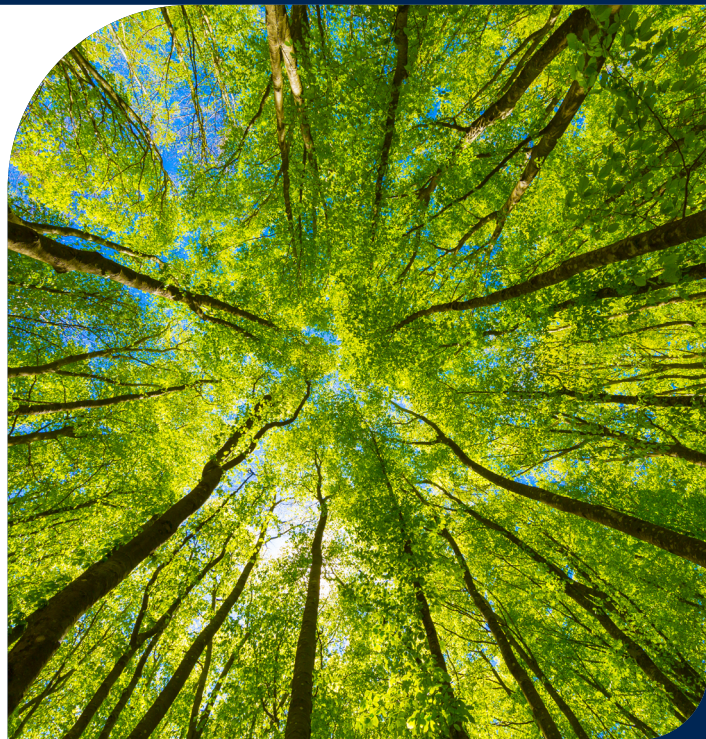
ESG Integration in the Incentive Scheme

We have integrated sustainability into core business decisions by introducing sustainability-related key performance indicators (KPIs) for senior leaders and embedding ESG considerations into our product innovation process. These KPIs are linked to our Equity Long-Term Incentive Plan, which, since FY24, ties 10% of performance-based equity awards to the advancement of the Coty Inc. ESG rating maintained by a specified ratings provider towards a “low risk” rating across environmental, social, and governance factors.

The selected ESG rating allows Coty to link performance evaluation to a comprehensive set of ESG criteria, explicitly covering progress on carbon reduction and other environmental factors.

This ESG Ratings Improvement metric is designed to measure a company's resilience to long-term, industry-material ESG risks, evaluate exposure to and management of ESG risks relative to peers, and emphasize the senior leadership team's joint execution of Coty's sustainability strategy, including progress against sustainability targets. While Coty does not currently have a remuneration component directly tied to the specific GHG emission reduction targets disclosed under EI-4, the integration of climate considerations into the ESG framework provides an indirect mechanism to link leadership performance evaluation with climate-related progress, including carbon management, responsible resource use, and the broader environmental footprint of products and services.

For each grant of performance-based equity awards, the Remuneration and Nomination Committee approves the performance conditions applicable for the relevant three-year performance period and determines the achievement of the results.



DEFINING *what* MATTERS

To ensure our sustainability strategy accurately reflects our impact on the world, the views of our stakeholders, and the risks and opportunities that sustainability issues present for our business, we finalized a double materiality assessment (DMA) in FY25.

This assessment was conducted in line with the European Sustainability Reporting Standards (ESRS) and reflects our commitment to identifying and prioritizing sustainability matters where Coty has, or could have, a material impact on people or the environment, and where those matters also present risks or opportunities for our long-term business success.

Our assessment covers all activities and entities, with no exception, and recognizes that material impacts, risks, and opportunities (IROs) can arise from both our own operations and from actors across our value chain. These may occur regardless of proximity or contractual relationship, including through the use or end of life of our products. The process also drew on insights from our updated climate, nature and biodiversity, and human rights risk assessments, ensuring that our understanding of sustainability topics is grounded in the realities of our operating context and value chain.

Approach *and* Methodology

The DMA is based on two key perspectives:

IMPACT MATERIALITY:

Assesses how Coty's operations and value chain affect people, the environment, and natural resources, considering severity and scope to evaluate the company's positive or negative contribution to sustainable development.

FINANCIAL MATERIALITY:

Identifies environmental, social, and governance issues that could significantly impact Coty's financial performance, business model, or long-term value based on the likelihood and magnitude of those impacts.

Our double materiality approach has evolved over time. The first phase of our assessment began in FY24 and was expanded in FY25 to incorporate the outcomes of our climate risk, nature and biodiversity dependency, and human rights risk assessments. As this is the first application of the ESRS-aligned double materiality assessment, no year-on-year comparison of key impacts, risks, and opportunities has been made. Future iterations will seek to build on this foundation to enable trend analysis over time.

We are committed to regularly updating the DMA, taking into account regulatory developments, stakeholder expectations, business changes, and peer benchmarking.

Our Methodology

1. Mapping the Business and Operating Context →

Business Mapping

Mapped Coty's business activities - covering geographic operations, upstream and downstream value chains, market position, and core business relationships - to build a comprehensive foundation for identifying where and how sustainability impacts may occur.

Internal Consultation

Consulted internal stakeholders including internal topic experts and senior leadership to capture a range of perspectives.

External Insight Gathering

Gathered insights from business functions that maintain ongoing dialogue with external stakeholders - such as customers, suppliers, retailers, investors, academics, and communities - to reflect external viewpoints.

Proxy Representation

Relied on these functions as an informed proxy for external perspectives, as direct engagement with external stakeholders was not part of this DMA cycle.

2. Identifying Impacts, Risks & Opportunities →

IRO mapping long list

Identified IROs for relevant topics through research, including:

- The list of sustainability matters in ESRs 1 - AR 16
- Our previous materiality assessment
- ESG ratings and benchmarks (e.g. MSCI, CDP, Sustainalytics, EcoVadis)
- Sector standards (e.g. SASB)
- Global frameworks (e.g. SDGs)
- Peer disclosures and industry best practices

With external consultancy support, we identified potential impacts, risks, opportunities, and related dependencies across operations and the value chain. At this stage, Coty has not identified additional material impacts, risks or opportunities that are specific only to our individual entity and outside the established ESRs topic categories. Due to limitations in the benchmark analysis, the following sub-topics have been excluded from the shortlist sub-topics and therefore not submitted to the IRO assessment:

- Air pollution
- Soil pollution
- Substances of very high concern (SVHC)
- Particular rights of indigenous communities

The above mentioned topics may be revisited in the actualization of the DMA.

3. Materiality Assessment →

IRO Assessment

Each topic was assessed using a standardized scoring system from 0 to 5 per criteria. For impacts, the criteria included scale, scope, irremediability, and likelihood. For risks and opportunities, we considered financial magnitude and likelihood. Negative impacts were scored out of 15, positive impacts were scored out of 10, and risks and opportunities were scored out of 5.

Materiality was assessed on a net basis, taking into account existing mitigation and control measures. Topics were rated as low, medium or high materiality based on whether they met our defined threshold. All topics exceeding the threshold were classified as material and included in the prioritized topic list.

Materiality was determined based on overall scores. We did not consider topics material solely because one dimension (e.g. financial risk) reached the highest possible score (ref. maximum approach). Instead, an overall balance across criteria was used. This approach ensured proportionality while maintaining alignment with key ESG principles.

The time horizons applied align with the definitions in ESRs 1 6.4: short-term refers to a one-year period (0-1 year), medium-term covers a timeframe of two to five years (2-5 years), and long-term extends over five years (>5 years).

Human Rights Topics

Our separate human rights in the value chain assessment also considered severity and likelihood of human rights challenges in different countries and commodities.

Non-Material Topics

Due to adoption of the net versus gross approach, some subtopics are excluded from the reporting:

- Impacts and dependencies (biodiversity)
- Direct impact drivers on biodiversity loss
- Working conditions of workers in the value chain
- Privacy of own workforce

Privacy of own workforce

Additionally, since Coty hasn't adopted the maximum approach and has assessed the materiality only considering the overall score, some sub-topics, including animal welfare, corporate culture, and corruption, were ultimately deemed non-material in this cycle. Nonetheless, all the mentioned areas were assessed transparently and may be revisited in future cycles.

4. Validation →

Validation

The prioritized list of material topics was validated through internal governance structures. The Steering Committee, composed of key executives, reviewed the outcomes of the DMA process. The Board of Directors also reviewed and validated the final output to ensure it aligned with Coty's broader business strategy.

Our Material Impacts, Risks, and Opportunities

BEAUTY that LASTS	ESRS topic	SDG	IRO	Sub-topics	Upstream	Own Operations	Downstream	Time horizon	Page
BEAUTY of our PLANET	CLIMATE CHANGE		-	Climate change adaptation				SHORT MEDIUM LONG	33
				Climate change mitigation				SHORT MEDIUM LONG	33
				Climate change adaptation				SHORT MEDIUM LONG	33
			!	Climate change mitigation				SHORT MEDIUM LONG	33
				Energy				SHORT MEDIUM LONG	33
				Microplastics				SHORT MEDIUM LONG	56
	POLLUTION		-	Pollution of water				SHORT MEDIUM LONG	56
				Substances of concern				SHORT MEDIUM LONG	56
			!	Microplastics				SHORT MEDIUM LONG	56
				Substances of concern				SHORT MEDIUM LONG	56
	WATER		-	Water management				SHORT MEDIUM LONG	53
				Direct impact drivers of biodiversity loss				SHORT MEDIUM LONG	54
	BIODIVERSITY AND ECOSYSTEMS		!	Direct impact drivers of biodiversity loss				SHORT MEDIUM LONG	54
				Resource inflows, including resource use				SHORT MEDIUM LONG	60
	RESOURCE USE AND CIRCULAR ECONOMY		-	Resource outflows related to products and services				SHORT MEDIUM LONG	60
				Waste				SHORT MEDIUM LONG	67
				Resource inflows, including resource use				SHORT MEDIUM LONG	60
			!	Resource outflows related to products and services				SHORT MEDIUM LONG	60
				Waste				SHORT MEDIUM LONG	67
				Equal treatment and opportunities for all				SHORT MEDIUM LONG	76
BEAUTY of our PEOPLE	OWN WORKFORCE		+	Working conditions				SHORT MEDIUM LONG	77
				Equal treatment and opportunities for all				SHORT MEDIUM LONG	76
				Working conditions				SHORT MEDIUM LONG	77
			!	Equal treatment and opportunities for all				SHORT MEDIUM LONG	76
				Health and safety				SHORT MEDIUM LONG	78
				Equal treatment and opportunities for all				SHORT MEDIUM LONG	84
	WORKERS IN VALUE CHAIN		-	Working conditions				SHORT MEDIUM LONG	84
				Health and safety				SHORT MEDIUM LONG	84
				Forced labor /Child labor				SHORT MEDIUM LONG	84
			!	Health and safety				SHORT MEDIUM LONG	84
				Forced labor /Child labor				SHORT MEDIUM LONG	84
				Working conditions				SHORT MEDIUM LONG	84
	CONSUMERS AND END USERS		-	Equal treatment and opportunities for all				SHORT MEDIUM LONG	84
				Privacy				SHORT MEDIUM LONG	93
				Access to quality information				SHORT MEDIUM LONG	90
			!	Social inclusion				SHORT MEDIUM LONG	92
				Health and safety				SHORT MEDIUM LONG	91
				Access to quality information				SHORT MEDIUM LONG	90
GOVERNED Beautifully	BUSINESS CONDUCT		!	Access to quality information				SHORT MEDIUM LONG	90
				Social inclusion				SHORT MEDIUM LONG	92
				Managing the relationship with suppliers				SHORT MEDIUM LONG	98

STAKEHOLDER ENGAGEMENT

Stakeholder perspectives are central to our DMA, ensuring our sustainability priorities reflect both business realities and the expectations of those affected by or influencing our activities. While the FY25 DMA did not involve direct external consultations, we drew on insights from internal experts who maintain ongoing relationships with key stakeholders, including investors, consumers, suppliers, retailers, and civil society partners. Their day-to-day interactions provided a rich understanding of stakeholder expectations, emerging concerns, and opportunities, avoiding duplication of existing engagement processes while ensuring these perspectives informed our materiality decisions.

We gathered this input through interviews and workshops with functional leads from areas such as Procurement, R&D, Investor Relations, Legal and Compliance, and Marketing. Many of these leads participate in executive-level committees that regularly review sustainability topics, investor ratings, and cross-cutting issues such as climate change, the circular economy, and inclusion. Topics identified as strategically significant or with potential to shape our sustainability agenda are escalated to these committees, aligning our priorities with long-term business strategy and CSRD obligations.

As we look ahead, we are committed to strengthening our approach to stakeholder engagement and formalizing it further within future iterations of the DMA. We aim to deepen our dialogue with key external stakeholder groups, ensuring their views are meaningfully reflected in how we define and prioritize our material sustainability matters. This will support our alignment with ESRS expectations, increase transparency, and enhance our ability to create shared value.

GOVERNANCE

DMA governance is embedded in our broader ESG governance structure. The global Sustainability Office, under the leadership of the Chief Scientific & Sustainability Officer, is responsible for the development of our transversal ESG strategy and oversees the DMA process. ESG disclosure and SEC-aligned reporting are overseen by the Audit and Finance Committee.

Coty is not able to quantify the current financial effects for all the material risks and opportunities.



ENGAGING WITH *our* STAKEHOLDERS

Our Beauty that Lasts strategy is informed by the expectations and insights of our stakeholders. We maintain ongoing dialogue through a range of formal and informal channels to ensure their perspectives help shape our approach.

Beyond our DMA, we continuously incorporate stakeholder feedback into our governance and decision-making processes. Investor expectations in particular play an important role in shaping our sustainability priorities. While the DMA process does not yet directly mirror the scoring criteria used by ESG ratings providers, we actively consider feedback from institutional investors and rating agencies such as MSCI, Sustainalytics and CDP. These assessments help identify disclosure gaps and performance areas where we can improve transparency, accountability, and risk management.

In parallel, Coty engages with other external stakeholders across the value chain. Our collaboration with suppliers supports the development of more sustainable ingredients, packaging innovations, and responsible sourcing practices. Engagement with retailers and consumers helps drive product transparency, support behavior change, and encourage more responsible consumption. Participation in industry initiatives and trade associations allows us to align with sector best practices and contribute to collective action on key environmental and social issues.

We also ensure that insights from stakeholders, including those gathered through ESG ratings and benchmarking, are communicated to our administrative, management and supervisory bodies on an at least annual basis, during sustainability review presented to leadership team. These insights, alongside the results of the DMA, inform the company's governance processes and guide the development of our strategic ESG objectives.

Stakeholder	Why we engage	How we engage	When we engage	FY25 Engagement & Outcomes
LICENSORS	We strive to build long-term, transparent, and collaborative relationships with our licensors. By aligning closely with their brand values and standards, we ensure that the products we develop reflect their identity, quality, and reputation. Regular communication and strict adherence to licensing agreements are central to this process.	Regular communication and adherence to licensing agreements	- Regular meetings with Coty Brand and License team - Periodical ESG connect meetings	Co-creating new products with an enhanced sustainability profile (e.g. increasing number of refillable fragrances in our portfolio).
SUPPLIERS	We cultivate long-term partnerships with our suppliers to ensure business continuity and drive positive social and environmental outcomes across the value chain. Through active engagement, we enhance transparency, promote responsible sourcing, and align practices with sustainability standards.	- Business review meetings - Webinars and learning - Discussions with suppliers at strategic meetings on five key topics: quality, corporate social responsibility, innovation, service and competitiveness - Corrective actions plan and monitoring of non-compliances for tier 1 - Industry associations - Sustainable Sourcing Policy for Business Partners - Code of Conduct for business partners - Supplier assessment program for social and environmental impact (including onsite audit)	- Quarterly business reviews - Ad hoc additional engagements such as our Supplier Partner Day - Assessments at commencement of relationship	86% of spend with suppliers who have signed our Code of Conduct for Business Partners. 100% of suppliers risk-assessed, including 79% through recognized third-party platforms in the last two years. Supplier engagement decarbonization program to contribute to Scope 3 energy reduction which includes over 110 suppliers accounting for more than half of our global spend.
LOCAL COMMUNITIES AND NGOS	We seek to support local communities through strategic engagement and targeted initiatives. Our efforts focus on areas where we can have the most meaningful impact, including responsible sourcing, health, emergency support, and the empowerment of women. This is often achieved through brand engagement and product or financial donations. We collaborate with NGOs on shared goals such as health, gender equality, human rights, and environmental stewardship.	- Brand engagement and product or financial donations, supporting areas of health, emergency support, and female empowerment - Multi-sector or industry coalitions	- Weekly/Monthly Coalition meetings - Ad hoc donations and fundraising initiatives	Implementation of community program related to specific sensitive value chain.

Stakeholder	Why we engage	How we engage	When we engage	FY25 Engagement & Outcomes
TRADE ASSOCIATIONS AND INDUSTRY PEERS	We participate in industry associations and collaborate with peers to promote innovation, share best practices, and advance sustainable practices within the cosmetics sector. These engagements provide valuable insights that inform our strategic decisions and allow us to engage in dialogue on regulatory topics.	- Trade associations - Peer coalitions - Events and conferences	Approximately monthly via Trade Association meetings	- Submitting data to partner organizations for industry benchmarking - Exchanges of best practices
EMPLOYEES	Our employees play a key role in delivering our sustainability goals. We foster an inclusive, safe, and supportive workplace where all employees are empowered to perform at their best. We maintain regular communication through internal platforms and initiatives that promote engagement, development, and wellbeing. In doing so, we ensure we are attentive to each individual's needs to build personalized career paths and development program.	- Internal workshops - Intranet updates - Training - Town halls - Performance review - Dialogue with workers' representative	- Annual performance review - Periodical Town Halls - Monthly European works council discussion	- Number of people trained in Beauty that Lasts module - Number of new joiners who completed the training
CUSTOMERS AND RETAILERS	We engage with retailers and distribution partners to bring our products to market efficiently and responsibly. These relationships are grounded in shared commercial and sustainability objectives. Through regular communication, we work to enhance product sustainability and promote joint progress on social and environmental goals.	- Meetings - Surveys - Partnership for innovation on product and packaging, like the refillable projects - Commercial partnerships	- Regular customer key account manager meetings - Periodical ESG meetings with key retailers - Market research - Annual ESG responses as applicable	- Travel retail activation - Efficient replies to retailers and business partners request related to sustainability
GOVERNMENT AND REGULATORS	Through participation in trade associations and direct engagement, we stay informed about regulatory developments and actively contribute to policy discussions. We aim to maintain a transparent and cooperative relationship with regulatory authorities, ensuring compliance while supporting industry-wide sustainability progress.	- Trade association meetings - Formal responses to data gathering exercises	Ad hoc as required	
CONSUMERS	Consumer expectations are central to our product development and innovation efforts. Increasingly, consumers seek assurance that products are ethically sourced and produced with care for people and the environment. These insights help us deliver high-quality, trustworthy products that meet evolving needs.	- Market research - Marketing and communications - Direct feedback using the contact details on our website or through our brands' websites.	- Market research as part of ongoing product development process - Consumer testing as required - Regular reactive customer requests	Ingredient library publication to improve the accessibility to quality information
INVESTORS	We maintain open and transparent communication with our investors, who provide the capital that supports our operations and growth. In doing so we build trust and transparency around Coty's long-term sustainability commitments, risk management, and performance.	- Sustainability reporting and disclosures aligned with international frameworks (e.g., TCFD, SASB, CDP) and evolving toward ESRS/CSRD compliance. - General ESG communications through press releases and social media - Ongoing dialogue with investors and ESG rating agencies to integrate feedback and improve transparency on sustainability governance, risks, and KPIs.	- Quarterly via financial results - Ad hoc in response to requests - Annual sustainability disclosures	- CDP Climate A-, CDP Water B-, CDP Forest C - Sustainalytics Low Risk - MSCI A

STRATEGIC RESILIENCE AND CONTINUOUS IMPROVEMENT

Coty regularly evaluates the resilience of our strategy and business model to address material ESG risks and unlock new opportunities. Our analysis covers Coty’s operations and value chain. We apply a short-, medium- and long-term time frame to the analysis. This includes three key areas of focus:

1. Integrated ESG Risk and Opportunity Management

Material issues - such as climate change, responsible sourcing, packaging waste, human rights, and health and safety - are embedded in our enterprise risk framework. Oversight is provided by our Board, Audit & Finance Committee, Sustainability Steering Committee, and Sustainability Office. These topics are incorporated into enterprise-wide risk assessments, with regular progress review by the Executive Committee.

2. Dynamic Adaptation to Changing Contexts

Our double materiality assessment (DMA) incorporates evolving expectations from regulators and markets. This includes developments such as the SEC’s climate disclosure rule (currently stayed) and updates to global standards including SBTi targets and packaging metrics. Where material changes affect the feasibility of existing commitments, we reassess, adjust, or retire initiatives accordingly.

3. Regulatory and Compliance Preparedness

We recognize that legal, policy, and regulatory developments may impact our operations and product lines. These are actively managed through our disclosure processes, internal governance, and legal teams. Risk scenarios are stress-tested through our enterprise framework, and mitigation actions - such as recalibrating goals - are defined in advance.

To enhance supply chain resilience and efficiency, we are taking a range of measures, including expanding our supplier base, adjusting our distribution and manufacturing footprint, refining forecasting and planning capabilities, and optimizing inventory strategies. We continue to explore advanced digital solutions to streamline and future-proof our operations.

We maintain the flexibility to respond to external shifts, including regulatory changes and stakeholder expectations, by updating our commitments where needed to ensure long-term value creation.

DUE DILIGENCE

Core elements of due diligence	Sections in the sustainability statement
a) Embedding due diligence in governance, strategy and business model	General information: ESG Governance and Business Integration
b) Engaging with affected stakeholders in all key steps of the due diligence	General information: Engaging with Our Stakeholders
c) Identifying and assessing adverse impacts	General information: Defining what Matters
d) Taking actions to address those adverse impacts	General information: Defining what Matters For each material negative impact, the remediation measures are explained in the section (policy) and the section (action plans) of the topic in question.
e) Tracking the effectiveness of these efforts and communicating	General information: Defining what Matters For each material negative impact, the monitoring is explained in the policy section, while targets and progress (when available) are explained in the related section, supported by quantitative metrics.

COLLABORATION & PARTNERSHIPS

To support our sustainability strategy and commitments and complement our stakeholder engagement, we take part in a number of corporate partnerships and initiatives. These help to deepen our knowledge, while partnering on topics that require collective action.

PLANET









PEOPLE









CORPORATE



INVESTOR RATINGS

Coty's performance on environmental, social, and governance (ESG) factors is regularly assessed by leading investor rating agencies. We actively engage with these agencies to provide transparency on our sustainability strategies, progress on emissions reduction, responsible sourcing, and governance practices. Our ratings reflect our commitment to integrating ESG considerations across the business and help investors evaluate our long-term resilience and value creation.

CDP Climate



Supplier Engagement Leadership



Ecovadis



MSCI



Sustainalytics



BEAUTY
of our
PLANET

BEAUTY *of our* PLANET

Our Approach

Coty is committed to caring for our planet, while driving change in the beauty industry with products that are new, different, and simply better. We believe that beauty has the power to shape a better, more sustainable future. Beauty of our Planet is a central part of our Beauty that Lasts sustainability strategy which sets out our overall ESG ambitions.

Our climate strategy, Becoming Carbon Kind, defines an ambitious pathway that balances advancing carbon reduction goals with safeguarding nature and respecting human rights. This holistic approach embeds climate into how we innovate, source, manufacture and package our products. It also recognizes the interdependencies between our goals, seeking solutions where planet and people can thrive together.

CDP

In 2024, Coty expanded its participation in CDP, the world's only independent environmental disclosure system, which assesses organizations on how they manage environmental impacts. Alongside our Climate Change disclosure, we completed our first submissions for CDP's Water Security and Forests programs, reflecting our commitment to transparency and action across multiple environmental priorities.

Our disclosures earned strong results, earning Coty an A- for Climate Change, up from a B in 2023. Our score recognizes strengthened emissions reduction initiatives, progress toward setting net zero targets, and our proactive management of water and forest-related impacts, while also providing a baseline for further improvement in the years ahead. Additionally, Coty has been recognized on the CDP Supplier Engagement Leadership list for our transparency, collaboration, and commitment to reducing emissions across the value chain. For more information on our work with value chain partners, please see [Our Value Chain \(Scope 3\)](#) in the [Climate Change](#) Section.



Committed to validating our net zero 2050 Target with SBTi

We are committed to delivering the Paris Climate agreement and limiting global temperature rise to 1.5° Celsius. In doing so, we aim to achieve net zero GHG emissions across our value chain by 2050. In 2022, we obtained validation from the Science Based Targets Initiative (SBTi) of our 2030 near-term targets. We aim to submit net zero targets to the SBTi by the end of 2025.

Our Climate Transition Plan which outlines our Becoming Carbon Kind action plans and sets out the steps we will take to reduce carbon emissions across our operations and our value chain and make progress against our targets. It also details our approach to managing climate risk and governance structures to make sure sustainability objectives are integrated across the business.

In our own operations, our approach to reducing Scope 1 and 2 emissions consists of reducing energy consumption and reducing our reliance on fossil fuels by shifting to renewable energy wherever possible, in our sites as well as company fleet.

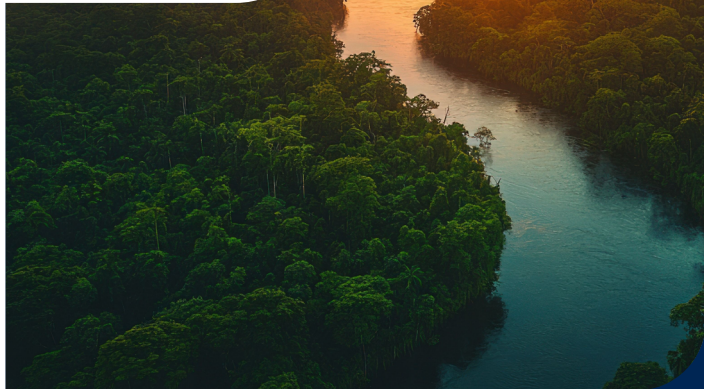
The majority of our GHG emissions sit within Scope 3 from across our value chain. In FY24, we defined our Top 10 priorities that lay the groundwork for how we will work to reduce our Scope 3 emissions, covering our key sources across packaging, formula, transport, and marketing.

Safeguarding nature and biodiversity is essential to the long-term success of our business and the beauty industry as a whole, as climate and nature go hand in hand in shaping the resilience of our world.

In 2024, we took a bold step forward with our first group-wide Nature Assessment, mapping where our impacts and dependencies are greatest. This work lays the foundation for a nature strategy focused on meaningful action in the places, ingredients and ecosystems that matter most.

Our approach to biodiversity combines minimizing our environmental footprint with promoting responsible sourcing and supporting the communities that depend on our supply chain. Respecting nature also means preventing and reducing pollution across our operations and value chain, protecting both ecosystems and public health. Our focus includes reducing consumption, improving efficiency, and ensuring all water discharges meet rigorous quality standards. Our products are at the heart of our business and remain central to reducing our environmental footprint. By rethinking design, simplifying materials, and innovating for circularity, we enhance desirability while reducing impact. We continue to progress against our ambitious packaging targets and are strengthening waste management practices across our factories and distribution centers.

Our approach and actions form a clear roadmap for Coty's environmental transformation - one where climate, nature, communities and beauty thrive side by side.



Beauty of our Planet Policies

We have developed a set of policies that reflect Coty's commitment to protecting the Beauty of our Planet. They set out how we address climate change, pollution, water, biodiversity, and resource use across our value chain.

These policies are shaped by internal expertise and informed by ongoing engagement with key stakeholders, particularly those most affected by our operations and sourcing practices. We regularly engage with stakeholders - including our investors, customers and suppliers - throughout the year, and our policies are developed to meet regulatory requirements and to align with Coty's sustainability goals.

Our policies are publicly available on our [ESG Reporting Hub](#), which serves as a central resource for our sustainability reporting, policies, and related documents. This ensures transparency and easy access for anyone seeking to understand how we are driving environmental progress.

To support effective implementation, we share these policies with the people responsible for applying them in practice. This includes employees, suppliers, and other partners. We integrate them into onboarding, training, and day-to-day engagement to ensure all relevant stakeholders are informed and aligned with Coty's environmental standards.

POLICY	CONTENT	SCOPE	ACCOUNTABILITY	THIRD-PARTY STANDARDS
Environmental Policy	Outlines Coty's commitments on climate, pollution, water, biodiversity, waste, and resource use. Includes targets, audits, supplier expectations, and employee engagement.	All Coty's operations globally, including employees, contractors, and value chain partners.	Executive Committee oversight; Sustainability Office owns implementation.	UNGC, SBTi, CDP, TCFD, RSPO, FSC, PEFC, RMI, RE100, ISO 14001 (pilot), GHG Protocol, SPICE.
Sustainable Sourcing Policy & Sustainable Sourcing Policy for Business Partners	Sets out Coty's approach to ethical, sustainable procurement. Includes risk-based supplier due diligence, performance tracking, and corrective actions.	All sourcing activities, including raw materials, logistics, services, and merchandising.	Chief Procurement Officer and Sustainable Sourcing team; supported by Sustainability Office.	EcoVadis, Sedex, SMETA, RSPO, RMI, FSC, PEFC, ISO 14001, SBTi, AIM Progress, Responsible Beauty Initiative (RBI).
Nature and Forest Policy	Sets out Coty's commitment to prioritize responsible and transparent sourcing and operations, that protect biodiversity, prevent deforestation, and sustain natural ecosystems critical to both product ingredients and global environmental health.	Coty's global operations including our own operations and upstream direct materials.	Executive Committee oversight; Sustainability Office owns implementation.	Science-Based Targets for Nature (SBTN), Roundtable on Sustainable Palm Oil (RSPO), Forest Stewardship Council (FSC).
Policy on Emerging Technology	Sets out principles for the responsible use of new technologies including nanotech, genetic engineering, and stem cell research.	Global R&D and product development, aligned with applicable market regulations.	Chief Scientific & Sustainability Officer; oversight by CEO and Executive Committee.	EU Cosmetics Regulation, HPIM program, national and regional regulatory frameworks (e.g., France, EC 1223/2009).
Health and Safety Policy	Establishes global standards regarding hazard identification and risk assessments across our operations to address pollution-related health risks.	All Coty operations, customers, and the communities in which we operate.	CEO and Executive Committee oversight.	Aligned with international best practice.
Code of Conduct for Business Partners	Sets out principles for suppliers to protect human and labor rights, protect the environment, and prevent corruption.	All Coty business partners including suppliers, contractors, distributors, agents, brokers, lawyers, and consultants and their employers or subcontractors.	Chief Procurement Officer and Sustainable Sourcing team; supported by Compliance Department.	United Nations Global Compact.
Product & Ingredient Policy	Defines standards for product safety, ingredient selection, and transparency. Covers a four-stage risk assessment (ingredient analysis, exposure review, tolerance evaluation, post-market monitoring), ingredient exclusions, labeling, and consumer feedback. Includes commitment to avoid animal testing and ensure product quality.	Applies globally across Coty-owned and third-party manufacturing sites.	Led by the Chief Scientific & Sustainability Officer, with responsibility shared between Product Safety and Global Quality teams. Includes formal governance, training, and reporting requirements.	Aligned with applicable national laws and global scientific research.

CLIMATE CHANGE (E1)

Coty is committed to minimizing our environmental impact and supporting sustainable practices. As described above, Becoming Carbon Kind, our climate strategy, sets out Coty's path to achieving net zero greenhouse gas (GHG) emissions across our entire value chain by 2050. Our SBTi-validated targets – to reduce absolute Scope 1 and 2 GHG emissions by 50% and Scope 3 emissions by 28% from 2019, by 2030 – are central to driving measurable progress in decarbonizing our operations and value chain.

Our Targets and Progress

Target	Progress
Target: 50% Reduce absolute Scope 1 and 2 GHG emissions by 50% from CY 2019 base year by 2030.	79% We continued to surpass our 2030 target, achieving a 79% reduction in Scope 1 and 2 emissions against our baseline.
27% Target: 50% Reduce absolute Scope 1 and 2 GHG emissions by 50% from CY 2019 base year by 2030.	We achieved a 27% reduction in Scope 3 emissions against our baseline.
92% 100% Increase annual sourcing of renewable electricity to 100% from 5% in the CY 2019 base year by 2030.	92% of our electricity is sourced from renewable sources.
Target: 20% 23% Reduce energy consumption 20% from CY 2019 base year by 2030.	We achieved a 23% reduction in energy consumption compared to our baseline.



Our Impacts, Risks and Opportunities

- CLIMATE CHANGE MITIGATION Actual	Activities across our value chain have and may continue to contribute to climate change through the emissions of Scope 1, 2, 3 GHG-emissions. The majority of our GHG emissions are Scope 3 emissions from our value chain, with the primary impacts coming from packaging, raw materials and formulations, and transportation.	Upstream Own Operations Downstream SHORT MEDIUM LONG Coty's Environmental Policy ACTIONS: Decarbonization levers to reduce Scope 1, 2 and 3 emissions
! CLIMATE CHANGE MITIGATION	Coty faces a range of climate-related risks that could impact our business operations, our supply chains, and our customers and consumers. Extreme weather events pose physical risks that could disrupt our manufacturing capabilities and damage retail stores, warehouses or distribution networks. Our supply chain could be disrupted by the impact of climate change on the availability of raw materials, leading to potential delays or shortages and resulting in formulation changes. These factors could influence our ability to meet consumer expectations, damaging sales, and our brand image and desirability.	Upstream Own Operations Downstream SHORT MEDIUM LONG Coty's Environmental Policy Sustainable sourcing policy Policy for business partners ACTIONS: Decarbonization levers to reduce Scope 1, 2 and 3 emissions
! CLIMATE CHANGE MITIGATION	Coty faces risks related to potential non-compliance with climate change mitigation laws and regulations. This includes the introduction of stricter regulations, both locally and globally, which could impact operations, costs, and business practices.	Upstream Own Operations Downstream SHORT MEDIUM LONG Coty's Environmental Policy ACTIONS: Decarbonization levers to reduce Scope 1, 2 and 3 emissions
- CLIMATE CHANGE ADAPTATION Actual	The actions we take in relation to the need for climate change adaptation (e.g. relocations) have and may continue to have an impact on our employees and business, as well as on the environment and society more broadly.	Upstream Own Operations Downstream SHORT MEDIUM LONG Coty's Environmental Policy ACTIONS: Decarbonization levers to reduce Scope 1, 2 and 3 emissions
! CLIMATE CHANGE ADAPTATION	Failure to adapt - such as by innovating and adopting an eco-approach- may disrupt Coty's business model. Not addressing physical climate risks could cause supplier delays and factory downtime, affecting product availability for customers.	Upstream Own Operations Downstream SHORT MEDIUM LONG Coty's Environmental Policy ACTIONS: Decarbonization levers to reduce Scope 1, 2 and 3 emissions
- ENERGY Actual	Coty's manufacturing sites and distribution centers, factories, and other facilities can contribute to climate change through their energy consumption and have an impact on local energy grids.	Upstream Own Operations Downstream SHORT MEDIUM LONG Coty's Environmental Policy ACTIONS: Sourcing 100% renewable energy in our operations

Our Climate Risk Assessment

To strengthen our understanding, prepare for future climate-related impacts, and inform our climate strategy, in FY24 we conducted a Climate Risk Assessment and scenario analysis across multiple temperature pathways and time horizons. This process enabled us to assess our exposure to both physical (acute and chronic) and transition risks (market, technology, policy & legal, and reputation), in our own operations, upstream and downstream value chain, and to identify those most material to Coty.

The scenarios we selected are aligned with the IPCC's Representative Concentration Pathways (RCPs), the International Energy Agency (IEA), and Shared Socioeconomic Pathways (SSPs).

Our analysis focused on three warming scenarios: a 1.5°C scenario (SSP1-RCP1.9, aligned with IEA Net Zero), which assumes strong climate action and low resource use; a 3°C scenario (SSP2-RCP4.5), reflecting moderate mitigation efforts and current policy trends; and a 4°C scenario (SSP5-RCP8.5), where limited climate action and continued reliance on fossil fuels drive higher emissions.

We evaluated our transition risks using a 1.5°C scenario, in which significant regulatory, market, and consumer shifts are expected. Materiality was assessed by exploring the potential financial impact and the likelihood of occurrence. We prioritized risks rated as medium-to-high materiality and disclose these in the table below. Reputational and technological risks were considered during this process but were not deemed high priority. We continue to monitor these areas as the external landscape evolves.

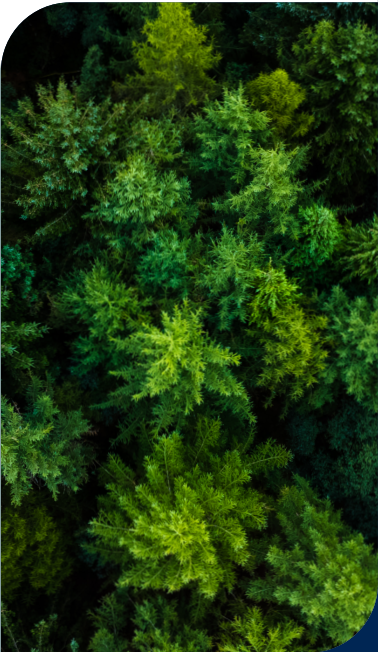
To assess physical climate-related risks, we considered three timeframes: present day, 2030, and 2050, and beyond. Risks were identified based on geolocation and site-specific surveys that helped determine exposure and vulnerability at asset level. We focused on hazards aligned with high-emissions scenarios to understand how risks may evolve over time. Material physical risks are included in the table below. Others will continue to be monitored. Based on this assessment, we have begun identifying mitigation actions and measures to strengthen climate resilience across the business.

We report in alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), providing transparent insight into our governance, strategy, risk management, and metrics for managing climate-related risks and opportunities. Our full TCFD-aligned Climate Risk Assessment can be found on our [ESG Reporting Hub](#). In line with the European Sustainability Reporting Standards (ESRS) transitional provisions, we have elected to disclose qualitative financial information only with the disclosure requirements under ESRS E1-9 for this reporting period. We continue to develop the methodologies required for full quantitative alignment, and we are actively working toward comprehensive disclosure in future reporting periods, in line with the timelines set out by the ESRS framework.

Our Climate Change-Related Policies

Our Environmental Policy sets out our commitment to managing material climate-related impacts, risks, and opportunities across our value chain, including within our own operations. It guides how we integrate climate change mitigation and adaptation into product development, sourcing, manufacturing, and supply chain management. Our policies encourage continuous improvement in energy performance and renewable energy deployment, supported by our participation in multi-stakeholder initiatives. To support this, our Sustainable Sourcing Policy helps us address climate-related risks linked to raw material sourcing and setting clear expectations for our suppliers. Our Code of Conduct for Business Partners reinforces these expectations, requiring partners to prevent, minimize, and remedy adverse climate impacts.

For more information, see [Our Policies](#) in Beauty of our Planet.



RISK	RISK DESCRIPTION	RISK TYPE	TIMEFRAME ¹	LIKELIHOOD	IMPACT ²	COTY RESPONSE
Water stress	Water stress and pressure on water resources as a result of increased periods of prolonged drought and changes in precipitation may increase costs associated with Coty's operations and reduce yields of commodities where water is deemed essential.	Physical (acute)	SHORT MEDIUM LONG	 Highly likely	 Moderate to very high	Across our manufacturing plants, we have implemented water reduction measures to include monitoring and reducing water use where possible. Please see Metrics and Targets for information about our target to reduce water stress.
Heat waves	Changes in temperature (95th percentile) and its impact on the frequency and duration of heat waves.	Physical (acute)	SHORT MEDIUM LONG	 Highly likely	 Moderate to very high	We are working on upgrading facilities with thermal insulation, advanced cooling and reflective roofing, as well as optimizing employees' work schedules to work during cooler times of the day. To prevent damage or deterioration to heat-sensitive goods, we have implemented temperature-controlled storage and cold chain logistics for use during heat waves. Additionally, to help mitigate risks to crop yields, we will work closely with our suppliers to minimize the impact on their production, and ensure we have a diversified sourcing strategy to minimize disruption to our operations.
Material and product related regulations	Incoming and proposed regulations related to packaging, circularity and deforestation may require us to redesign and reformulate products to meet regional regulations, impact the way we package and label our products and prevent cross-border trade.	Transition (regulatory)	SHORT MEDIUM LONG	 Highly likely	 Medium to high	We are actively monitoring new regulations, such as within our chemical safety strategy which monitors restricted or banned ingredients. We also participate in industry forums, communicate with regulatory bodies and collaborate with suppliers on data collection to ensure we are well informed.
Carbon pricing	Increased pricing of GHG emissions, including a rise in carbon taxes and anticipation of new emission trading schemes in countries where Coty operates.	Transition (regulatory)	SHORT MEDIUM LONG	 Very likely	 Medium to high	To mitigate this risk, Coty has set science-based 2030 targets for Scope 1, 2 and 3 emissions and has committed to becoming net zero by 2050. Coty has reduced its Scope 1 and 2 emissions by 79% versus its 2019 baseline, exceeding its 2030 target of 50% reduction. Moreover, Coty has reached 100% renewable electricity for all factories and distribution centers. We have also implemented a strategy to prioritize reduction of Scope 3 emissions hotspots such as packaging, formula and transport. By 2030, Coty aims to reach a reduction of 28% of our Scope 3 emissions versus the 2019 baseline.
Decreased availability of raw materials	A shortage of raw materials, especially natural and bio-based ones, could force Coty to source alternatives or compete with other buyers. The use of alternative ingredients could damage Coty's market share, for instance with environmentally-conscious consumers.	Transition (market)	SHORT MEDIUM LONG	 Very likely	 Medium to high	We are investing in research and development to identify viable alternatives for carbon intensive, regulated and scarce materials. Additionally, we are investing in biotech solutions as alternatives to natural ingredients. Finally, we are working on establishing long-term partnerships with suppliers by upskilling and providing benefits to secure prices and supply.
Eco-design	Prioritize the use of low impact materials and processes and integrate eco-design practices to save costs and reduce reliance on scarce resources.	Opportunity Resource efficiency	SHORT MEDIUM LONG	-	-	As part of our product sustainability strategy, we are exploring sustainable alternatives to natural ingredients by focusing on ingredients developed using Green Science principles.
Increase market share through new markets	Tailor product offerings to capture new sustainability-focused markets, while maintaining alignment with current market expectations.	Opportunity Products and services	SHORT MEDIUM LONG	-	-	Coty striving to reformulate products and incorporate circularity in markets with strong demand, while also offering cost-effective, sustainable options to boost demand and enhance the accessibility of our brands.
Use industry partnerships to build resilience in our supply chain	Leverage industry partnerships and collectively invest in supply chain engagement programs to drive resilience.	Opportunity Resilience	SHORT MEDIUM LONG	-	-	Coty aims to establish long term partnerships with suppliers by upskilling and providing benefits to secure prices and supply stability. This proactive approach will help mitigate the impact of regulatory changes and extreme weather events.

¹Timeframe:

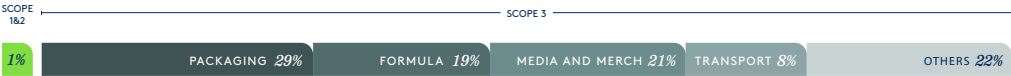
- Short-term: 0-1 years
- Medium-term: 2-5 years
- Long-term: Over 5 years

²Potential impact of physical risks is defined by the magnitude of climate hazard, likelihood of occurrence and specific vulnerability of each asset (such as factories and distribution centers)

OUR STRATEGY AND ACTIONS

Becoming Carbon Kind is our climate strategy, which sets out Coty's path to net zero greenhouse gas emissions across our entire value chain by 2050. It focuses on our largest sources of emissions across our operations and value chain and is shaped by the risks and opportunities identified through our climate risk assessment.

OUR FY25 CARBON FOOTPRINT



In line with our Environmental Policy and the Greenhouse Gas Protocol, we have recalculated our emissions baseline, with the support of third-party expert consultants, to reflect significant methodological changes to our Scope 3 emissions such as enhanced emission factors. These changes have led to an impact exceeding 5% of our total carbon footprint and an increase of 12% from our previous baseline figure. This adjustment enhances our data accuracy but does not alter the performance trend. Our improved target performance is driven by volume and reduction initiatives, and not by the recalculation itself.

Our most recent carbon footprint, covering FY25, provides a detailed view of emissions hotspots across our operations and value chain. Emissions are calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard, and our methodology is reviewed annually to improve

accuracy and reflect methodological advancements, particularly for Scope 3. In FY25, we adopted a third-party data management platform that enables the integration of primary data across all categories and custom emission factors tailored to our purchased goods. This marks a step change in data quality and granularity.

This year, our Scope 1 emissions rose 4% compared to FY24 but decreased by 56% versus our baseline. This was due to improved data collection of actual energy consumption data from reporting sites and applied extrapolation methods for locations where direct data are not yet available. Our Scope 3 footprint is 98.6% of our total footprint. The main contributors remain our product packaging (29%) and formula (19%) respectively. We continue to focus on transport (8%) as well as advertising which comprises of media and merchandising emissions (21%) as part of our 2030 reduction roadmaps.

A complete and accurate carbon footprint is the cornerstone of any credible climate transition plan. To reflect a more typical year of business activity, we selected FY19 as our base year for our climate targets, prior to the operational disruptions caused by the COVID-19 pandemic. This baseline was retrospectively calculated and validated by the SBTi in 2022. Now that we have recalculated our 2019 baseline in accordance with our Environment Policy, we will submit the new baseline to the SBTi as part of our net zero target submission at the end of 2025.

To enhance transparency and accountability, we measure and report our full greenhouse gas (GHG) inventory annually, covering Scopes 1, 2, and 3. As part of our broader decarbonization strategy, we will continue to expand the use of supplier-specific data, supported by our Supplier Engagement Program, to improve Scope 3 accuracy and drive emissions reductions across the value chain.

Our Progress

By the end of FY25, we achieved a 79% reduction in Scope 1 and 2 greenhouse gas emissions compared to our 2019 baseline. This was enabled by transitioning 100% of Coty-owned factories and distribution centers to renewable electricity, alongside targeted energy efficiency improvements across multiple sites.

Our Scope 3 emissions have decreased by 27% compared to the 2019 baseline. This includes a 37% reduction in direct emissions (from raw materials and packaging), partially offset by a 5% increase in indirect emissions due to higher overall spend. The reduction is primarily driven by lower product volumes, which remain below 2019 level, and is supported by initiatives such as aluminum lightweighting and the use of alternative and low-carbon materials. Additionally, we continue to make progress on reducing our total transport emissions, which are down 38% compared to the 2019 baseline. This reduction is driven by decreased use of air and road freight, alongside a greater reliance on rail and sea transport for shipping our volumes.

Finally, we have seen additional reductions due to the decrease in business travel and employee commuting emissions.

OUR TRANSITION PLAN

Our Climate Transition Plan details how we will reduce carbon emissions across the priority areas of our business and make progress against our targets. We have developed roadmaps to achieve 2030 near-term emission reduction targets that are aligned with limiting global warming to 1.5°C, in line with the Paris Agreement.

At this stage, operating and capital expenditures are allocated to support these actions, though alignment with EU Taxonomy criteria has not yet been established as this is our first year of reporting (see [EU Taxonomy](#) section for more information). The plan is not currently approved at a board level, and is implemented on a function-by-function basis rather than fully embedded into the company's annual financial planning. We intend to update and expand the plan once our net zero targets are validated by the SBTi and corresponding long-term roadmaps are developed, with the aim of obtaining board approval to formally integrate the plan into our overall business strategy and financial management.

Under our Becoming Carbon Kind strategy, we defined ten priority areas for Scope 3 reductions, including products, transport, merchandise, media, among others. Information on the decarbonization of our products can be found in the [Our Products](#) section of this report, while our progress on our wider value chain is below.

We are currently updating our climate action roadmaps to 2030 and 2050 with further actions that will enable Coty to reduce its environmental impact. We currently assume that we will drive reductions equally across our major action areas – products, formula, transport, advertising, and elsewhere – however, we are actively engaging relevant teams across the business as we continue to further refine the roadmaps.

OUR ACTIONS

Our Operations (Scope 1 and 2)

Energy and fuel are required to run our Coty sites and fleet but contribute to our Scope 1 and 2 emissions. Our climate strategy in our own operations focuses on increasing energy efficiency and renewable electricity use.

Our Scope 1 and 2 reduction strategy is centered around reducing energy consumption, transitioning to renewable electricity, and exploring opportunities for on-site renewable energy generation. We are working towards our SBTi-validated target to cut absolute Scope 1 and 2 emissions by 50% from 2019 levels by 2030 through energy efficiency improvements and renewable electricity sourcing.

RE100
CLIMATE GROUP

Coty is a member of the RE100, a global initiative of over 300 influential organizations committed to 100% renewable electricity.

ENERGY

In our own operations, we promote energy efficiency and renewable energy sourcing through site-level energy management plans, equipment upgrades, and renewable electricity targets. We also address climate adaptation through our risk assessment processes, which help us identify exposure to climate risks and define resilience measures across our operations and value chain.

We are also increasing the generation of renewable electricity from our factories and distribution centers with a roadmap in place for installing roof solar panels where feasible. We now have three plants with rooftop solar panels: Granollers, Ashford, and Hunt Valley. These projects aim to meet between 10-20% of the sites' electricity needs.

We first exceeded our 2030 energy consumption reduction target in FY23, and in FY25 we maintained our progress, achieving a 23% reduction in energy consumption against our baseline with 92% of our total electricity comes from renewable sources. Our maintained progress reflects targeted actions across our global footprint, including transitioning all Coty-owned factories and distribution centers to 100% renewable electricity, expanding on-site solar installations at four facilities, and implementing energy optimization programs at our offices and manufacturing sites. As of the end of FY25, we have reduced Scope 1 and 2 emissions of our factories and distribution centers by 89% versus 2019 baseline, setting us on the path toward net zero. We also sourced 100% renewable electricity for our distribution centers and factories with the purchase of globally recognized Energy Attribute Certificates (EACs).

HEATING AND REFRIGERANTS

To lower our Scope 1 emissions, we are reducing our reliance on natural gas wherever possible, and we are looking into solutions to reduce our remaining refrigerant and residual emissions.

COMPANY FLEET

Employee vehicles are another source of our Scope 1 emissions. We have developed customized roadmaps for the regions where we provide employees with leased cars, to transition to low-carbon options such as hybrids or electric vehicles (EVs). In some of our offices, like our Amsterdam headquarters, we have also installed EV charging stations to further encourage the use of EVs. Moreover, in Brazil we have shifted our fleet to ethanol which helped reduce our Scope 1 fleet emissions further.



Solar panel expansion in Spain

Coty has continued to invest in renewable energy capacity through a phased solar panel installation program at our Granollers site. The solar panel installation delivered 854 kWp capacity through 1,905 panels and 8 inverters, generating approximately 1,164,360 kWh per year and meeting 13% of the sites electricity needs.

In Phase 3, an additional 106 kWp capacity was installed using 194 panels and 1 inverter, adding a further 139,310 kWh of annual generation.

With all phases now complete, the site's total installed capacity stands at 960 kWp, comprising 2,099 panels and 9 inverters. Annual generation is expected to reach 1,300,670 kWh, increasing our self-generation rate to 14.5% and delivering electricity cost savings of approximately €21,000 per year.

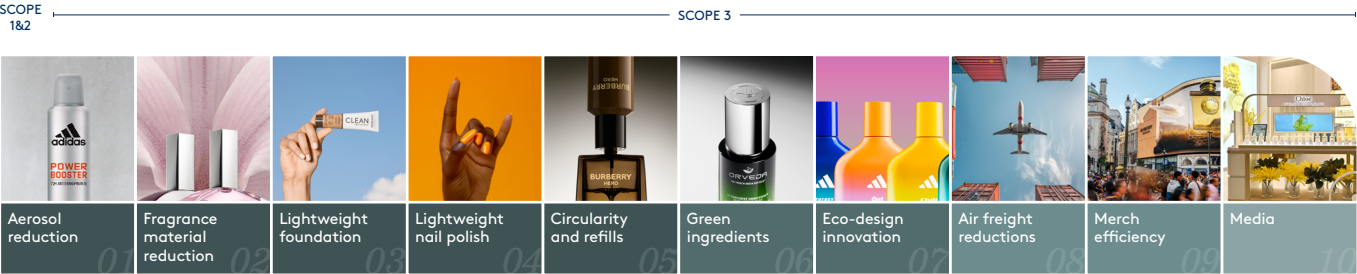
The system is fully integrated into the site's SCADA platform (which allows the site to Supervise, Control, and Acquire Data), enabling real-time monitoring and optimization of performance, and supporting our broader commitment to lower carbon emissions and invest in cost-efficient operations.



Our Value Chain (Scope 3)

The majority of our GHG emissions are Scope 3 emissions from our value chain. Through our Becoming Carbon Kind strategy we are actively working to reduce these. As we mature in our climate journey, we have defined ten priority areas for Scope 3 reductions across four key workstreams: Packaging, formula, transport, merchandise and media, among others. At the core of our strategy, we promote transparency and traceability for certain raw materials and support a just transition in communities connected to our value chain.

Top 10 Priorities



Supplier decarbonization & targets

Integrate in brand strategies & amplify with retailer partnerships

PACKAGING

Packaging is a significant source of our Scope 3 emissions and is a major lever in our transition to a low-carbon, circular beauty model. Our packaging strategy is focused on applying three key concepts to guide the future of our product packaging: simplification, transformation, and innovation.

We are focused on reducing our use of resource-intensive and carbon-intensive materials such as aluminum, glass, and plastics. Our actions include reducing overall material use, lightweighting components, and increasing the integration of post-consumer recycled (PCR) content, particularly in plastic packaging, to reinforce circularity across our portfolio.



We are also exploring innovative design solutions and working with industry initiatives, such as SPICE (Sustainable Packaging Initiative for Cosmetics), to overcome challenges such as limited availability of sustainable alternative materials and higher material costs. In parallel, we are engaging our retail partners to help shift consumer behavior towards our circular products - such as fragrance refill systems - that reduce carbon emissions by extending the life of our products and reduce material use and waste.

For more information on our approach to packaging, please see [Resource Use and Circularity](#).



FORMULA

Reinventing our product formulas is essential to creating beauty products that deliver high performance with reduced environmental impact. We are focusing on three strategic areas - sustainable sourcing, low-carbon alternatives and Green Science - to guide transformation across our brand portfolio.

We are committed to sourcing ingredients ethically and in ways that limit impacts on people and nature. Our efforts are concentrated on priority raw materials - such as palm oil, fragrance naturals and mica - that pose the highest potential environmental and social risks. We continue to work with suppliers, NGOs, peers, and certification schemes to increase traceability, promote ethical labor practices, and support community resilience in key sourcing regions.

We have also identified five ingredient groups to investigate low carbon alternatives for use in our products: ethanol, fragrance oils, silicones, surfactants and propellants. For each of these, we are reviewing the carbon intensity of current and potential alternatives, as well as their performance and sourcing availability, to ensure that we continue to deliver high quality products for our consumers.

Green Science continues to be a core driver of our product innovation, with a focus on green chemistry, biotechnology, and sustainable extraction methods.

Further information on our formulation approach can be found in the [Formula and Ingredients](#) section of [Resource Use and Circularity](#).



TRANSPORT

Reducing emissions from transport and logistics is a key part of our Scope 3 decarbonization strategy. We leverage EcoTransIT to calculate our emissions from the transport that we manage, which allows us to accurately account for these emissions and identify reduction opportunities. At Coty, we are rethinking how we move products across our value chain - prioritizing lower-emission modes of transport, optimizing route planning, and improving truck load efficiency. Reducing air freight to as close to zero as possible is a key pillar in our roadmap. Despite supply chain disruptions to global maritime shipping in 2025, we remain committed to reducing air freight and since 2019, we have achieved a 61% reduction in air freight emissions. This is an increase in emissions versus FY24 due to longer distances on some lanes. However, we have managed to reduce weight of products shipped by air freight by 9% versus last year, reflecting our efforts to shift toward sea and rail freight wherever operationally feasible.

In parallel and in FY25, we began developing a broader transport roadmap that extends beyond air freight reduction and shifts focus to road freight accounting for 87% of our total weight shipped. Our roadmap includes expanding the use of sea and rail as alternatives to road, piloting electric vehicles for shuttling between factories and distribution centers and working with our suppliers and partners to accelerate freight innovation. These initiatives build on our existing optimization programs and strengthen our long-term decarbonization pathway.

Looking ahead, we will continue to scale these solutions to transform our logistics network into one that is both low-carbon and resilient, ensuring we stay on track to deliver our net zero commitments.

Media

Coty's media-related emissions arise from both the production of advertising materials and their delivery to audiences. Since FY23, Coty has partnered with media decarbonization expert Footprint, part of Cosmo5, beginning with baselining Coty's digital media carbon footprint. In FY25, we audited 35 brands and 36 markets and implemented global near real time carbon tracking across channels and advertising formats.

Key opportunities for carbon reduction include compressing media assets, optimizing video length to match attention spans, and WiFi and geo-targeting.

In parallel, Coty will investigate opportunities to reduce emissions associated with the production of advertising content, such as minimizing travel-related emissions and optimizing filming.

ADVERTISING & MERCHANDISE

Advertising and marketing materials are significant sources of Scope 3 emissions for Coty and we are working on developing the roadmaps to reduce these impacts. We have two dedicated multi-functional workstreams for Media and Merchandising for which we chose to partner with external experts. These experts will help us collect primary data rather than spend-based data, calculate our baseline, identify hotspots for emissions reduction, and build strong roadmaps accordingly. These workstreams also aim at empowering our business teams with clear and constantly updated guidelines, as well as tools to track our progress.



Merchandising

In FY22, Coty has initiated a pilot project in the UK aiming to measure our local merchandising baseline with external agency, ClimatePartner.

The pilot included auditing the carbon impact of 213K units of temporary merchandising across our two divisions, the implementation of a dedicated calculator tool to measure emissions of each unit and test design scenarios, and the creation of eco-design guidelines in collaboration with suppliers. The project delivered a 16% average reduction in CO₂e per unit for temporary merchandising in FY24, with continued efforts in FY25 to drive further reductions.

In FY25, Coty extended the partnership with Climate Partner to kick off a global roll-out with the aim to re-calculate our baseline on permanent, temporary and gift with purchase materials.

Based on our pilot learnings, Coty will work on a range of reduction opportunities including:

- Continue to redesign our point of sale materials following eco-design guidelines which include lightweighting and switching to recycled, less emitting or mono-material content.
- Reduce power consumption of permanent units
- Work closely with our suppliers on switching to renewable energy and production waste
- Explore circularity with recycling schemes & re-usable units

SUPPLIER DECARBONIZATION

We assess suppliers’ climate performance through data sources such as the EcoVadis Carbon Ratings, CDP Climate scores, and SBTi targets. We engage with our suppliers on climate and provide access to EcoVadis training for buyers. As part of our supplier decarbonization program, we have identified the top contributors to our Scope 3 emissions across all categories, accounting for approximately two-thirds of our total Scope 3 footprint.

In FY25, we formalized our supplier decarbonization program with the launch of four business partner KPIs which aim to address our most significant impact areas. These were announced at our Partner Day in June 2024 and further communicated with our partners during FY25.

In addition to changing the way we design and manufacture our products, our business partner KPIs are designed to amplify progress towards the priorities outlined in our climate transition plan. In FY25, we became a member of the CDP Supply Chain Program. Through our membership, we engage with suppliers using CDP’s Climate Change questionnaire to gather primary carbon data. We also support suppliers in setting their own science-based GHG reduction targets and developing energy-efficiency processes by providing access to education resources, resources and training to support an industry-wide transition to a lower-carbon future.

Improve Ratings

EcoVadis and CDP

Renewable Energy

Source 100% RE for identified energy-intensive activities

Carbon Emission Targets

Encourage transparency of carbon emission data and set science based targets (SBTi or equivalent)

Innovation

Deliver ≥1 innovation per year to reduce carbon emissions



ENGAGING RETAILERS

Retailers serve as a vital link between Coty's brands and end consumers, making them powerful allies in scaling sustainable practices and fostering conscious consumption. Our collaborations with partners are focused on the themes below:

1. Driving demand for responsible beauty and amplifying impact:

Coty works closely with retailers to extend the reach of its sustainability initiatives. We develop joint campaigns and consumer messaging to amplify our sustainability impacts and shift consumer demand toward more responsible beauty choices. By making sustainable options more visible, accessible, and attractive, we can foster a culture of environmental responsibility and conscious consumption within the beauty industry and drive mutual business growth.

2. Enhancing transparency and consumer education:

In partnership with retailers, we aim to increase consumer knowledge and access to transparent sustainability information. Examples of our work include:

- a. In-store and digital education campaigns about the environmental benefits of specific products
- b. Clear labeling on packaging and digital platforms to highlight sustainability credentials
- c. Co-branded communications that explain the environmental impact of refillables, cruelty-free formulations, or sustainable ingredients.

3. Promoting Sustainable Innovation:

We partner with retailers to promote innovative products and packaging that reduce GHG emissions. These include:

- a. Refillable formats that reduce single-use packaging waste
- b. Low-carbon products with reduced GHG emissions over their lifecycle

4. Aligning on climate and other ESG Objectives:

We work with our retail partners to align on broader Environmental, Social and Governance (ESG) goals, such as mutually supporting our GHG reductions, responsible sourcing, and ethical business practices. This ensures a consistent and scalable approach to sustainability across the supply chain and consumer touchpoints, and supports an industry-wide transition towards more sustainable practices.

Together with our retail partners, we are helping to embed sustainability across the beauty value chain by empowering consumers, supporting innovation, and aligning on shared environmental and social goals.

“My Fragrance Garden” Sustainability Installation

Coty Travel Retail, in partnership with Gebr. Heinemann, has launched My Fragrance Garden, an experiential installation which launched in September 2025 at Copenhagen and Berlin Brandenburg Airports, with Frankfurt to follow in 2026. The activation brings Coty's Beauty that Lasts strategy to life, combining fragrance innovation, education, and sustainability across five leading brands: Hugo BOSS, Burberry, Calvin Klein, Chloé, and Marc Jacobs.

At the heart of the experience is an interactive garden-themed display showcasing the five pillars of Coty's sustainable fragrance strategy: upcycled alcohol produced from captured carbon emissions, upcycled ingredients from industry by-products such as turpentine from the paper industry, eco-designed packaging solutions, fragrance refills, and low-waste fragrance drop samplers.

Through immersive storytelling, tactile installations, and QR-enabled content, customers learn how choosing a 150ml refill bottle of Burberry Goddess Eau de Parfum alongside a 50ml bottle instead of buying 4x 50ml bottles can reduce packaging weight by up to 68%, which translates into savings on key environmental contributors: 75% less glass, 54% less metal, 44% less plastic, and 30% less cardboard.

Together with Gebr. Heinemann, Coty is raising awareness at the point of sale, inspiring responsible choices, and demonstrating how sustainability can enhance both product desirability and consumer experience.



FINANCIAL PLANNING

To achieve our sustainability ambitions, we have developed a comprehensive roadmap that will require dedicated resources across our operations and supply chain. While this will involve investment in areas such as supply chain transformation, circularity, biodiversity protection, and the adoption of low-carbon technologies, we expect these efforts to be balanced by efficiencies gained throughout our operations. Our focus will be on driving innovation, improving processes, and embedding sustainability into every part of our value chain to ensure long-term, responsible growth.

The actions above are expected to be implemented on an ongoing basis as part of our continuous improvement efforts. Qualitative details and expected outcomes are provided, however related operational and capital expenditures are still being assessed. If significant investment is required, we will disclose this in future reporting. None of the actions to date have resulted from remediation needs, though we continue to monitor potential impacts and respond proactively.

METRICS RELATED TO CLIMATE CHANGE

ENERGY CONSUMPTION & MIX

Breakdown of energy consumption and energy mix

ENERGY CONSUMPTION AND MIX	VALUE
(1) Fuel consumption from coal and coal products (MWh)	31
(2) Fuel consumption from crude oil and petroleum products (MWh)	696
(3) Fuel consumption from natural gas (MWh)	26,079
(4) Fuel consumption from other fossil sources (MWh)	0
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	5,756
(6) Total fossil energy consumption (MWh)	32,562
Share of fossil sources in total energy consumption (%)	24%
(7) Consumption from nuclear sources (MWh)	668
Share of consumption from nuclear sources in total energy consumption (%)	<1%
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	14,928
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	83,948
(10) The consumption of self-generated non-fuel renewable energy (MWh)	1,207
(11) Total renewable energy consumption (MWh)	100,083
Share of renewable sources in total energy consumption (%)	75%
Total energy consumption (MWh)	133,313
Total production of non-renewable energy (MWh)	0
Total production of renewable energy (MWh)	1,207
Total energy consumption per net revenue	23 MWh per \$1M

Net revenue* from activities in high climate impact sectors

BREAKDOWN	VALUE
Net revenue from activities in high climate impact sectors used to calculate energy intensity	\$5.89B
Net revenue (other)	\$0
Total net revenue (financial statements)	\$5.89B

* Net revenues as reported in the Coty Inc. Annual Report on Form 10-K filed with the US Securities and Exchange Commission.



METRICS RELATED TO CLIMATE CHANGE

GROSS SCOPE 1, 2, 3 AND TOTAL GHG EMISSIONS

Breakdown of Scope 1, 2 and 3 GHG emissions

Breakdown of Scope 1, 2 and 3 GHG emissions	RETROSPECTIVE					MILESTONES AND TARGET YEARS	
	Base year (recalculated)	FY24*	FY25	FY25 vs FY24	FY25 vs base year	2030	2050
	SCOPE 1 GHG EMISSIONS						
Gross Scope 1 GHG emissions (tCO ₂ e)	20,860	8,825	9,147	4%	-56%		
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0%	0%	0%				
SCOPE 2 GHG EMISSIONS							
Gross location-based Scope 2 GHG emissions (tCO ₂ e)	32,584	18,550	19,660	6%	-40%		
Gross market-based Scope 2 GHG emissions (tCO ₂ e)	36,936	1,597	2,964	86%	-92%		
Total Gross Scope 1 & 2 (location-based)	53,444	27,375	28,807	5%	-46%		
Total Gross Scope 1 & 2 (market-based)	57,796	10,422	12,111	16%	-79%	28,898	
SIGNIFICANT SCOPE 3 GHG EMISSIONS							
Total gross indirect (Scope 3) GHG emissions (tCO ₂ e)	1,169,373	903,087	850,240	-6%**	-27%**	836,043**	
Purchased goods and services	786,946	706,291	648,925	-8%	-18%		
Capital goods	66,939	53,300	55,933	5%	-16%		
Fuel and energy-related activities	11,195	6,887	7,093	3%	-37%		
Upstream leased assets	-	-	-				
Waste generated in operations	7,152	3,230	3,133	-3%	-56%		
Processing of sold products	-	-	-				
Use of sold products	16,211	12,908	9,491	-26%	-41%		
End-of-life treatment of sold products	39,094	31,128	38,877	25%	-1%		
Downstream leased assets	-	-	-				
Franchises	-	-	-				
Upstream transportation and distribution	103,232	63,405	64,130	1%	-38%		
Downstream transportation and distribution	2,622	2,088	2,044	-2%	-22%		
Business travel	15,560	9,038	7,409	-18%	-52%		
Employee commuting	20,343	14,811	13,206	-11%	-35%		
Financial investments	-	-	-				
TOTAL GHG EMISSIONS							
Total GHG emissions (location-based) (tCO ₂ e)	1,222,817	930,462	879,585				
Total GHG emissions (market-based) (tCO ₂ e)	1,227,169	913,509	862,351	-5%**	-30%**		121,096**

* FY24 has also been restated to reflect the change in Scope 3 methodology introduced in FY25, enabling like-for-like comparison.

** These comparative percentages and the absolute target for 2030 and 2050 are calculated based on the scope of the science-based targets, which excludes Scope 3 category 11 - Use of Sold Products.

GHG SCOPE	LOCATION-BASED (tCO ₂ e)	MARKET-BASED (tCO ₂ e)
Scope 1	9,147	9,147
Scope 2	19,660	2,964
Scope 3	850,777	850,240

GHG emissions intensity

METRIC	VALUE (tCO ₂ e PER \$1M)
Location-based	149
Market-based	146

Biogenic emissions

METRIC	VALUE (tCO ₂)
Biogenic emissions of CO ₂ from the combustion or bio-degradation of biomass not included in Scope 1 GHG emissions	4,576
Market-based biogenic emissions of CO ₂ from the combustion or bio-degradation of biomass for electricity generation not included in Scope 2 GHG emissions	73
Location-based biogenic emissions of CO ₂ from the combustion or bio-degradation of biomass for electricity generation not included in Scope 2 GHG emissions	3,546

OTHER CLIMATE-RELATED KPIs

Primary data

METRIC	VALUE (%)
Percentage of GHG Scope 3 calculated using primary data obtained from suppliers or other value chain partners	15%

Scope 2 contractual instruments

CONTRACTUAL INSTRUMENT	VALUE (%)
Percentage of contractual instruments, Scope 2 GHG emissions	92%
Percentage of market-based Scope 2 GHG emissions linked to purchased utility green power product (including tariffs)	35%
Percentage of market-based Scope 2 GHG emissions linked to purchase Spot EACs	65%

EU TAXONOMY

Our Process

We conducted a comprehensive review of Coty's business activities against the EU Taxonomy Regulation and its Delegated Acts on Climate Change Mitigation and Adaptation. This work was conducted in close collaboration with teams from Sustainability, Finance, Supply Chain, Engineering, and Compliance.

This marks the first year Coty is required to report under the EU Taxonomy, and our goal has been to establish a clear, structured approach that reflects the nature of our business and the evolving regulatory landscape. We focused on identifying eligible activities, evaluating potential alignment with the technical screening criteria, and calculating the relevant KPIs, using the methodology outlined in the Regulation and its delegated acts.

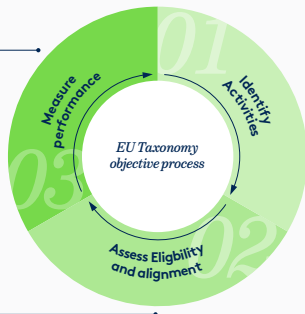
To understand how our activities contribute to the objectives set out in the EU Taxonomy, we followed a three-step process:

03

- Calculated required Taxonomy indicators

02

- Checked technical screening criteria
- Applied Do No Significant Harm (DNSH) principles
- Reviewed minimum safeguards



01

- Mapped business activities against Taxonomy scope
- Assessed alignment of activities with turnover, CapEx, and OpEx

Our financial data was reconciled with Coty's audited financial statements and verified through internal system cross-checks to ensure consistency and reliability. We have governance and controls in place to support data quality, including independent reviews by the Sustainability Office. Final results are reviewed and approved by senior management ahead of disclosure.

We expect to extend this assessment to the other environmental objectives included in the EU Taxonomy – circular economy, pollution prevention, water and marine resources, and biodiversity – as the regulatory framework evolves and further guidance becomes available.

DEFINITIONS

Under the EU Taxonomy, an activity is considered eligible if it falls within the scope of the delegated acts, regardless of whether it meets all the technical criteria. Activities not included in these acts are considered non-eligible. An activity is Taxonomy-aligned when, in addition to being eligible, it meets the technical screening criteria, makes a substantial contribution to at least one environmental objective, does no significant harm to the others, and complies with minimum safeguards on human rights, anti-corruption, taxation, and fair competition.

TAXONOMY ELIGIBILITY

Coty's core business – the creation and distribution of prestige and consumer beauty products such as fragrances, cosmetics, and skincare – is not currently covered by the activities listed in the EU Taxonomy. As a result, our primary activities are considered ineligible under the regulation.

Eligibility was assessed through a detailed review of project-level data from internal systems, which allows us to separate projects related to sustainability such as installation of heat pumps, energy metering and efficient equipment. Identified projects were cross-checked against the defined Taxonomy criteria and validated in collaboration with relevant functional experts. In line with our conservative approach, we excluded any activities where eligibility could not be clearly confirmed.

Our EU Taxonomy-Eligible Activities

While our assessment confirmed that Coty’s primary business is not currently covered by the EU Taxonomy, we identified a limited number of supporting activities within our operations that are considered Taxonomy-eligible, including certain real estate, energy, and information and communication technology activities, as outlined below:

EU TAXONOMY ACTIVITIES	ENVIRONMENTAL GOAL	ASSETS THAT COULD BE ATTACHED TO ELIGIBLE ACTIVITIES
Electric heat pumps (4.16)	Climate change mitigation	We are replacing traditional heating and cooling systems with electric heat pumps across our operations to support our low-carbon transition and improve energy efficiency.
Bioenergy (4.24)	Climate change mitigation	Biomass boilers are being refurbished and used to generate process heat at our manufacturing sites, helping reduce reliance on fossil fuels.
Renovation of buildings (7.2)	Climate change mitigation	Across our sites, we’re upgrading boiler rooms, replacing outdated gas systems, and improving insulation in heat-prone areas to enhance energy performance and safety.
Energy efficiency equipment (7.3)	Climate change mitigation	We continue to roll out high-efficiency HVAC and utility equipment to cut energy use and support our long-term emissions reduction goals.
Instruments for energy performance (7.5)	Climate change mitigation	Smart meters and monitoring tools help us track energy use in real time, enabling better energy management at our factories and distribution centers.
Buildings ownership (7.7)	Climate change mitigation	We report eligible right-of-use (ROU) assets from leased sites across our operations where applicable under the Taxonomy.
Data solutions for GHG (8.2)	Climate change mitigation	We are investing in digital tools that enhance visibility of our emissions and support decision-making to reduce our climate impact.

TAXONOMY ALIGNMENT

Alignment analysis

Once eligible activities were identified, we conducted a high-level review to assess whether any related capital expenditure could be considered aligned with the EU Taxonomy’s technical screening criteria, including substantial contribution to environmental objectives. This review was carried out in close collaboration with our Engineering, Supply Chain, and Real Estate teams.

Substantial Contribution

We continue to enhance how we track alignment-related elements, including green building certifications and documentation of substantial contribution. However, these practices are not yet systematically embedded across all relevant projects. Given the limited scope of our eligible capital expenditure and current data availability, we are not reporting any aligned activities for this period.

DO NO SIGNIFICANT HARM (DNSH) AND MINIMUM SAFEGUARDS

As part of the alignment assessment, the final step is to evaluate compliance with the EU Taxonomy’s minimum safeguards, which cover key areas such as anti-bribery and corruption, fair competition, taxation, and human rights. These safeguards are based on internationally recognized standards, including the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and the International Bill of Human Rights.

Coty did not carry out a DNSH and a minimum safeguard assessment for this reporting period, as no eligible activities were found to meet the

technical screening criteria for alignment. However, we continue to strengthen our policies and internal controls in these areas. This includes dedicated compliance programs to support responsible taxation, anti-corruption, and fair competition, as well as ongoing work to align our human rights approach with international due diligence frameworks. Coty will assess how to move towards greater alignment of its activities in the future.

Coty expects to build on the foundations established through this first assessment by continuing to explore how its activities may move towards greater alignment with the EU Taxonomy over in the next two years.

DESCRIPTION OF KPIS

Following the eligibility and alignment assessment, we calculated the required indicators – turnover, capital expenditure (CapEx), and operating expenditure (OpEx) – in line with Article 8 of the EU Taxonomy Regulation.

This step was carried out in accordance with the methodology set out in Annex I of Delegated Regulation (EU) 2021/2178, as amended by Delegated Regulations (EU) 2023/2486 and 2022/1214 (collectively referred to as the Article 8 Delegated Act), and applied to each relevant economic activity.

In terms of operating expenditure, the majority of our spend relates to research and development, short-term leases, maintenance, and repair activities. Coty has determined that, in the context of our business model, we consider the Taxonomy OpEx KPI denominator value to be insignificant. As these categories represent a small share of our total spend, we applied for the exemption allowed under the EU Taxonomy and did not report any eligible operating expenditure for this period.

TURNOVER	CAPITAL EXPENDITURES (CAPEX)	OPERATING EXPENSES (OPEX)
The turnover KPI is defined as the proportion of Coty’s Taxonomy-eligible economic activities in total turnover (numerator) divided by net turnover (denominator). The denominator of the turnover KPI is based on Coty’s consolidated revenue as reported in our Consolidated Income Statement.	The CapEx KPI is defined as Coty’s Taxonomy-eligible capital expenditure (numerator) divided by total capital expenditure (denominator). The numerator includes all CapEx related to Coty’s Taxonomy-eligible economic activities.	EU Taxonomy OpEx covers direct non-capitalized costs related to research and development (R&D), building renovation measures, short-term leases, maintenance and repairs, and other direct expenditures linked to the day-to-day servicing of property, plant, and equipment. The OpEx KPI is defined as Coty’s Taxonomy-eligible operating expenditure (numerator) divided by total operating expenditure (denominator).

EU TAXONOMY METRICS

TURNOVER

Economic Activities (1)	Code (a) (2)	FY25		Substantial Contribution Criteria						DNSH criteria (DO NO SIGNIFICANT HARM) (h)						Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) Turnover, year 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
		Turnover (3)	Proportion of Turnover, year 2025 (4)	Climate Change Mitigation (5)	Climate Change Adaption (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
		Currency (USD)	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%														0%		
Of which Enabling		0	0%														0%	E	
Of which Transitional		0	0%														0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL										
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%		
A. Turnover of Taxonomy eligible activities (A.1 + A.2)		0	0%														0%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		5,892,899,610	100%																
TOTAL (A+B)		5,892,899,610	100%																

CAPEX

Economic Activities (1)	Code (a) (2)	FY25		Substantial Contribution Criteria						DNSH criteria (DO NO SIGNIFICANT HARM) (h)						Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) CapEx, year 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
		CapEx (3)	Proportion of CapEx, year 2025 (4)	Climate Change Mitigation (5)	Climate Change Adaption (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
		Currency (USD)	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0%														0%		
Of which Enabling		0	0%														0%	E	
Of which Transitional		0	0%														0%		T
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Data-driven solutions for GHG emissions reductions	CCM 8.2	1,204,878	0.46%	EL	N/EL												0.10%		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3 / CCA 7.3	981,740	0.37%	EL	N/EL												0.40%		
Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings	CCM 7.5 / CCA 7.5	253,134	0.10%	EL	N/EL												0.10%		
Production of heat/cool from bioenergy	CCM 4.24 / CCA 4.24	44,051	0.02%	EL	N/EL												0.00%		
Installation and operation of electric heat pumps	CCM 4.16 / CCA 4.16	181,879	0.07%	EL	N/EL												0.30%		
Acquisition and ownership of buildings	CCM 7.7 / CCA 7.7	61,215,942	23.10%	EL	N/EL												11.50%		
Renovation of existing buildings	CCM 7.2 / CCA 7.2 / CE 3.2	0	0%	EL	EL			N/EL									0.10%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		63,881,624	24.10%	24.10%	0%	0%	0%	0%	0%								12.50%		
A. CapEx of Taxonomy eligible activities (A.1 + A.2)		63,881,624	24.10%	24.10%	0%	0%	0%	0%	0%								12.50%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		200,676,318	75.90%																
TOTAL (A+B)		264,557,942	100%																

OPEX

Financial year N		FY25		Substantial Contribution Criteria						DNSH criteria (DO NO SIGNIFICANT HARM) (h)						Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) OpEx, year 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
Economic Activities (1)	Code (a) (2)	OpEx (3)	Proportion of OpEx, year 2025 (4)	Climate Change Mitigation (5)	Climate Change Adaption (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
		Currency (USD)	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)																			
Of which Enabling		0	0%														0%		
Of which Transitional		0	0%														0%	E	
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)		0	0%														0%		T
				EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL	EL;N/EL										
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%	-	-
A. OpEx of Taxonomy eligible activities (A.1 + A.2)		0	0%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL								0%	-	-
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities		128,954,486	100%																
TOTAL (A+B)		128,954,486	100%																

NATURE

Nature is at the heart of what we do - from the natural ingredients that inspire our products to the ecosystems that sustain them. At Coty, we recognize the deep interconnection between climate and nature - the resilience of one depends on the stability of the other. In the beauty industry, where ingredients, packaging, and production all rely on healthy ecosystems, tackling the climate crisis must go hand in hand with protecting nature.

Our success depends on clean water and thriving ecosystems, which sustain our manufacturing processes and the communities we serve. As these systems face increasing pressure, we are committed to deepening our understanding of our role and taking bold steps to protect and restore them. This commitment is embedded in our Becoming Carbon Kind strategy, which reflects the interdependence of climate, nature, and people.

Our responsible sourcing principles are key to minimizing biodiversity loss across our value chain, with a focus on high-risk commodities such as palm oil. We monitor supplier impacts on biodiversity through EcoVadis scorecards and Sedex self-assessment questionnaires, assessing both policies and actions to drive continuous improvement.



Our Nature Impacts and Dependencies Assessment

In 2024, we conducted our first group-wide Nature Impacts and Dependencies Assessment. Covering both our operations and upstream value chain, it helped us identify where our impacts and dependencies on nature are most significant. This will help shape our approach to water management, sustainable sourcing, sustainable packaging, and waste management, and is a vital input to our holistic Becoming Carbon Kind strategy and thinking.

The assessment aligned with key elements of the Science-Based Targets Network and the early phases of the Taskforce for Nature-related Financial Disclosures Locate, Evaluate, Assess and Prepare (TNFD LEAP) approach - providing a foundation for future action, as outlined in the table below.

Looking ahead, we plan to reinforce and expand our nature work - deepening our evaluation of ecosystem dependencies, improving traceability of palm oil, further strengthening our approach to forests and nature and advancing spatial assessments across priority areas.

As we make progress toward net zero by 2050, we are actively evaluating the role of high-integrity nature-based solutions (NBS) as a complementary measure to absolute emissions reductions. These solutions - including reforestation, ecosystem restoration, and regenerative agricultural practices - have the potential to generate durable carbon removals while enhancing biodiversity, soil health, and community benefits. We will develop a Nature Transition Plan aligned with leading frameworks in FY26 and integrate it into our broader Climate Transition Plan to ensure a cohesive approach to environmental strategy and action. While stakeholder consultations were not part of this first phase, we recognize the value of local and expert perspectives as our approach evolves.



TOPIC	KEY FINDINGS	HOTSPOTS IDENTIFIED	RESPONSE TO NATURE IMPACTS AND DEPENDENCIES ASSESSMENT
Pollution	Over 80% of our Coty sites operate in regions with known pollution pressures. Certain upstream materials, including palm-based ingredients, alcohols, and essential oils, contribute to drivers of pollution. Some substances of concern and microplastics may be present in products, though all comply with chemical safety regulations.	• Sites with high pollutant discharge risk • Upstream sourcing of palm oil, alcohols, essential oils • Upstream sourcing of packaging materials such as paper, wood, plastic, and aluminum	We are enhancing water and pollution management measures at operational sites located in regions with high pollution pressures, with a focus on those with known pollutant discharge risks. This includes direct engagement with suppliers whose materials contribute to pollution drivers. We are also working to address potential substances of concern and microplastics in our products, ensuring compliance with chemical safety regulations while looking for opportunities to substitute or eliminate them. Actions combine site-level interventions and continued monitoring to ensure regulatory compliance and alignment with our environmental standards.
Water	Around 30% of raw materials come from areas with water scarcity, soil degradation, or biodiversity decline. 31% of sites are in areas facing water stress, with seven manufacturing or distribution sites located in UN Global Compact Priority Water Basins; four of these are in medium-to-high stress areas.	• Priority water basins • Facilities with high water withdrawals for cleaning and sanitation • Upstream production of water-intensive raw materials	Water purification and efficiency improvements are being prioritized at sites located in medium- to high-stress water areas, particularly for cleaning and sanitation processes. We conduct annual compliance assessments at all factories and distribution centers to monitor the quality of water discharged, and develop site-level water management plans informed by local conditions. For sites located in UN Global Compact Priority Water Basins, additional operational controls are in place to reduce withdrawals and mitigate local water stress. In parallel, we are working with suppliers of high-volume water-intensive natural raw materials (Fragrances, Ethanol, Palm oil).
Biodiversity	The assessment identified upstream hotspots associated with deforestation, land-use change, and water and pollution pressures. These are linked to the sourcing of key raw materials such as palm oil and palm-based derivatives, alcohol, and essential oils, as well as packaging made from paper, wood, plastic, and aluminum.	• Sites with land use in ecologically vulnerable areas	These impacts fall outside Coty's operational control, they are being addressed through supplier engagement, traceability improvements, and certifications for certain supply chains.
Resource Use	Key materials such as alcohols, palm derivatives, and fragrances drive a significant share of our footprint, due to purchase volumes or production impact. Packaging is a major contributor to land use, water, and pollution impacts. Operational resource use and waste are smaller in scale but remain material.	• High-volume, high-impact ingredients • Packaging with low recycled content • Operations with inefficient resource use	Our approach to resource use focuses on reducing reliance on high-impact and high-volume ingredients such as alcohols, palm derivatives, and fragrances. For packaging, we are increasing recycled content, choosing lower-impact materials, and embedding circularity principles into design to reduce land-use, water, and pollution impacts. Operationally, we continue to target resource efficiency and waste reduction, even though impacts from operations are smaller compared to those from raw materials and packaging. Supplier engagement, improved material traceability, and integration of environmental criteria into product design are all part of our effort to reduce resource intensity across the value chain.

WATER (E3)

Water is essential to our product innovation and development and is often a key ingredient in our products. As we use and discharge water across our operations, we are committed to preserving this vital resource by reducing our consumption, enhancing water efficiency, and monitoring water discharge.

Our Targets and Progress

In October 2024, we set a voluntary target to reduce water withdrawal by 25% by 2030. The target applies company-wide and supports improved water management, particularly in regions identified as facing higher water stress.

Target	Progress
16%	Target: 25%
Reduce water withdrawal 25% from CY 2019 base year by 2030.	In FY25 we made good progress against this target with a 16% reduction.

Our Water-Related Policies

Coty's Environmental Policy addresses all material water-related impacts, risks, and opportunities across our operations. Through our Environmental Management System, we monitor and manage water use at all manufacturing and distribution sites, with a target to reduce absolute water withdrawal by 25% by 2030 (vs 2019). Our policy covers the use and sourcing of water, requiring that all water used in operations and as a product raw material meets or exceeds applicable quality standards.

Water considerations are incorporated into product and process design to minimize water use and improve efficiency. For sites in high-water stress areas, identified through the Water Action Hub, we have set site-level reduction targets, conduct annual reviews, and integrate water risks into business continuity planning. No policies or practices related to sustainable oceans or seas have been adopted, as no material marine-related impacts have been identified.

For Beauty of our Planet Policies, see [Our Policies](#).



We monitor and manage water use at all manufacturing and distribution sites, with a target to reduce absolute water withdrawal by 25% by 2030.

(vs 2019)

Our Impacts, Risks and Opportunities

To further inform our understanding of water-related impacts in our operations, we interviewed internal experts from R&D, HSE, and Engineering, focusing on water use and discharge. Additionally, Coty is an active participant in the Corporate Water Leaders group, facilitated by Global Water Intelligence, which addresses topics such as water reuse and recycling in manufacturing operations. At this stage, we did not conduct direct consultations with affected communities. However, we recognize the value of local perspectives and may consider further engagement as needed.



–

WATER MANAGEMENT

Actual

Impact of Coty's water consumption, withdrawals, and discharge on the availability of water for nature and local communities, including through the over-extraction of water across the product lifecycle of cosmetic and fragrance products.

Upstream

Own Operations

Downstream

– Negative Impact

+ Positive Impact

! Risk

✓ Opportunity

SHORT

MEDIUM

LONG

Coty's Environmental Policy

ACTIONS: Using water responsibly through locally tailored sourcing, effective treatment, and continuous monitoring to minimize impact and drive improvement

Our Strategy and Actions

We have a comprehensive water strategy which applies across our operations, with a particular focus on regions facing high water stress. Our approach is designed to strengthen performance monitoring, define site-level actions, and improve long-term resilience in regions exposed to water-related risks.

Our strategy has been informed by insights from both our TCFD-aligned climate risk assessment and our nature impact and dependency assessment. It also incorporates climate-energy-water co-benefits and considerations for ecosystem protection. We also take guidance from the UN Global Compact Forward Faster Action Guide.

Our Environmental Management System underpins the way we put this strategy into action, including by ensuring regular monitoring of consumption, discharge quality, and legal compliance.

Our strategy focuses on four key areas:

- 01

Minimizing water consumption through efficient use
- 02

Sourcing water responsibly, with approaches tailored to local environmental conditions and regulatory requirements
- 03

Implementing effective water treatment and preventing pollution through robust wastewater practices
- 04

Monitoring water use across our sites and, where relevant, our products, to drive continual improvement

OUR ACTIONS

In FY25, we continued to work to strengthen water management across our operations, reduce local impacts, improve resource efficiency, protect operational continuity and drive progress toward our water reduction targets.

As part of this activity, all manufacturing sites and distribution centers have now developed three-year roadmaps to reduce water withdrawal, including preliminary CapEx and OpEx allocations to support the implementation of these plans. This is now being used to guide site-level decision-making and resource allocation.

We also continued to take steps across our factories, distribution centers, offices, and labs to reduce water withdrawal where we have reduced water withdrawal by 16%. Measures include on-site recycling, equipment upgrades, employee engagement, and monitoring through our Environmental Management System. Larger sites are equipped with on-site wastewater treatment and, where needed, processes to ensure discharged water meets both internal

quality standards and local regulations. These efforts are supported by internal water standards and ongoing investment in reuse and purification technologies, including through the Corporate Water Leaders group.

Regions facing high water stress remain an important area of focus in FY25. We introduced targeted stewardship measures for these areas, including limiting withdrawal, setting site-specific targets, conducting annual risk assessments, and developing business continuity plans to mitigate disruption.

We carry out these actions as part of our ongoing improvement efforts. While we share the expected outcomes, related operational and capital costs are still being assessed. If significant investment is required, we will include this in future reporting. None of the actions to date have been driven by remediation needs, but we continue to monitor potential impacts and act proactively.

METRICS RELATED TO WATER

WATER CONSUMPTION

METRIC	VALUE
Total water consumption (m³)	182,601
Total water consumption in areas at water risk (m³)	50,611
Total water recycled and reused (m³)	18,449
Water intensity ratio (total water consumption in m³ per mill EUR net revenue)	31
Total water withdrawals (m³)	483,509



Water System Optimization and Real-Time Monitoring at Hunt Valley

At our Hunt Valley site, the Facilities team partnered with an external expert to improve the efficiency of the site's Reverse Osmosis (RO) water system, which is the largest single source of water use on-site, averaging approximately 500,000 gallons per month. In March 2025, the team launched an optimization project to return the system to its intended base condition.

By repairing leaks in the ozonation system, reducing ozonation levels to optimal settings, upgrading the sodium bisulfate dosing system, and recalibrating operating parameters, the team restored the system's performance. This reduced water use by 30% compared to the same period in the previous year and is projected to deliver significant annual savings.

Building on these efforts, the Facilities team introduced a site-wide water monitoring initiative in partnership with Cotopaxi, a digital water management platform. In 2025, 25 new water meters were installed across key areas of the site, providing real-time visibility into usage patterns for the first time. This enabled the team to identify and address high-consumption activities more quickly and effectively, with a focus on warehouse operations, weekend water usage, and the ongoing performance of the RO system.

By targeting specific inefficiencies, total site water consumption decreased by 12% in FY25 compared to the same period in FY24. Meter readings since April 2025 also indicate a 30% reduction compared to the same period in the previous year and continued optimization is projected to deliver a further 20% reduction in FY26. Combined, these efforts are expected to generate significant savings through lower water consumption and reduced effluent discharge fees.

This project demonstrates the value of combining system optimization with real-time monitoring to support operational decision-making and advance site-wide sustainability goals, even at locations where other efficiency measures are already in place.

BIODIVERSITY (E4)

The scents and unique qualities found in nature inspire our innovations, while supporting our operations. We recognize that safeguarding biodiversity is crucial for securing our long-term future and is a central focus of our Becoming Carbon Kind strategy.

Our Targets and Progress

Target	Progress
Maintain 100% RSPO-certified palm oil for our production and our third-party manufacturers until 2030.	100% 100% We achieved our target of purchasing 100% RSPO-certified palm oil for our production sites and third-party manufacturers (95% RSPO Mass Balance and 5% Independent Smallholder Credits). This target applies to all regions which Coty sources its palm oil from and is allocated to the avoidance layer of the mitigation hierarchy.

Our Impacts, Risks and Opportunities

− DIRECT IMPACT DRIVERS OF BIODIVERSITY LOSS Actual	Impact of Coty's water consumption, withdrawals, and discharge on the availability of water for nature and local communities, including through the over-extraction of water across the product lifecycle of cosmetic and fragrance products.
! DIRECT IMPACT DRIVERS OF BIODIVERSITY LOSS	Transition risks may arise from a failure to respond to the growing investor and societal focus on biodiversity- and ecosystem-related impacts and dependencies, particularly regarding transparency. Additionally, non-compliance with evolving regulations in this area (e.g. EUDR) could lead to increased costs due to litigation, fines, or other penalties.

UpstreamOwn OperationsDownstream

Negative ImpactPositive ImpactRiskOpportunity



Our Biodiversity-Related Policies

Our Nature and Forest Policy sets out our commitments to preventing deforestation, responsibly sourcing palm oil and wood-based materials, reducing water consumption, and lowering environmental impact through sustainable product formulation. Our Sustainable Sourcing Policy sets out our expectations for suppliers around the procurement of raw materials.

For more information, see [Our Beauty of our Planet Policies](#).

UpstreamOwn OperationsDownstream

SHORTMEDIUMLONG

ACTIONS: Responsible sourcing and supply chain transparency

UpstreamOwn OperationsDownstream

SHORTMEDIUMLONG

ACTIONS: Responsible sourcing and supply chain transparency

Our Strategy and Actions

Our biodiversity strategy sets out how we minimize our impact on nature across our operations and value chain, with a focus on protecting ecosystems, promoting responsible sourcing, and supporting a just transition for communities connected to our supply chain.

Within Coty's own operations, our Environmental Management System outlines the principles and procedures we follow to reduce our impact on natural ecosystems and biodiversity.

Across our value chain, we are dedicated to protecting forests, sourcing palm oil and wood-based materials responsibly, conserving water, and minimizing our environmental footprint through sustainable product design. We monitor supplier performance and biodiversity-related risk through tools such as EcoVadis scorecards and Sedex self-assessment questionnaires. These assessments are reinforced through our supplier contracts, which include specific clauses related to the responsible sourcing of palm oil.

To enhance transparency and accountability, we have implemented traceability programs that map the origins of key raw materials, such as palm oil.

As a member of both the Action for Sustainable Derivatives (ASD) and the Roundtable on Sustainable Palm Oil (RSPO), we align our practices with recognized industry standards and collaborate to drive improvements across the broader supply chain.

Our actions are aligned with the UN Global Compact Forward Faster Action Guide and support our wider ambition to embed environmental and social responsibility across all aspects of our business.

As a part of our risk assessment, Coty conducted a biodiversity-sensitive areas assessment and has identified five manufacturing sites and two distribution centers located in or near biodiversity-sensitive areas, as defined according to The World Database on Protected Areas (WDPA) and Key Biodiversity Areas (KBA) databases. Following this identification, we conducted a detailed internal assessment in collaboration with relevant site stakeholders/managers. The purpose was to evaluate the potential impact of our activities on these biodiversity-sensitive areas. Based on these engagements and site-level reviews, we concluded that operations at these locations do not have a negative impact on the surrounding biodiversity-sensitive areas. This conclusion is supported by the presence of robust environmental management systems at each site, including controls to prevent the discharge of untreated or hazardous wastewater and materials as well as measures to mitigate other significant environmental risks. We will continue to monitor these sites and engage with stakeholders to ensure ongoing alignment with our biodiversity and environmental stewardship commitments.

OUR ACTIONS

In FY25, we continued to drive progress against our palm oil commitment through a series of actions focused on responsible sourcing, supply chain engagement, and community impact.

Palm Oil

In FY25, 100% of the palm oil purchased for our own operations and Third-Party Manufacturers came from RSPO-certified sources, either physically via RSPO Mass-Balance certification or through the purchase of Independent Smallholder Credits. We continue to actively engage our Third-Party Manufacturers in our palm oil ambition to ensure consistency and shared responsibility across our extended operations.

We continued to disclose our Tier 1 palm oil derivative suppliers publicly as part of our commitment to supply chain transparency. Additionally, to enhance visibility and accountability in our palm oil supply chain, we continue to participate in Action for Sustainable Derivatives (ASD) annual transparency mapping initiative.

This year, we supported local and indigenous communities in palm-oil-producing regions through the ASD Impact Fund, which finances projects such as the Kaleka Mosaik Initiative in Indonesia. This initiative works with local communities to restore degraded land, protect existing forests, and adopt regenerative agricultural practices, ensuring that nature protection goes hand in hand with community resilience.

We carry out these actions as part of our ongoing improvement efforts. While we share the expected outcomes, related operational and capital costs are still being assessed. If significant investment is required, we will include this in future reporting. None of the actions to date have been driven by remediation needs, but we continue to monitor potential impacts and act proactively.



METRICS RELATED TO BIODIVERSITY

ENTITY-SPECIFIC BIODIVERSITY METRIC ON RSPO

METRIC	VALUE (%)
Purchase of RSPO-certified palm oil for our production and our third-party manufacturers	100% (95% RSPO Mass Balance and 5% Independent Smallholder Credits)

POLLUTION (E2)

As a manufacturer of beauty products, we recognize that the ingredients we use and the processes we rely on can contribute to pollution. We are advancing how we identify, measure, and manage pollutants, working to reduce their impact across our operations and value chain. By embedding these principles into our decision-making, we aim to protect ecosystems, safeguard public health, and help shape a more sustainable future for beauty.

Our Impacts, Risks and Opportunities

Actual − POLLUTION OF WATER	If not properly managed, wastewater discharged from production of cosmetics may have negative impacts on the environment and local communities' health and safety as the chemicals used to formulate cosmetics and fragrance products can be detrimental to the water quality.	Upstream Own Operations Downstream SHORTMEDIUMLONG Coty's Environmental Policy
Actual − SUBSTANCES OF CONCERN	If not used in line with regulation and best practice, negative impacts on the environment, workers in upstream value chain, own workforce, and customer health and safety can occur as certain chemicals used to formulate cosmetic and fragrance products can be harmful for the skin and can result in other health issues.	Upstream Own Operations Downstream SHORTMEDIUMLONG Coty's Environmental Policy Product and Ingredient Policy
! SUBSTANCES OF CONCERN	Risk of non-compliance with rules and regulatory requirements regarding the use of hazardous substances, including introduction of new regulation.	Upstream Own Operations Downstream SHORTMEDIUMLONG Coty's Environmental Policy Product and Ingredient Policy
Actual − MICROPLASTICS	The use of microplastics in cosmetic and fragrance products can and in some cases has caused environmental and health concerns. These particles are not biodegradable and can contribute to the pollution of waterways and oceans, harming aquatic ecosystems. Additionally, microplastics may pose risks to human health of consumers.	Upstream Own Operations Downstream SHORTMEDIUMLONG Coty's Environmental Policy Product and Ingredient Policy
! MICROPLASTICS	Risk of reputational damage due to lack of action to reduce the use of microplastics in product formulation as well as risk of failure to meet rules and regulatory requirements regarding microplastics, including introduction of new regulation.	Upstream Own Operations Downstream SHORTMEDIUMLONG Coty's Environmental Policy Product and Ingredient Policy

Our Targets and Progress

At Coty, we are committed to ensuring our products meet the latest scientific and regulatory standards. As of FY25, we have not yet established pollution-related external targets. Our current focus is on ensuring adherence to all applicable regulations and building a robust baseline of data across our operations and value chain, so that future targets are science-based, credible, and aligned with regulatory expectations. We intend to set timebound, measurable targets for pollution in the coming years. In the meantime, we continue to monitor the impacts of our own operations and upstream value chain on pollution.

Our Pollution-Related Policies

Our Environmental Policy underpins Coty's approach to pollution prevention and control across operations, products, and our value chain. It sets expectations for compliance with all applicable regulations on pollutants and hazardous substances, supported by our Product & Ingredient Policy and Health & Safety Policy, which establish global standards for product safety, incident management, and environmental protection.

Coty's ingredient standards explicitly prohibit or restrict the intentional use of substances of concern and commit to phasing out ingredients of very high concern where scientifically and legally appropriate. A defined list of substances and ingredients—including heavy metals, plastic microbeads, formaldehyde, benzene, and others—is excluded from intentional use in Coty products, unless due to technically unavoidable traces. Our policies also require risk assessment and mitigation measures across product development, manufacturing, and post-market monitoring. This includes hazard identification, incident investigation, and emergency response protocols designed to control and limit any impact on human health and the environment. Standard Operating Procedures guide incident reporting, corrective actions, and, where necessary, product recall processes.

Together, these policies ensure pollution risks are minimized through responsible ingredient sourcing, stringent product safety assessments, pollution prevention measures, and robust emergency and incident response systems across Coty's global operations and supply chain.

For more information, see [Beauty of our Planet Policies](#).

Our Strategy and Actions

Our strategy for managing pollution across our operations focuses on preventing environmental harm from wastewater discharge, chemical use, and manufacturing processes. We have prioritized responsible wastewater management, reducing pollutants at the source, and strengthening oversight of substances used in our products and value chain. At our larger owned and operated manufacturing sites, we operate on-site wastewater treatment and remediation systems to ensure discharged water meets or exceeds local regulatory requirements. This is supported by ongoing investment in purification technologies and regular monitoring through our Environmental Management System.

In parallel, we work to manage pollution risks linked to ingredients and chemicals through strict product safety and substance selection standards set out in our Product and Ingredient Policy. We conduct hazard identification and risk assessments across our operations to address pollution-related risks, including those linked to chemical handling, equipment, production processes, and site-specific environmental factors. A hierarchy of controls is applied to eliminate, reduce, or manage pollution risks as effectively as possible.

All employees receive training, tools and support to work safely and responsibly, and robust emergency response plans, drills and scenario testing ensure preparedness for potential incidents. Compliance is monitored through regular audits, and we work with authorities and third parties to protect surrounding communities.

Our expectations also extend across our value chain and we integrate environmental and social criteria into supplier selection, engagement and performance management.

While we do not yet have formal targets for microplastics or substances of concern, we comply with all applicable regulations and continue to assess best practices. Our pollution strategy and actions align with the UN Global Compact Forward Faster Action Guide, reflecting our commitment to continually improving our environmental performance.

OUR ACTIONS

In FY25, we strengthened our approach to managing pollution across operations to support responsible resource use and greater operational resilience. Our efforts included investments in wastewater treatment at selected manufacturing sites, the implementation of enhanced chemical management protocols through our Product and Ingredient Policy and Ingredients Library, and supplier engagement to identify alternatives for ingredients targeted for phase-out.

Enhancing transparency around product safety and substances of concern is a key priority for us, and forms part of our broader commitment to responsible product stewardship and consumer trust. For more information on how we comply with relevant regulations and manage ingredients including substances of concern, please see Product Health and Safety in [Consumers and End-Users](#).

Resources allocated included operational expenditure for the ongoing evaluation of raw materials by our R&D teams and scientists.

To date, no actions have been driven by remediation needs, however, we maintain proactive monitoring to identify and address potential risks early.

We carry out these actions as part of our ongoing improvement efforts. While we share the expected outcomes, related operational and capital costs are still being assessed. If significant investment is required, we will include this in future reporting. None of the actions to date have been driven by remediation needs, but we continue to monitor potential impacts and act proactively.

METRICS RELATED TO POLLUTION

POLLUTION OF WATER

Pollution of water

POLLUTANT	QUANTITY (KG)
Biochemical Oxygen Demand (BOD)	14,352
Chemical Oxygen Demand (COD)	28,587
Phenols (as total C)	43
Fluorides	156
Zinc and compounds	32
Nickel and compounds	7.7
Copper and compounds	6.3
Chromium and compounds	5.6
Lead and compounds	1.8
Cadmium and compounds	0.2
Arsenic and compounds	0.2
Mercury and compounds	0
1,2-dichloroethane (EDC)	0.0148
Benzene	0.0015
Ethyl benzene	0.0740
Tetrachloromethane (TCM)	0.0001
Toluene	0.0740
Trichloroethylene	0.0015
Xylenes	0.0788
Cyanides (as total CN)	0.2958

Microplastics

MICROPLASTICS USED	QUANTITY (KG)
Microplastics outflow	70,779

SUBSTANCES OF CONCERN

Substances of concern

Total amount of substances of concern that are used during production or procured

SUBSTANCES USED	QUANTITY (KG)
Substance inflow	675,460

The total amounts of substances of concern that are used during production or that are procured, split into main hazard classes of substances of concern.

HAZARD CLASS	QUANTITY (KG)
Carcinogenicity	272,047
Hazardous to the aquatic environment	240,161
Respiratory/skin sensitization	158,022
Serious eye damage/eye irritation	10,832
Reproductive toxicity	3,684
Aspiration hazard	3,315
Germ cell mutagenicity	2,428
Skin corrosion/irritation	2,140
Specific target organ toxicity (repeated exposure)	1,590
Specific target organ toxicity (single exposure)	932
Flammable liquid	892
Acute toxicity	335

RESOURCE USE AND CIRCULARITY (E5)

OUR PRODUCTS

With products at the heart of our Beauty that Lasts strategy, we are working to reduce their impact on climate, nature, and the world around us. From the way we innovate, to the packaging we use and the formulas we develop—we aim to use resources more efficiently and keep them in use for longer. This is an integral part of our Becoming Carbon Kind strategy.



Our Targets and Progress

Target	Progress
Target: 20% Achieve a 20% reduction in packaging from CY 2019 base year by 2030.	23% We exceeded this target with a 23% reduction in packaging compared to the baseline.
10% Increase use of post-consumer recycled materials to at least 30% by 2030.	Target: 30% In FY25, our products are made of 10% post-consumer recycled materials.
51% Reduce virgin plastic by 60% from CY 2019 base year by 2030.	Target: 60% For the first year of our target, we reduced by 51% our use of virgin plastic.
99% Ensure 100% of product folding board boxes are made with FSC- or PEFC-certified material until 2030.	100% 99% of our product folding board boxes were made with FSC- or PEFC-certified material.
90% Ensure that 90% of all fiber-based materials come from certified sources by 2030.	Reporting will start in FY26.
Include sustainability criteria in the conception of all new products as of 2020.	In FY25, we deployed our new 'Carbon Kind' score into Coty's product development process, replacing the Beauty that Lasts Index with a more robust, quantitative measure of eco-design. We are refining our methodology and plan to begin formal reporting against the 'Carbon Kind' score from FY26.

* In line with ESR5 E5 metrics, we track the recycled content and recyclability of our packaging materials. Repairability is not applicable for Coty's products, and recyclability of the product itself is not currently disclosed due to limitations in internal data systems.

Our Impacts, Risks, and Opportunities

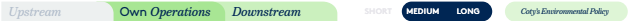
− RESOURCE INFLOWS, INCLUDING RESOURCE USE Actual	Coty's products and packaging can have a negative impact on the environment, biodiversity and local communities (including indigenous communities) and wildlife by depleting non-renewable resources and contributing to deforestation and land degradation.
⚠ RESOURCE INFLOWS, INCLUDING RESOURCE USE	Supply chain disruption due to resource scarcity or a lack of availability of raw materials poses a risk to Coty's business and reputation. This also includes reputational risks if it drives us to source raw materials from sources that are not sustainable. Changing regulations around circularity could create risks for Coty and critical suppliers, due to their potential financial and reputational implications.
− RESOURCE OUTFLOWS RELATED TO PRODUCTS AND SERVICES Actual	The packaging for Coty's products can have a negative impact on the environment, biodiversity, and wildlife, particularly when it is made from non-biodegradable materials, especially plastic. Additionally, some of the ingredients found in our products may lead to the contamination of the natural environment, for example by releasing volatile organic compounds (VOCs).
⚠ RESOURCE OUTFLOWS RELATED TO PRODUCTS AND SERVICES	The rise of regulations around packaging (for example regulations around single use plastic) creates a risk that Coty will face legal or regulatory sanctions. Failing to meeting consumer demand around sustainable packaging also poses a reputational risk to Coty, and could damage product and brand image and desirability.



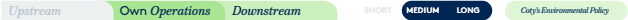
ACTIONS: Eco-design and use of less and better packaging



ACTIONS: Eco-design and use of less and better packaging



ACTIONS: Promoting circular solutions



ACTIONS: Promoting circular solutions

Interviews were conducted with internal stakeholders, including Research & Development and Procurement. Coty also participated in the Sustainable Packaging Initiative for Cosmetics (SPICE), where we engage with peers to discuss packaging initiatives for the beauty industry. We have not yet consulted directly with affected communities on circularity, though we recognize the value of local perspectives and may explore this in future engagements.



Our Product-Related Policies

Our Environmental Policy sets out our commitments to minimizing resource consumption and promoting sustainable product design, while the Sustainable Sourcing Policy outlines our requirements around responsible sourcing including transparency and traceability, as well as the use of recycled materials. Together, these policies enable us to use less and better packaging, increase recycled content, and promote circular solutions without compromising product performance.

For more information, see [Our Beauty of our Planet Policies](#).

Our Strategy and Actions

For new product innovations, we apply principles of eco-design. Since 2020, we have evaluated the sustainability profile of new innovations using our internal qualitative tool, the Beauty that Lasts Index. In FY25, we deployed our new Carbon Kind score into Coty's product development process, replacing the Beauty that Lasts Index with a more robust, quantitative measure of eco-design.

For our existing product portfolio, we continue to explore alternative ingredients that promote responsible resource use and move towards circularity, while also focusing on packaging renovation.

Our Actions

In FY25, we replaced the Beauty that Lasts Index with our Carbon Kind Score, embedding a qualitative measure of eco-design into our product development process. We will continue to expand this roll-out and refine our measurement methodology in FY26. Initial implementation of the tool has demonstrated that top product carbon priorities such as lightweighting and the use of post-consumer recycled materials can yield significant reductions.

For our existing product portfolio, we have focused on setting 2030 sustainability roadmaps for priority brands and set emissions reduction targets for both the Consumer Beauty and Prestige divisions.



PACKAGING

We aim to use less and better packaging and promote circular solutions.

Our strategy for packaging is centered on reducing dependence on virgin resources, promoting circular solutions, and protecting nature. At its heart is the 4 Rs strategy - reduce packaging weight, incorporate recycled materials, improve recyclability, and promote reuse and refill solutions - which guides decisions from product design to packaging and waste management.

We are working towards reducing excess secondary and tertiary packaging, favoring lower-impact materials, and increasing the use of post-consumer recycled content. We seek to use certified fiber-based materials wherever possible and are expanding refill and reuse solutions across product categories. Maximizing recyclability is a priority in packaging design and supply chain decisions.

Our packaging portfolio is diverse, so we take a multi-material approach, with decarbonization priorities including reducing aerosol aluminum use and lightweighting glass in nail polish and foundation packaging. For plastics, our focus is on reducing virgin plastic use, increasing post-consumer recycled content, and advancing towards reuse models. Reusable and refillable products are a growing part of our circularity approach. In prestige fragrances, we are introducing screw-neck caps for new bottle designs to enable refilling, creating bottles that consumers will want to keep, paired with practical refill solutions.

Reduce the weight of packaging

We use design to decrease the weight of packaging and reduce unnecessary packaging as much as possible.

Improve the Recyclability of packaging

Recyclability is a key consideration in new packaging design, and we aim to eliminate non-recyclable materials. We promote mono-materiality to facilitate recyclability and minimize disruptors such as magnets where possible. We are also continuing our work with the SPICE community to support the development of recyclability guidelines for the cosmetics industry.

Incorporate Recycled materials to the highest feasible level

We are committed to increasing PCR materials and promoting responsibly sourced, FSC- or PEFC-certified fiber-based materials. We continually monitor new innovative materials as well as those facing regulatory restrictions.

Promote Reusable, refillable and reloadable packaging

We have already launched several refill solutions, and we are implementing design changes to expand refill solutions for fragrances and our other main product categories. Additionally, we are developing indicators to track our reuse and refill initiatives in line with Ellen McArthur Foundation principles for circular economy.





Our Actions

In FY25, we focused on reducing excess secondary and tertiary packaging and expanding the use of certified fiber-based materials, though progress is not being reported this year. Post-consumer recycled content was increased in glass, plastic, and fiber-based formats.

We also continued to make progress on reducing aerosol aluminum use and lightweighting of glass in nail polish and foundation packaging, while reducing our use of virgin plastic use declined and increasing post-consumer recycled content.

We piloted a series of new reuse models, including screw-neck caps for prestige fragrance bottles to enable refilling. In FY25, we have continued to expand our refillable portfolio, launching refills for BOSS The Scent, the Jil Sander Collection, and Chloé L'Eau de Parfum Intense.



Ellen MacArthur Foundation Network

In 2024, we rejoined the Ellen MacArthur Foundation Network as a Member and launched ambitious new packaging targets to promote circular design. Our packaging targets focus on reducing the use of unnecessary product packaging and increasing recycled and responsibly sourced content.

Sustainable Packaging Initiative for Cosmetics



Since 2018, we have been a member of the Sustainable Packaging Initiative for Cosmetics (SPICE): an initiative that brings together cosmetics organizations from across the world to move the industry towards more sustainable packaging. We use the SPICE Lifecycle Assessment tool to embed eco-design in the packaging design process, assessing all new and upgraded designs for environmental impact. Our entire packaging research and development team has access to SPICE guidelines, and we also provide regular training on sustainability in packaging.



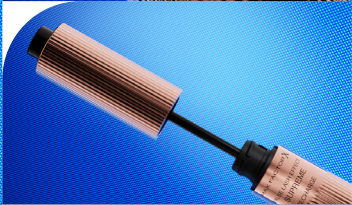
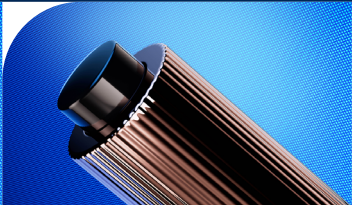
Refillable and Lightweight Hugo BOSS Fragrance Bottles

In January 2023, Marketing, R&D Packaging and Procurement teams began work to repackage one of Hugo BOSS's most important fragrance franchises – BOSS The Scent – with sustainability built into the design process from the start. The goal was to create a durable, refillable bottle that would reduce material use while maintaining the brand's premium look and feel.

The new design features a lighter weight glass bottle, reduced by 17% for both the 100 milliliter female format (from 288 grams to 238 grams) and the 100 milliliter male format (from 230 grams to 190 grams). A screw neck allows for easy refilling, with refill bottles designed to attach directly to the main bottle and automatically stop when the optimal amount is reached. The cap for the female fragrance, initially made from ABS material, was also replaced with a polypropylene alternative.

Life Cycle Assessment (LCA) results show that choosing a 150 milliliter refill instead of four 50 milliliter bottles can reduce packaging weight by up to 67% for the main contributors, with notable reductions in glass, plastic and paper. A 200 milliliter refill in place of three 100 milliliter bottles can achieve a reduction of up to 55%.

The project launched in February 2025, with refill performance verified through a SPICE-compliant LCA in line with ISO 14044 standards.



Max Factor's Refillable Mascara

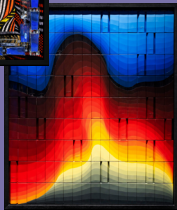
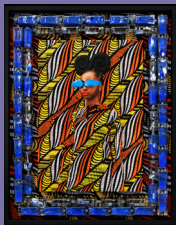
In March 2023, a cross-functional team began developing the Max Factor False Lash Effect Supreme Recharge Mascara. The goal was to introduce a refill solution to the consumer beauty mascara segment, allowing customers to replace only the functional elements while reusing the premium, long-lasting parts of the packaging.

The final product launched in March 2025. The design enables consumers to easily recharge their mascara using a refill cartridge that is 70% lighter in plastic than the original purchase. The original mascara also incorporates 37% post-consumer recycled (PCR) content. Throughout the process, teams worked closely to overcome supply chain and user-experience challenges, ensuring the refill was simple, intuitive, and desirable for repeated use.

Consumer testing validated multiple claims on ease of recharging. Life Cycle Assessment (LCA) data, calculated using a SPICE-compliant tool in line with ISO 14044 standards, confirmed the material savings of the refill format.

Artcycling: Circularity Meets Creativity

In crafting the INFINIMENT COTY PARIS fragrance collection, we set out to honor Coty's rich heritage while boldly reimagining the future of luxury fragrance. Central to this vision was a rethink of packaging—transforming fragrance bottles from single-use items into enduring decorative art pieces. Designed with flat, faceted surfaces, laid side by side the bottles become a reusable canvas for artists, extending their life well beyond the original purpose. This concept, now patented in the Netherlands, is known as Artcycling. Through partnerships with the 1-54 Contemporary African Art Fair, INFINIMENT COTY PARIS invites emerging artists to interpret each fragrance visually, resulting in unique, collectible works of art. Featuring a refillable bottle, an outer case made from plant fiber, and manufactured with 100% carbon captured alcohol, INFINIMENT COTY PARIS reflects Coty's commitment to circular design and creative reuse—advancing sustainability through thoughtful innovation and multisensory storytelling.



Aerosol Lightweighting

Since 2019, Coty has been driving a global lightweighting program to reduce the aluminum used in its aerosol cans. In FY25, efforts continued with a focus on both lightweighting and increasing recycled content. In LATAM, the share of post-consumer recycled (PCR) aluminum rose from 15% to 25% across Monange, Bozzano, and adidas. These changes reduced virgin aluminum consumption by 10%, equivalent to around 300 tonnes of material and approximately 55 tons of CO₂e. This work builds on earlier lightweighting achievements, which have already avoided around 13000 tons (not 11,980 tonnes) of CO₂e since 2019, further demonstrating how design and material choices can drive meaningful climate impact.

FORMULA AND INGREDIENTS

Our ingredients and the raw materials from which they are sourced carry important environmental considerations. Through our green formulation strategy, we aim to reduce our impact on both climate and nature. In our formulas, we strive to leverage the best that nature and science have to offer. Our approach focuses on removing carbon-intensive materials, finding lower-impact alternatives, and relying on Green Science to minimize the pressure of our products on natural resources.

Green Science is central to this strategy, underpinned by four key pillars: Green Chemistry, Biotechnology and Biomimicry, and Green Extraction. These approaches enable us to design formulas with a smaller footprint while maintaining product quality and performance. Biotechnology, for example, allows us to create skincare ingredients in a laboratory that are identical to their natural state and can even be adapted into more potent active ingredients. This technology underpins our prestige skincare line, Orveda, which has been recognized for its potent, vegan, biotech-led formulas.

Ethanol, which makes up around 73% of the volume of our fragrance formulas, is another major focus area. While natural ethanol is typically sourced from crops such as sugar beet, sugar cane, and wheat, it can be a greenhouse gas hotspot at scale. Understanding and reducing its footprint is therefore a key priority for our formulation strategy.

Our Actions

In FY25, we continued to investigate new solutions to reduce the footprint of our formulas by advancing a series of initiatives that reduce our reliance on carbon-intensive materials and integrate innovative technologies into our product development.

One major focus has been ethanol sourcing. We are partnering with carbon recycling experts LanzaTech to incorporate ethanol made from captured carbon into our fragrances, helping to reduce reliance on agricultural sources. In parallel, we continue to evaluate the environmental footprint of our ethanol supply chain, building on an environmental review conducted in FY24 that now informs our ongoing sourcing decisions and diversified strategy.

We are also reformulating our products to phase out high-impact ingredients. D5 silicone (Cyclopentasiloxane), widely used in the beauty industry, has been identified by regulators as both persistent and bioaccumulative, as well as a carbon hotspot. Coty is working to remove D5 from products across our portfolio, spanning aerosols, body care, and color cosmetics. This has already included the reformulation of our iconic Rimmel Lasting Finish foundation to exclude D5.

At the same time, efforts are underway to explore low-carbon alternatives for surfactants used in our body and skin care products, as well as for aerosol propellants.

Innovation is also enabling us to reduce the footprint of our fragrances. Collaboration with our fragrance houses is enabling us to identify the emission factors associated with the different fragrance oils we source, helping to prioritize lower-impact alternatives. Coty's patented Cyclodextrin technology extends freshness in specific fragrance constructions while reducing the concentration of fragrance oil required, from 8–9% to 5%. A recent analysis confirmed that this significantly lowers the overall carbon footprint of the product. Cyclodextrin is already used in the Adidas UEFA special edition fragrance and, in FY25, was introduced across our new Mexx fragrances and the Adidas Vibes 'Happy Feels' fragrance.



WASTE

While our factories and distribution centers inevitably generate waste, Coty is committed to transforming waste management practices by reducing overall waste generation, maximizing recycling and reuse of valuable resources, and ensuring any unavoidable waste is handled responsibly to protect the environment.

Our waste streams include both operational waste from manufacturing such as wastewater treatment sludge and post-consumer packaging waste generated when products reach end of life. Common materials in our solid waste streams include plastics, glass, metals, paper and cardboard. In addition, hazardous waste, primarily from solvents and chemical-contaminated materials, is segregated and managed separately through specialized third-party waste management suppliers.

Our Targets and Progress

Target	Progress
0%	
Send zero waste to landfill from Coty factories and distribution centers by 2030.	Less than 2% of our waste was disposed to landfill from our factories and distribution centers, via a third-party waste management company. This target relates to recycling, recovery, and disposal in the waste hierarchy.
Recycle 80% of waste generated by Coty factories and distribution centers by 2030.	Target: 80% 80% We continued to meet our target, achieving a recycling rate of 80%. This target relates to recycling, recovery, and disposal in the waste hierarchy.



Our Impacts, Risks and Opportunities

WASTE

Actual

The process of producing and distributing Coty's products creates waste which can have a negative impact on climate, nature and biodiversity. Waste is also generated by customers during product use, including chemical byproducts and non-biodegradable packaging waste, which can further impact on the environment.

Upstream

Own Operations

Downstream

SHORT

MEDIUM

LONG

Coty's Environmental Policy

ACTIONS: Preventing waste generation and ensuring responsible disposal

WASTE

The rise of legal and regulatory requirements around waste (e.g. resulting from the EU Plastic Strategy) creates a risk that Coty will fail to comply and face sanctions. The rise in attention around waste also creates reputational risks for Coty if it is not seen to meet rising expectations, damaging product and brand image and desirability.

Upstream

Own Operations

Downstream

SHORT

MEDIUM

LONG

Coty's Environmental Policy

ACTIONS: Preventing waste generation and ensuring responsible disposal

Our Strategy and Actions

Our strategy focuses on preventing waste generation through the design and optimization of our operations and production processes, maximizing recycling, and ensuring responsible disposal.

For hazardous waste, we work with specialist partners to recover and repurpose materials - ethanol from fragrance production is recycled for industrial use, and acetone from nail lacquer production is re-blended into alternative fuels. We also look for opportunities to give by-products and industrial waste a second life, for example, reusing industrial wood waste as biomass for heat generation or partnering with third parties to recycle production solvents.

Our Actions

In FY25, we made continued progress towards meeting our waste targets. However, after a due diligence with one of our waste management suppliers, we found that less than 2% of total waste was sent to landfill. Going forward, we will ensure that all our waste management suppliers comply with our targets and requirements of zero waste to landfill.

Our efforts this year included further optimization of our production processes to reduce waste generation, with efficiency improvements across multiple sites. One example is our repurposing of industrial wood waste as biomass for heat generation.

Partnerships with third-party vendors enabled the recycling of solvents, including ethanol from fragrance production, which was recovered for industrial use, and acetone from nail lacquer production, which was re-blended into alternative fuels.

We carry out these actions as part of our ongoing improvement efforts. While we share the expected outcomes, related operational and capital costs are still being assessed. If significant investment is required, we will include this in future reporting. None of the actions to date have been driven by remediation needs, but we continue to monitor potential impacts and act proactively.

Our Waste Policies

Waste management is guided by our Environmental Policy and implemented through our Environmental Management System, which tracks impacts and drives progress toward reduction targets.

For more information, see [Our Beauty of our Planet Policies](#).

METRICS RELATED TO RESOURCE USE AND CIRCULARITY

RESOURCE INFLOWS

METRIC	VALUE
Total weight of biological packaging materials used during the reporting period (tonnes)	4,231
Total weight of packaging products used during the reporting period (tonnes)	91,909
Percentage of biological packaging materials (%)	5%
Total weight of biological raw materials used during the reporting period (tonnes)	2,545
Total weight of raw materials used during the reporting period (tonnes)	74,883
Percentage of biological materials (and biofuels used for non-energy purposes) (%)	3%
Overall total weight of biological materials used during the reporting period (tonnes)	6,776
Overall total weight of products used during the reporting period (tonnes)	166,792
The absolute weight of secondary reused or recycled components, secondary intermediary products and secondary materials used to manufacture the undertaking's products and services (including packaging) (tonnes)	26,308
The relative (percentage) weight of secondary reused or recycled components, secondary intermediary products and secondary materials used to manufacture the undertaking's products and services (including packaging)	16%

Breakdown of biological materials that are sustainably sourced plus the certification scheme used and the application of the cascading principle

MATERIAL	APPLICATION OF CASCADING PRINCIPLE	SUSTAINABLE SOURCING SCHEME	MATERIAL WEIGHT (TONNES)
Paper	Coty prioritizes the use of FSC/PEFC-certified paper for our folding board boxes in alignment with the cascading principle, which promotes the highest-value and longest-use application of wood-based resources before recycling or disposal.	Forest Stewardship Council (FSC) Programme for the Endorsement of Forest Certification (PEFC)	4,231
Palm oil	We support the cascading principle by prioritizing the efficient and responsible use of renewable resources, including certified sustainable palm oil.	Roundtable on Sustainable Palm Oil (RSPO)	2,545

RESOURCE OUTFLOWS

Waste

METRIC	VALUE
Total waste generated (kg)	23,447,807
Non-recycled waste (kg)	5,843,217
Percentage of non-recycled waste (%)	25%
Total amount of hazardous waste (kg)	2,341,759
Total amount of radioactive waste (kg)	0

WASTE TREATMENT	WASTE IS HAZARDOUS	WASTE (KG)
Incineration	☑	225,286
Incineration	⊗	4,057,696
Landfill	⊗	442,414
Recycling	☑	2,116,473
Recycling	⊗	15,488,118
Other recovery operations	⊗	1,117,820

Durability of Products

METRIC	VALUE (MONTHS)
Coty's hydroalcoholic products	44
Industry average hydroalcoholic products	48
Coty's non-hydroalcoholic products	37
Industry average non-hydroalcoholic products	36

BEAUTY
of our
PEOPLE

BEAUTY *of our* PEOPLE

Our Approach

At Coty, we believe beauty should bring joy to the people and communities we touch. This starts with our people. Guided by our mission to #UndefineBeauty, we work to create an environment where our teams feel supported, included, and inspired to grow. We welcome diversity and aim to embrace a wide range of perspectives and nurture teams that represent the breadth of experiences within the communities we serve. By fostering a culture of belonging and wellbeing, we strengthen the foundation of our business and meet the needs of our consumers.

We are committed to upholding human rights across our value chain, from the communities we source from and the Coty teams creating beauty, to those who use our products to express themselves.

We have a complex supply chain and so focus closely on the impacts on the people in our upstream sourcing. We prioritize collaborative efforts, working to build a beauty industry that respects and protects human rights. We are continuing to

develop and implement supplier due diligence processes for tier 1 suppliers and have taken steps to deepen our understanding of the extended value chain, including completing a human rights risk assessment with our expert partner, BSR, and engaging our suppliers on key topics.

Consumer trust is at the heart of what we do. Our products and brands play a meaningful role in people's lives, challenging traditional beauty stereotypes while celebrating individuality and self-expression, guided by our Responsible Marketing Policy. We work to ensure our portfolio reflects the needs of the people we serve, and we continue to improve the ways consumers experience and connect with our products.

Safety is a top priority. Our products are assessed for safety and we conduct environmental assessments as we deem appropriate for our ingredients. We also safeguard privacy and data protection, sustaining the trust that underpins every relationship with our consumers.



Beauty of our People Policies

Coty has developed a robust set of global policies that translate our social commitments into clear expectations for employees and business partners. Covering areas such as human rights, health and safety, responsible marketing, and responsible sourcing, these policies embed our values into the way we work and foster transparency, accountability, and respect for people across our operations and supply chain. Anchored in internationally recognized human rights and labor standards, our policies reflect Coty's commitment to responsible business conduct. They are implemented through our internal governance processes and external partnerships.

For more information on how we uphold human rights and address potential impacts on people, see the [Upholding Human Rights](#) section. For further detail on how we develop and govern our policies, see [Beauty of our Planet Policies](#). Additional information on policies related to our Own Workforce, Workers in the Value Chain and Customers and End-consumers can be found in the dedicated chapters.

The table on the next page provides an overview of our [Beauty of our People policies](#), which are also publicly accessible via our [ESG Reporting Hub](#).



Human Rights and Ethical Business

Respect for human rights is a core commitment for Coty and fundamental to how we operate. This commitment extends to our own workforce, workers in the value chain, and the consumers and end-users of our products. We are dedicated to protecting the dignity, wellbeing, and rights of people who are connected to our business—from employees and suppliers to the communities and consumers who experience our products.

Our approach is anchored by internationally recognized standards, including the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. We are guided by the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, which shape how we identify, assess, and address human rights impacts. We also draw on other relevant frameworks, such as the Children's Rights and Business Principles and the UN Women's Empowerment Principles. These standards underpin our due diligence processes, our engagement with business partners, and our efforts to foster a culture of respect and accountability throughout our operations and value chain.

POLICY	CONTENT	SCOPE	ACCOUNTABILITY	THIRD-PARTY STANDARDS
CODE OF CONDUCT	Sets out expected behaviors for all Coty personnel. Covers respect, safety, anti-discrimination, fair dealing, workplace conduct, and compliance with laws. Embeds principles for health & safety, business ethics, and human rights.	Applies globally to all Coty employees, directors, contractors, ambassadors, subsidiaries, and joint ventures.	Oversight by Compliance team, Global Compliance Officer, Audit & Finance Committee, and Board of Directors. Breaches subject to disciplinary action.	References international standards including the UN Guiding Principles, ILO Conventions, OECD Guidelines, and UN Global Compact. Includes alignment with Coty's sustainability and ethics commitments.
BUSINESS PARTNER CODE OF CONDUCT	Sets supplier requirements for ethical conduct, human and labor rights, anti-discrimination, health and safety, anti-corruption, and environmental responsibility. Includes clauses on grievance mechanisms, due diligence, and verification.	Applies to all suppliers, contractors, distributors, agents, and consultants doing business with Coty, including their employees and subcontractors.	Partners are accountable for implementation; Coty monitors through audits, risk-based verification (e.g. Sedex, EcoVadis), and has right to terminate for serious breaches.	Based on ILO Fundamental Principles, UN Global Compact, UNGPs, OECD Guidelines, and Dodd-Frank Act (re: conflict minerals).
HUMAN RIGHTS POLICY	Sets Coty's overarching human rights commitments, including respect for labor rights, non-discrimination, fair wages, safe working conditions, and zero tolerance for forced and child labor. Covers due diligence, grievance mechanisms, and remediation.	Applies to all Coty business entities, associates, and business partners globally.	Oversight by the CEO, Executive Committee, and Senior Leadership Team; includes Chief Procurement Officer, Chief Scientific & Sustainability Officer, Chief People & Purpose Officer, and the Chief Legal Officer.	References the International Bill of Human Rights, ILO Declaration, UNGPs, OECD Guidelines, and UN Global Compact.
ANIMAL TESTING POLICY & PROGRAM	Outlines our commitment not to test products on animals, while also ensuring that we develop, test, manufacture, and package in compliance with the laws, regulations, and guidelines applicable in each country where our products are sold.	Applies to all Coty business entities, associates, and business partners globally.	Oversight by the Chief Scientific & Sustainability Officer and the CEO.	Several Coty brands have achieved Leaping Bunny approval by Cruelty Free International.
HEALTH & SAFETY POLICY	Outlines Coty's commitment to a safe and healthy working environment, guided by principles such as prevention, reporting, investigation, training, and evaluation. Emphasizes zero incidents, risk assessments, and compliance.	Applies to all Coty employees and non-employees working across global sites, including manufacturing, distribution, and offices.	Implementation led by line managers. Executive Committee ensures policy integration. CEO and Chief People & Purpose Officer hold overall accountability.	Aligned with applicable H&S laws and regulations. Where national law is insufficient, Coty applies its own standards to protect health.
RESPONSIBLE MARKETING POLICY	Sets commitments for responsible brand marketing, including transparent and honest advertising, avoiding misleading content, safeguarding cultural sensitivity, inclusivity, non-discrimination, accessibility, and responsible data practices. Prohibits marketing to children under 16, as well as certain types of imagery.	All Coty brands and products, including product development, advertising (TV, print, digital and social media), promotions, events, sponsorships, influencer marketing, and point-of-sale activities under Coty's direct control.	Implementation is led by Marketing and other relevant teams across the business, Corporate Affairs for enforcement with Legal and Compliance support. Oversight of implementation is led by the Responsible Marketing Taskforce.	International Chamber of Commerce (ICC) Advertising and Marketing Communications Code; aligned with global and local laws.
PRODUCT & INGREDIENT POLICY	Defines standards for product safety, ingredient selection, and transparency. Covers a four-stage risk assessment (ingredient and raw material analysis, exposure review, tolerance evaluation, post-market monitoring), ingredient exclusions, labeling, and consumer feedback. Includes commitment to avoid animal testing and ensure product quality.	Applies globally across offices, R&D centers and Coty-owned and third-party manufacturing sites.	Led by the Chief Scientific Officer, with responsibility shared between Product Safety and Global Quality teams. Includes formal governance, training, and reporting requirements.	Aligned with applicable national laws and global scientific research.
PRIVACY NOTICE	Outlines what personal information Coty collects, how it is used, and individuals rights regarding personal information.	Applies globally across Coty, its affiliates and subsidiaries.	Legal-Privacy team oversight it as part of the company's Privacy Program. A Data Protection Leader, reporting to the Global Compliance function, has been appointed to enhance our sustainability efforts, working in close collaboration with a network of regional compliance officers across our key global markets.	Aligned with applicable data privacy laws.
SUSTAINABLE SOURCING POLICY	Outlines our approach to ensuring an ethical and sustainable supply chain by integrating social and environmental criteria into purchasing, setting mandatory supplier requirements, and monitoring compliance. It also details our focus on high-risk raw materials like palm oil and mica, which are addressed through dedicated action plans and targets.	Supplier and upstream partners.	Executive Committee oversight, accountability and implementation by the Sustainability Office and Sustainable Sourcing Team.	Aligned with best practice frameworks and certifications, including UNGPs, Universal Declaration of Human Rights, Modern Slavery Act, ILOs Conventions, EcoVadis, Sedex, RSPO, Action for Sustainable Derivatives (ASD), FSC, PEFC, Responsible Mica Initiative (RMI), Responsible Beauty Initiative (RBI), ISO 14001.
GLOBAL PARENTAL LEAVE POLICY	Sets out Coty's commitment to offer every Coty employee, regardless of gender or location, a minimum of 14 weeks of fully paid leave when starting or expanding their family, including through adoption and surrogacy.	Own Operations.	Oversight by HR Office led by Chief People & Purpose Officer.	Aligned with international best practices.

OWN WORKFORCE (S1)

Coty's mission to #UndefineBeauty starts with the people behind our product innovations, our employees. We respect the rights of our employees and are committed to creating a culture of belonging, where individuals are seen, valued, and equipped to succeed. This section highlights our commitment to promoting fair working conditions, equal opportunity, and the Health and Safety of our workforce.

Our Targets and Progress

Target	Progress
Women: 53%	Men: 47%
Maintain gender balance in leadership positions until 2030.	Our top management (senior director and above) is gender balanced (53% women and 47% men).
Pay equitably (with a gap below 5%) for similar roles and performance, regardless of gender until 2030.	In the leadership category, the pay equity gap is below 2% and for Coty's other three management categories, the gap is between 2-5%.
Ensure 95% of employees complete comprehensive anti-discrimination training by the end of 2027.	Through Coty Academy, we offer training that supports awareness and professional conduct, workplace behavior, and non-discrimination. At the end of FY25, 5,979 employees have completed the training.

Coty does not directly involve members of its own workforce or their representatives in the setting of targets related to material impacts, risks, and opportunities, it engages with them through regular consultations and feedback mechanisms to inform performance tracking and identify areas for continuous improvement.



Our Impacts, Risks and Opportunities

+

WORKING CONDITIONS

Actual Systemic

Improved working conditions support employee wellbeing by ensuring fair and adequate wages, freedom of association, collective bargaining rights, and reasonable working hours. Our flexible policies, such as the omni-working hybrid model, enable better work-life balance and reinforce a respectful, empowering workplace.

✓

WORKING CONDITIONS

Creating good working conditions increases employee availability, reduces absenteeism, and enables stronger leadership and talent retention. This enhances our ability to meet current and future business needs and supports long-term growth.

+

EQUAL TREATMENT AND OPPORTUNITIES FOR ALL

Actual Systemic

Providing equal treatment and opportunities has a positive impact on employee well-being by fostering fairness and inclusion which in turn helps reduce stress, increase a sense of belonging, and enhance overall job satisfaction. Our activity includes paying equitably for comparable roles and performance, regardless of gender, striving for balanced representation in leadership across backgrounds, skills, and experience, offering inclusive benefits.

!

EQUAL TREATMENT AND OPPORTUNITIES FOR ALL

Failing to ensure a workplace where all employees can contribute and thrive – by allowing discrimination, harassment, or unethical conduct – could lead to absenteeism, disengagement, and difficulty attracting or retaining talent, raising costs, weakening leadership, and limiting the range of perspectives needed to create better products.

✓

EQUAL TREATMENT AND OPPORTUNITIES FOR ALL

An inclusive, respectful culture enhances engagement, fosters innovation, and strengthens our employer brand. It reduces absenteeism and turnover while attracting and retaining diverse talent. This can drive performance, loyalty, and sustainable business success.

!

HEALTH AND SAFETY

Non-compliance with health and safety laws or failure in our practices could result in legal or regulatory sanctions, financial loss, or reputational damage.

UpstreamOwn OperationsDownstream

SHORTMEDIUMLONG

Human Rights Policy

Code of Conduct

ACTIONS: Upholding rights, wellbeing and safety of own workforce

UpstreamOwn OperationsDownstream

SHORTMEDIUMLONG

Human Rights Policy

Code of Conduct

ACTIONS: Upholding rights, wellbeing and safety of own workforce

UpstreamOwn OperationsDownstream

SHORTMEDIUMLONG

Human Rights Policy

Code of Conduct

Global Parental leave Policy

ACTIONS: Promoting equal opportunity and fair labor practices

UpstreamOwn OperationsDownstream

SHORTMEDIUMLONG

Human Rights Policy

Code of Conduct

Global Parental leave Policy

ACTIONS: Promoting equal opportunity and fair labor practices

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Code of Conduct

Global Parental leave Policy

ACTIONS: Promoting equal opportunity and fair labor practices

UpstreamOwn OperationsDownstream

SHORTMEDIUMLONG

Human Rights Policy

Code of Conduct

Global Parental leave Policy

ACTIONS: Upholding rights, wellbeing and safety of own workforce

As a global company with a broad and varied workforce, Coty's assessment covered all individuals who could be materially affected. At Coty, our own workforce encompasses all individuals engaged in work under our direction and responsibility. This includes both employees and non-employees. Employees are individuals in a formal employment relationship with Coty, whether permanent or temporary, full-time or part-time. In addition, our own workforce also includes non-employee workers, such as self-employed individuals who provide labor directly to Coty and agency workers contracted through third-party organizations primarily engaged in employment activities. While these non-employees are not directly employed by Coty, they work under our supervision and perform roles integral to our operations. This review considered risks and opportunities relevant to our workforce and their interaction with our business model and strategy.

No material actual or potential negative impacts have been identified. We remain committed to continuous monitoring and early detection of risks. Potential areas of focus include working conditions, health and safety, and equal treatment and opportunity. The outcomes of the assessment are integrated into Coty's risk management systems to ensure ongoing oversight.

As Coty advances its transition plan to reduce environmental impacts and move towards net zero, we recognize that these changes may also affect our workforce and value chain. The main impacts relate to upskilling and reskilling, as employees adapt to new technologies, processes, and regulatory requirements.

As part of our climate risk assessment, we have also evaluated potential impacts on workers in our operations. The most relevant risk is heat stress: in geographies where production and logistics activities take place, rising temperatures and more frequent extreme heat events could affect workers' health, wellbeing, and productivity. To mitigate this risk, we are upgrading facilities with thermal insulation, advanced cooling systems, and reflective roofing, as well as optimizing work schedules to cooler parts of the day.

Coty upholds labor laws in every country where we operate, with practices anchored in our Human Rights Policy. This policy applies across our operations, tier 1 suppliers, and the wider value chain, including areas where manual activities such as farming or mining may expose vulnerable groups to greater risks. Through our supplier engagement initiatives, including the Supplier Decarbonization Program, we support partners on their own decarbonization journeys and encourage alignment with our human rights and labor standards. In this way, Coty aims to ensure that the transition to net zero is both just and inclusive for workers across our operations and value chain.

Our Value Chain-related Policies

Coty's commitment to the rights, wellbeing, and safety of its workforce is guided by a suite of global policies, including our Human Rights Policy, Code of Conduct, Health & Safety Policy, and Modern Slavery Statement. All policies are aligned with international standards, detailed in [Our Policies](#) section in the [Beauty of our Planet](#) chapter, and publicly available through our [ESG Reporting Hub](#).

Our Strategy and Actions

Coty is committed to upholding the rights, wellbeing, and safety of all colleagues by ensuring fair labor practices, safe and healthy workplaces, and the highest standards of ethical conduct. As one of the world's largest beauty companies, we serve a diverse global consumer base. To deliver products that meet the needs of all and drive performance, we are building a workplace where all employees are welcome and included. We strive to eliminate discrimination, promote equal opportunity, and foster an inclusive environment where everyone can thrive. When concerns arise, we provide accessible, confidential, and anonymous channels for reporting, ensuring issues are addressed promptly and fairly.

Coty promotes fair workplace practices through training, Learning Festivals, and internal initiatives, and remains committed to ongoing gender pay equity and monitoring leadership representation. We also regularly engage our workforce through open channels such as town halls and, where applicable, consultation with employee representatives to bring workforce perspectives into business decisions and strengthen alignment.



EQUAL TREATMENT AND OPPORTUNITIES FOR ALL

At Coty, we create products to unleash every vision of beauty. We can only do this when our people understand and represent the world that we serve and have equal opportunity to contribute and thrive to their role.

We welcome diversity throughout our organization. Women make up a large proportion of our employee and customer base, so we want their voices represented in our leadership too. We monitor gender balance in leadership roles and have 53% women and 47% men in top management. We are proud to have a Board and Executive leadership team that we believe reflects a variety of backgrounds and experiences.

More widely, we seek to broaden our access to talent through local initiatives and partnerships, recognizing that the populations and cultural priorities vary across our Coty markets. We want to build a Coty where everyone works well together and feels comfortable bringing their ideas forward, so we use training and communications to promote fair workplace practices.

Globally, we support inclusive development and equal access to opportunity. This includes our benefits package, such as a global parental leave policy that is gender-neutral, and our performance approach, which is underpinned by pay equity analysis. We are also committed to rolling out complete comprehensive anti-discrimination training, and continue to work to better understand the makeup of our workforce and inform relevant initiatives.

While no negative impacts on our own workforce have been identified to date, we are committed to preventing and mitigating any potential negative impacts on our workforce through the design and implementation of our initiatives, ensuring a fair and equitable working environment for all employees. All initiatives are subject to internal governance and guided by Coty's Code of Conduct and Human Rights Policy, which set clear expectations to safeguard employee wellbeing and uphold fairness and equity across our operations.

Governance

Workforce action plans are shaped through ongoing planning, monitoring, and dialogue across leadership and HR. The CEO and Chief People & Purpose Officer review workforce risks and opportunities regularly, drawing on insights from Talent and Development, HR leaders, Legal, Compliance, and data such as engagement feedback, incident reports. The Board Remuneration & Nomination Committee reviews and evaluates strategies and policies regarding culture, human capital, talent management, and inclusion to ensure alignment with Coty's values and stakeholder expectations.

Our Actions

We offer a global parental leave policy that offers a minimum of 14 weeks of fully paid leave – more in several markets – for employees, regardless of gender, when starting or expanding their family. Our Parental Leave Policy is part of Coty's global benefits framework and applies across all offices and eligible employment types, supporting shared caregiving and equal access to parental time off. During FY25, we continued to roll out the policy across our global operations, aiming for consistent access for eligible employees and encouraging adoption.

In parallel, we conduct regular internal pay reviews as part of our ongoing commitment to paying equitably for similar roles and performance, regardless of gender. We assess data systematically to identify and address any disparities in an evidence-based way. During this reporting cycle, we maintained a gender pay equity difference of below 2% for our leadership category. In other management categories, the gap ranged between 2–5%. In setting the target, we recognized that no two individuals are the same, and so when analyzing a large people-centric data set, a statistical margin of error will always exist. We have therefore set ourselves a target of achieving a pay equity gap of 5% or less. This gap was revised in FY25 from 2% to 5% as we reviewed our targets in preparation for CSRD.

Through Coty Academy, we offer training that supports awareness of professional conduct, workplace behavior, and non-discrimination. The “Change the Conversation” training continues to be offered globally as a voluntary, recorded session open to all employees. In FY25, 5,979 employees received training.

Complementing these initiatives, we form local partnerships to broaden our talent pool. In the UK, we collaborate with Brixton Finishing School to expand our access to underrepresented talent, while many of our factories and offices offer students opportunities to explore life at Coty each year. These partnerships help support our talent engagement efforts while ensuring that hiring and training decisions are made on a fair and non-discriminatory basis.

To support our understanding of our workforce, Coty offers candidates and new hires the opportunity to voluntarily share information about themselves. The program, launched in 2021, is active in the US, UK, France, the Netherlands, Monaco, and Canada. Participation is entirely voluntary and helps us gain insights into our workforce demographics while ensuring full respect for privacy and applicable regulations.

The actions outlined above are part of our continuous improvement process. While we share qualitative details and expected outcomes, operational and capital expenditures are still under assessment. We will disclose quantitative data when significant investments are required.



WORKING CONDITIONS

At Coty, we recognize that each of our employees is integral to the future of our business. We are committed to providing a positive work environment based on respect for all.

Our success depends on our ability to identify, hire, train, and retain talent. We focus on building skills, knowledge, and leadership potential through structured development, mentorship, and performance processes. At the start of each year, employees set ambitious goals with their managers, supported by regular check-ins. A formal mid-year review provides the opportunity to celebrate successes, reflect on progress, and refine development plans, followed by a year-end self-assessment.

Alongside learning and development, we are committed to providing fair working conditions and competitive benefits, tailored to local needs for our global workforce of almost 11,000 employees. Our benefits packages are designed to support wellbeing and promote work-life balance. Where possible, we offer flexible arrangements, such as part-time options and adaptable working hours which complement this approach by allowing eligible employees to flex between remote and on-site work, supporting both professional and personal commitments. Where feasible, this flexibility extends to roles such as internships.

We are equally committed to fair pay for all employees, in accordance with local laws and collective agreements. This commitment supports our broader approach to respecting human rights and promoting employee wellbeing by ensuring economic security, dignity, and transparency in the workplace.

Supporting mental and physical wellbeing is another key aspect of our people strategy. Coty Academy offers learning resources on stress management and mental health, accessible across regions. In addition, many of our offices, R&D centers, and supply chain sites provide access to healthcare services and run locally tailored wellbeing programs.



Our Actions

In FY24, we relaunched the Coty Academy, our dedicated learning platform, to better align development with business priorities and essential skills such as personal effectiveness, people management, and leadership. The Academy was actively used by our workforce during FY25. Complementing this, we hosted Learning Festivals across major sites to inspire employees to view their roles as careers, not just jobs. These festivals were supported by our Global Leadership team and delivered using a shared toolkit to ensure consistency and impact.

Further strengthening our commitment to leadership development, in FY24 we introduced a new performance philosophy for our leadership team. Centered on shared objectives, active listening, continuous learning, and transformation, this philosophy was fully rolled out in FY25. To further support personal growth and foster belonging, our Amsterdam and Asia Pacific teams launched 12-month mentoring programs.

In FY25, we continued to offer omni-working, our hybrid workplace flexibility model enabling employees to work part of the week away from the office.

In line with our fair pay approach, in FY25, wage compliance and alignment with collective agreements were monitored across our operations, covering 99%* of our employees. We regularly review wage practices to ensure adherence to local standards and our internal policies.

During FY25 Coty DACH ran Health Days, giving employees two days to focus on their physical and mental health through activities including lectures, yoga, and massages. In Brazil, we held a “Caring for People is the Best Prevention Day”, combining education and engagement to reinforce the importance of a supportive work environment.

*Excluding unpaid leave employees



HEALTH AND SAFETY

We maintain a strong focus on health and safety across our owned R&D centers. We track performance using the Total Recordable Incident Rate (TIR) and have no work-related fatalities on record. All recordable incidents, serious near misses, and first aid cases are documented, investigated, and monitored.

We actively engage employees in the continuous improvement of our HSE program by encouraging the reporting of near misses, raising of hazards, and empowering them to stop work if unsafe conditions are present. We also recognize and reward excellence in safety, quality, and sustainability.

We prevent, mitigate, and control the risk of accidents and work-related illnesses by continuously improving the Coty Supply 6 Key Elements (6 KEA) HSE Management Program. Corrective actions are implemented and shared across sites to support continuous improvement. Our 6 KEA HSE Management Program applies to all our factories and distribution centers and includes annual internal safety audits, action planning, and site-specific risk assessments, with results reported monthly through the Supply HSE Scorecard. Each site conducts an annual self-assessment led by the site safety leader and is externally audited by ENHESA HSE Legal experts on HSE Legal Compliance every three years. Employees receive comprehensive HSE training during onboarding, covering site-specific hazards and policies, with additional training for each job assignment. Mandatory training is tracked monthly through our HSE scorecard process. Each of Coty's factories and distribution centers are responsible for ensuring effective Qualified Occupational Health Services and site-specific health services.

Our approach to health and safety in our offices is informed by a comprehensive risk assessment of all aspects of employee safety at our largest office locations. The assessment examined our incident prevention protocols, including assessing existing procedures for responding to emergencies and mitigating risks. It identified training opportunities for employees to recognize and respond to potential threats, fostering a culture of safety awareness throughout the organization.



Our Actions

In FY25, we reinforced our approach to health and safety by continuing to strengthen our machine shop standards and risk assessments. Building on last year's implementation of a digital incident management tool at three sites, we extended the system across all factories and distribution centers, with the exception of one site, which is scheduled for completion next year.

We also reinforced and trained our Daily Critical Safety Systems, including Behavioral Observation, Hazard Identification, Incident Communication and Investigation, the Six Key Elements framework, Legal Compliance Auditing, and monthly reviews of site safety performance action plans. In parallel, we updated the Coty Material Handling Safety Standard. All manufacturing and distribution centers completed a self-audit against the revised standard and defined tailored improvement plans to ensure compliance.



During the year, we also initiated a pilot of the "Safe Start" Behavioral Approach Program in one factory, designed to strengthen individual capability to recognize risks and encourage safe behaviors and habits that prevent accidents. In addition, the Six Key Elements HSE Management Program was fully implemented across all manufacturing and distribution sites, ensuring coverage of all employees in our factories and distribution centers.

We apply the same level of care in our office environments. Last year, we completed a comprehensive risk assessment of employee safety across our largest office locations. The review covered incident prevention protocols, emergency response procedures, and risk mitigation processes. This helped identify training opportunities to enhance employee awareness and response to potential threats, reinforcing our safety culture.

Dialogue and Human Rights

ENGAGING WITH OUR OWN WORKFORCE

At Coty, we are committed to ensuring that the voices of our employees are reflected in our decision-making process. We respect the right to social dialogue and engage regularly with workers' representatives wherever they are in place. We also host regular company-wide town halls open to all employees with access to a Coty email address. These enable us to share key strategic and organizational updates and gain early input into decision-making. These forums help surface emerging concerns, minimize conflict, and foster employee alignment with Coty's direction and commitment to the company.

Responsibility for ensuring that workforce perspectives are monitored lies across several functions. Local HR Heads manage engagement at the country level, while Regional HR Heads coordinate practices across multiple markets. Our legal team provides global oversight, and specific topics are often addressed collaboratively by HR business partners and relevant business leaders. Although we do not currently have a Global Framework Agreement in place, we uphold the right to representation and support structured dialogue across our regions.

Our approach to belonging helps ensure that voices from more vulnerable groups are heard, including through our inclusive leadership training and policies such as our gender-neutral parental leave. We do not currently have a formal mechanism to assess the effectiveness of workforce engagement; however, we recognize the value of tracking impact and outcomes over time. This is something we will look to explore in the future.



HUMAN RIGHTS AND ACCESS TO REMEDY

In addition to our broader engagement approach, we apply recognized best practices for addressing concerns and remediating impacts. When it comes to our workforce, we are committed to safe, fair, and respectful working conditions—ensuring reasonable working hours, fair wages and benefits, and equal opportunities for all. We uphold employees' rights to freedom of association and collective bargaining and embed health and safety into our policies and management systems, with a strong focus on preventing accidents and protecting wellbeing at work.

For Coty, creating space for people to raise concerns is a key priority. Our formal grievance mechanisms ensure that issues can be voiced safely, addressed fairly, and resolved without fear of retaliation. Coty operates a formal whistleblowing mechanism to ensure concerns can be raised and addressed transparently, safely, and effectively.

Our central channel is the Coty Ethics & Compliance Hotline, operated by an independent third party. It is available at all times, in multiple languages, and guarantees anonymity and confidentiality. All concerns raised through Coty's grievance and whistleblowing mechanisms are reviewed case by case by the Global Compliance Team as part of our structured due diligence and compliance processes. Allegations are handled under principles of good faith, confidentiality, cooperation, objectivity, and impartiality. Where necessary, internal investigations are initiated, with corrective and preventive actions (CAPAs) implemented and monitored through to resolution. The Global Compliance Team tracks and records all reports, maintains oversight of outcomes, and provides quarterly anonymized updates to the Executive Committee and the Audit & Finance Committee.

Beyond the hotline, employees also have direct channels to raise concerns with their manager, HR Business Partner, compliance contact, or the Legal Department. These channels are clearly outlined in Coty's Code of Conduct and reinforced through ongoing policies, training, and awareness campaigns. Together, they provide multiple options for people to speak up and ensure that concerns are surfaced, addressed fairly, and resolved in a timely manner.

Anonymity, confidentiality, and protection from retaliation are guaranteed across all channels. These safeguards are clearly stated in our policies and reinforced through training. Coty does not tolerate retaliation against anyone who raises a concern in good faith or participates in an investigation, and any breach may result in disciplinary action, up to and including termination of employment or supplier contracts.

METRICS RELATED TO OWN WORKFORCE

While we do not make nomination or employment decisions based on legally protected characteristics, the tables below show certain statistics about our leadership and wider team.

CHARACTERISTICS OF UNDERTAKING'S EMPLOYEES

Information on own workforce by gender

GENDER	NUMBER OF EMPLOYEES (WORKFORCE)
Male	3,859
Female	7,119
Not Reported	-
Other	1
Total employees	10,979

Number of employees in countries with 50 or more employees representing at least 10% of total number of employees

COUNTRY	NUMBER OF EMPLOYEES (WORKFORCE)
Brazil	2,335
United States	1,706
Spain	1,465

Information on employees by contract type and gender

GENDER	NUMBER OF EMPLOYEES	NUMBER OF PERMANENT EMPLOYEES (WORKFORCE)	NUMBER OF TEMPORARY EMPLOYEES (WORKFORCE)	NUMBER OF NON-GUARANTEED HOURS EMPLOYEES (WORKFORCE)
Male	3,859	3,805	54	0
Female	7,119	6,944	175	0
Other	1	1	0	0
Total	10,979	10,750	229	0

Information on employees by type of contract and by gender

GENDER	NUMBER OF EMPLOYEES	NUMBER OF FULL-TIME EMPLOYEES	NUMBER OF PART-TIME EMPLOYEES
Female	7,119	6,492	627
Male	3,859	3,813	46
Other	1	1	0
Total	10,979	10,306	673

Employee turnover

METRIC	VALUE
Total number of employees who have left the company	1,858
Employee turnover (%)	17%

*The turnover rate has been calculated as the rate between the number of employees with terminated contract and the total headcount at the end of reporting period

METRICS RELATED TO OWN WORKFORCE

COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE

METRIC	VALUE (%)
Percentage of total employees covered by collective bargaining agreements	46%
Global percentage of employees covered by workers' representatives	48%

COVERAGE RATE	Collective Bargaining Coverage for Employees - EEA (for countries with more than 50 employees representing over 10% of total employees)	Collective Bargaining Coverage for Employees - Non-EEA (for countries with more than 50 employees representing over 10% of total employees)	Social dialogue - Workplace representation (EEA only) (for countries with more than 50 employees representing over 10% of total employees)
0-19%	United States		
20-39%			
40-59%			
60-79%			
80-100%	Spain	Brazil	Spain

DIVERSITY METRICS

GENDER DISTRIBUTION IN NUMBER OF EMPLOYEES (HEAD COUNT) AT TOP MANAGEMENT LEVEL*	
Number of women at top management	212
Number of men at top management	187

GENDER DISTRIBUTION IN PERCENTAGE OF EMPLOYEES AT TOP MANAGEMENT LEVEL*	
% of women at top management	53%
% of men at top management	47%

*A top management or leadership position is defined as Senior Directors, VP and above

METRIC	VALUE
Gender Distribution of the Executive Committee	3 women and 1 men

DISTRIBUTION OF EMPLOYEES (HEAD COUNT) BY AGE**	
Total employees aged under 30	1,887
Total employees aged 30 to 50	2,308
Total employees aged over 50	6,782

**The date of birth is not available for two employees

ADEQUATE WAGES

In FY25, all Coty employees were paid an adequate wage, meeting or exceeding applicable legal minimums.

HEALTH AND SAFETY METRICS

FY2025	VALUE
Percentage of own workforce covered by the company's health and safety management system based on legal requirements or recognized standards or guidelines	100%
Number of fatalities as a result of work-related injuries and work-related ill health	0
Number of recordable work-related accidents	14
Rate of recordable work-related accidents	0.75
Number of cases of recordable work-related ill health	0

REMUNERATION METRICS

METRIC	VALUE
Gender pay gap (average)	3.2%
Annual total remuneration ratio of the highest paid individual to the median annual total remuneration for all employees (excluding the highest-paid individual)	411.80

INCIDENTS, COMPLAINTS AND SEVERE HUMAN RIGHTS IMPACTS

METRIC	VALUE
Total number of incidents of discrimination reported, including harassment	35
Total amount of fines, penalties, and compensation for damages as a result of the incidents and complaints disclosed above	\$0
Number of severe human rights incidents connected to the company's workforce	0
Total amount of fines, penalties and compensation for damages for the incidents described above	0
Total number of complaints reported through our whistleblowing system	214
Number of complaints filed to National Contact Points for OECD Multinational Enterprises.	0

WORKERS IN THE VALUE CHAIN (S2)

Our impact on people reaches across our entire value chain. Managing our sourcing responsibly involves paying close attention to the supply chains that we deem as posing the highest potential human rights risks.

Our Targets and Progress

Target	Progress
Ensuring 100% of Indian mica is responsibly sourced by 2030.*	100% 100% 100% of our Tier 1 Indian mica suppliers are Responsible Mica Initiative (RMI) members and 97.7% of Indian mica for our production sites is traced to mine level. We support RMI community empowerment programs and engage with our upstream value chain towards compliance with RMI workplace standards, including rolling out third-party audits.

*In delivering this target we follow the RMI's framework which focuses on traceability, compliance with workplace standards, and community programs.

As a global company with a complex supply chain, Coty recognizes our particular responsibility to uphold labor and social standards, as well as the human rights of value chain workers. As part of our Double Materiality Assessment (see [Defining what Matters](#)), we considered material impacts, risks and opportunities in relation to all individuals working within our value chain who could be affected by our activities or those of our business partners. While we don't directly employ or supervise workers in our value chain, we continuously work to enhance transparency and deepen our understanding of the conditions they face.

Our Value Chain-Related Policies

Our Code of Conduct for Business Partners outlines our expectations across environmental, social and legal compliance. The Code of Conduct is shared with partners as part of our vendor onboarding process and we monitor our spend covered by business partners having signed the Code.

Our Human Rights Policy sets out our commitments to human rights and provides clear direction on our approach. Our Sustainable Sourcing Policy outlines our approach to ensuring an ethical and sustainable supply chain. A link to the Sustainable Sourcing Policy for Business Partners will be added

to Coty's supplier portal to clarify expectations on risk management, audit, traceability, and transparency for high-risk ingredients. For more information see [Our Policies](#) in the [Beauty of our People](#).



Our Impacts, Risks and Opportunities

− FORCED LABOR AND CHILD LABOR Potential systemic	Potential instances of child labor can severely harm children's rights, limit access to education, and undermine well-being. Forced labor is a violation of fundamental human rights. Both are zero-tolerance issues in our operations and those of direct partners but remain potential risks in upstream supply chains, particularly at the raw material level.	UpstreamOwn OperationsDownstream	SHORTMEDIUMLONG	Code of Conduct for Business Partners Sustainable sourcing policy Human Rights Policy
! FORCED LABOR AND CHILD LABOR	Risk that forced or child labor may occur within the supply chain, leading to reputational damage, loss of stakeholder trust, and potential regulatory consequences. Such practices may also disrupt supply continuity due to labor unrest, absenteeism, or workforce shortages at supplier sites.	UpstreamOwn OperationsDownstream	SHORTMEDIUMLONG	Code of Conduct for Business Partners Sustainable sourcing policy Human Rights Policy
− HEALTH AND SAFETY Potential systemic	Adverse health effects may arise for workers across our value chain when occupational health and safety standards are not upheld, and substandard working conditions persist, infringing on individuals' right to a clean, healthy, and sustainable environment.	UpstreamOwn OperationsDownstream	SHORTMEDIUMLONG	Code of Conduct for Business Partners Sustainable sourcing policy Human Rights Policy
! HEALTH AND SAFETY	Health and safety risks in the supply chain can disrupt Coty's business by interrupting critical supplies and services. This may occur due to worker unavailability caused by industrial action, labor unrest, strikes, absenteeism, illness, or suppliers' inability to retain employees because of health and safety concerns.	UpstreamOwn OperationsDownstream	SHORTMEDIUMLONG	Code of Conduct for Business Partners Sustainable sourcing policy Human Rights Policy
− WORKING CONDITIONS Potential systemic	Negative impacts on value chain workers can arise when they lack fair employment terms and working conditions, including adequate wages, freedom of association, collective bargaining, the existence of work councils, and safe working conditions. Insecure employment, particularly for temporary labor, can create further negative impacts.	UpstreamOwn OperationsDownstream	SHORTMEDIUMLONG	Code of Conduct for Business Partners Sustainable sourcing policy Human Rights Policy
! WORKING CONDITIONS	Risk of reputational harm and financial loss due to non-compliance with employment regulations or poor labor practices within the value chain. This may lead to supply disruptions caused by strikes, labor unrest, absenteeism, or high turnover resulting from inadequate employment terms.	UpstreamOwn OperationsDownstream	SHORTMEDIUMLONG	Code of Conduct for Business Partners Sustainable sourcing policy Human Rights Policy
− EQUAL TREATMENT AND OPPORTUNITIES FOR ALL Potential systemic	Workers may be negatively impacted by unequal pay, discrimination in career advancement, and lack of protection against violence or harassment.	UpstreamOwn OperationsDownstream	SHORTMEDIUMLONG	Code of Conduct for Business Partners Sustainable sourcing policy Human Rights Policy
! EQUAL TREATMENT AND OPPORTUNITIES FOR ALL	Reputational and operational risk that violations of equal treatment and opportunity rights within the supply chain may lead to worker unrest, absenteeism, or turnover, potentially disrupting critical supplies and damaging stakeholder trust.	UpstreamOwn OperationsDownstream	SHORTMEDIUMLONG	Code of Conduct for Business Partners Sustainable sourcing policy Human Rights Policy

Our Strategy and Actions

Coty recognizes that human rights challenges within global supply chains are complex and systemic, so our approach must be dynamic and adaptive. We are committed to ongoing due diligence and to continuously improve our ability to identify potential and actual human rights impacts connected to our business.

Our due diligence approach, guided by the OECD framework, is focused on embedding responsible business practices, identifying and assessing our impacts, taking steps to prevent or mitigate them, and tracking and communicating progress. We use recognized tools and independent experts to monitor our Tier 1 suppliers and closely examine human rights challenges across our wider value chain, with particular focus on countries and categories that present the greatest potential risks. Recognizing that systemic issues require shared solutions, we actively prioritize and participate in collective action.

Time-bound KPIs and external targets guide our actions, and we report on our progress on annually via our corporate website and sustainability reports. This approach supports continuous improvement and enables us to evolve and refine our strategies to ensure they reflect performance insights and evolving best practice. Strong governance underpins every stage of this process, ensuring accountability, transparency, and continual improvement.

TIER 1

All suppliers must adhere to our Code of Conduct for Business Partners. We monitor compliance through third-party sustainability assessments such as EcoVadis scorecards, Sedex self-assessments, GRESB assessments for real estate suppliers, and site audits. All supplier sites undergo risk screening. For certain categories in scope, including raw materials, packaging, third-party manufacturing, and logistics (warehousing), sites identified as high risk are audited under the Sedex SMETA protocol, with audits conducted every two years. Coty manages supplier non-compliance by supporting suppliers to improve their practices through corrective action plans. If a supplier fails to demonstrate meaningful progress over an agreed timeframe, we may gradually move business away from that partner.

Our approach to supplier management is grounded in a commitment to sustainable sourcing and responsible business practices. By embedding clear expectations on risk, audit, traceability, and transparency into our contractual framework, we reinforce the standards we expect across our value chain. We track the effectiveness of our actions through annual business reviews with suppliers as well as ongoing monitoring of progress against our targets. Our supplier business review scorecards integrate specific sustainability elements related to environmental and social KPIs. Key strategic suppliers are ranked and engaged according to the results of the scorecards. We use an Ethical Trade Tracker to manage data related to track Tier 1 supplier compliance.

Governance

We have dedicated resources in place to manage our material impacts. Our Sustainable Sourcing Team, embedded within the Procurement function and reporting to the Chief Procurement Officer, leads human rights and environmental due diligence and oversees supplier compliance. Sustainability is also integrated into each of our procurement category strategies to maximize our impact.

Our Actions

In FY25, we continued to implement our due diligence program and strengthened our protocols. We work closely with our suppliers to ensure alignment with our ethical, environmental, and social standards. For more information on how we manage our relationships with suppliers, please see the [Relationship with Suppliers](#) and [Payment Practices in Governance](#).

BEYOND TIER 1

We recognize that the greatest likelihood for human rights challenges lies beyond Tier 1—in our upstream value chain. We develop tailored action plans for identified sensitive supply chains that pose a higher risk. This includes mica, palm oil, and certain natural ingredients used in our fragrance oils. Transparency is a top priority for these supply chains. We work to deepen our visibility and are increasing the granularity of our risk assessment and disclosures.

To enhance our identification of potential sensitive supply chains, together with BSR we conducted a new human rights risk mapping of all Coty's procurement functions against leading recognized indicators. The resulting risk scores allow us to better prioritize risks by country, category, and issue and identify human rights risks related to workers in the value chain. This work guides us to further investigate potential risks and in the development of tailored roadmaps on priority areas, as well as informing Coty in refreshing our Human Rights Policy.

As part of our assessment, each sourcing country was attributed a score for country risk using 21 global, publicly available indexes that cover relevant human rights issues. Additionally, each category was mapped to specific human rights issues and given a score based on severity and likelihood of occurrence using desktop research, as well as internal and external engagement. Subsequently, final scores and severity rankings were calculated by adding the country and category risk scores together.

We assessed our potential risks related to core human rights issues, including working conditions, freedom of association and collective bargaining, discrimination and gender-based violence, health and safety, child labor, and forced labor. The assessment confirmed that agriculture, such as fragrance naturals, and mining, including mica, are priority categories. Our due diligence actions on these supply chains are outlined below. The findings also identified potential supply chains for further consideration: informal labor, outsourced labor, and outsourced manufacturing, including materials for our gift with purchase items. As a next step, we aim to further assess these potential impacts to understand whether our value chains are affected and review their salience for our business.

Coty also acknowledges that some value chain communities face heightened vulnerability to adverse impacts. This includes women, children, migrant workers and temporary workers. Consideration for these groups shapes how we prioritize action, set expectations with suppliers, and design our due diligence and remediation strategies, and guide the engagement outlined in this section.



To enhance our identification of potential sensitive supply chains, together with BSR we conducted a new human rights risk mapping of all Coty's procurement functions against leading recognized indicators.

Our Actions Beyond Tier 1

We have set up and implemented a range of actions to prevent, mitigate, and remediate material negative impacts on value chain workers. We prioritize the supply chains at highest risk of human rights challenges and are implementing dedicated action plans for our identified sensitive supply chains such as palm oil, mica, and natural fragrances.

Mica

Coty uses mica to create a pearlescent effect in many products. We source mica from several regions, including Eastern India, where working conditions can pose human rights risks. We are committed to sourcing our Indian mica responsibly. As a founding member of the Responsible Mica Initiative (RMI), we support its approach of promoting responsible workplace standards, legal frameworks, and community empowerment programs, with traceability as a crucial underpinning.

In FY25 we continued to trace 100% of mica used at our production sites to country of origin, and 79% to mine level. Of the mica we sourced for our production sites during FY25, 34% comes from India, with 97.7% traced to the mine.

As we work towards our 2030 target, we continue to partner with RMI on community empowerment programs in India and to engage our upstream value chain to support compliance with RMI workplace standards or equivalent through capacity building. In FY25, we continued to roll out audits against these standards. Through the RMI, we are also beginning risk assessments beyond India to better understand wider mica supply chains.



Fragrance Naturals

Many natural ingredients in our fragrances come from agricultural supply chains in regions where working conditions may increase human rights risks. We are working to develop and implement targeted action plans for priority high-risk naturals, with traceability as a key priority. In FY25, we had traceability for all fragrance naturals country level.

In partnership with the Fair Labor Association's (FLA) 'Harvesting the Future – Fragrances' project, we are supporting programs in Turkey and Egypt to improve working conditions for agricultural workers and their families. This cross-sector initiative brings together government, civil society, producers, and industry to drive positive change.

In FY25, we expanded our partnership with FLA and with their support have updated our human rights risk mapping of our fragrance naturals supply chains. Our BSR risk assessment earlier in 2025 paid particular attention to these supply chains, assessing each ingredient and country for potential impacts. Following this, we worked with FLA to combine these findings with sectoral and peer insights to identify priority naturals and countries for further investigation and collective action.

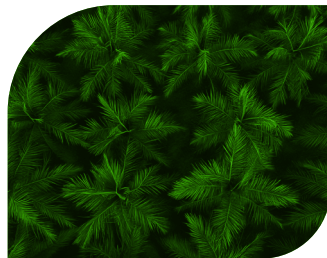
In Coty's June 2024 Partner Day, we presented our naturals human rights strategy to our strategic fragrance suppliers. We have continued to engage these suppliers and, in July 2025, presented the updated risk mapping to these partners in a FLA-facilitated roundtable event to encourage joint action to protect human rights throughout our supply chains.

Palm Oil

Coty continues to address the challenges linked to the complex supply chain of palm oil and palm kernel derivatives.

As a first step, we have been working in FY25 to trace our upstream value chains to the mill and plantation level. In FY25, 100% of the palm oil for our production sites and our third-party manufacturers are Roundtable on Sustainable Palm Oil (RSPO)-certified.

Since 2023 we have been a member of the Action for Sustainable Derivatives (ASD) initiative, which helps us collaborate with industry peers to promote responsible sourcing and production. For more information, see the [Biodiversity](#) section.



Vanilla in Madagascar

In FY25, Coty became the first fine fragrance partner to the Livelihoods Fund for Family Farming (L3F) initiative in Madagascar, a project driven by the L3F coalition, bringing together the fragrance supplier dsm-firmenich, companies outside of the beauty sector that source vanilla, and Livelihood Venture. Vanilla sourced directly from this project is being used to make one of our iconic scents.

This program aims to foster sustainability and support smallholder vanilla farming communities through a large-scale project in Madagascar. The project is located outside the Sava region where vanilla production is currently concentrated. Key focus areas include fully traceable vanilla production, food security for farmers and biodiversity conservation. It embeds social, environmental and economic priorities, and includes training farmers on sustainable practices to increase vanilla productivity and quality through agroforestry techniques.



Dialogue and Human Rights

ENGAGING WITH WORKERS IN THE VALUE CHAIN

At Coty, we seek to reflect the perspectives of value chain workers in our decisions, policies, and initiatives. Through collaboration with Tier 1 suppliers and participation in multi-stakeholder initiatives, we work to address the root causes of labor rights risks and support improvements in working conditions. We actively engage with peers, NGOs, industry experts, and policymakers through these initiatives, leveraging shared insights to drive broader industry progress.

Our engagement approach blends direct input with insights and information from trusted proxies to understand actual and potential impacts on workers’ health, safety, and wellbeing, as well as risks to their fundamental human and labor rights.

We engage with workers, on an ad hoc basis, depending on the issues and concerns raised at our suppliers’ facilities. The Sustainable Sourcing team, led by the Sustainable Sourcing Director, coordinates our engagement with industry associations, in order to inform responsible sourcing approach.

Coty has not established a Global Framework Agreement or similar arrangements related to human rights of workers in the value chain. While no dedicated mechanisms are currently in place to capture the perspectives of particularly vulnerable or marginalized workers, or to formally evaluate the effectiveness of engagement efforts, our Sustainable Sourcing Team remains focused on embedding relevant insights into our strategy and monitoring the adequacy of existing channels.



UPHOLDING HUMAN RIGHTS AND ADDRESSING CONCERNS

We expect our partners in the value chain to uphold human rights, with our Human Rights Policy and Business Partner Code of Conduct requiring suppliers to provide fair working conditions, respect labor rights, and maintain safe workplaces. We apply a risk-based approach to identify, prevent, and address adverse human rights impacts. This includes supplier screening, monitoring, training, and targeted due diligence. We are committed to respecting and promoting fundamental human rights throughout our own operations and extended supply chain. This includes a dedication to ensuring our sourcing and manufacturing supply chains do not include, use or tolerate human trafficking, slavery and forced or child labor and comply with all applicable laws.

The Coty Ethics & Compliance Hotline is open to business partners and value chain workers and is operated by an independent third party. For more information on the Ethics & Compliance Hotline, please see [Dialogue and Human Rights in Own Workforce](#).

The Code of Conduct for Business Partners requires suppliers to establish grievance mechanisms, investigation protocols, and training to ensure their workers and subcontractors understand and comply with Coty’s standards.

Tier 1 supplier performance is regularly assessed through audits focused on social and environmental risks. When negative impacts are identified – whether through audits or grievance channels – we work with business partners to resolve issues and address root causes within a defined timeframe. Corrective action plans are issued with clear expectations, and if meaningful progress is not demonstrated, Coty may gradually move business away from the partner.

Beyond Tier 1, we recognize the need for tailored grievance mechanisms reaching affected workers for different stakeholder groups and we are committed to implementing appropriate channels to address their concerns. We work to provide or cooperate in the remediation of any human rights harm we have caused or contributed to. In line with the UNGPs, we use our leverage to enable remedy.

METRICS RELATED TO WORKERS IN THE VALUE CHAIN

Entity-specific metric on mica

PERFORMANCE DATA	FY24	FY25
Total amount of mica sourced for Coty production sites (metric tons)	179	215
Amount of Indian mica sourced as a proportion of total mica sourcing for Coty production sites (%)	28%	34%
Indian mica sourced through RMI members (%) (Tier 1 suppliers)	99.9%	100%
Indian mica traced to mine level (%)	97%	97.7%

CONSUMERS AND END-USERS (S4)

At Coty, we strive to undefine and unleash every vision of beauty. A crucial foundation of this ambition is marketing our products responsibly and caring for those who use them. Our brands have an important role to play, bringing joy to our consumers and championing self-expression, while consumer safety remains a top priority. We are committed to creating high-quality, effective products and aim to provide consumers with clear information to support informed choices. As more of our interactions move into digital spaces, we also maintain trust through robust personal data protection practices.

Our Targets and Progress

Target	Progress
Share progress on our High Profile Ingredients and Materials (HPIM) management process annually as of 2020.	We regularly evolve our HPIM list and strategy to adapt to the latest scientific discourse. This report shares more information on our chemical safety strategy.
Increase ingredient transparency by creating an online ingredients resource by 2026.	The online ingredients library was published in October 2025, ahead of schedule.

Our Double Materiality Assessment (see [Defining what Matters](#)) considered all individuals who purchase and use our fragrance, skin and body care, and color cosmetics products, whether directly from Coty or through business partners.

All consumers who could be meaningfully affected by our products, activities, or partnerships are included in this disclosure, and the risks and opportunities arising from our impacts and dependencies on consumers apply to all consumers. The table below outlines the consumer and end-user-related impacts, risks, and opportunities identified through our materiality assessment.



Our Impacts, Risks and Opportunities

-	HEALTH AND SAFETY <i>Potential Widespread</i>	Failing to implement stringent safety practices and follow applicable laws and regulations governing ingredients choices and concentrations could expose consumers to health risks.	Upstream Own Operations Downstream	SHORT MEDIUM LONG	Coty Ingredient Policy
ACTIONS: Product health and safety					
-	ACCESS TO QUALITY INFORMATION <i>Potential Widespread</i>	Limited access to clear, complete information about Coty's products, such as a lack of information and education around ingredients, can hinder informed decision-making and negatively impact consumers by preventing them from understanding the potential benefits, risks, or suitability of products for their specific needs. This could result in consumers unknowingly exposing themselves to health risks, such as allergic reactions or skin sensitivities.	Upstream Own Operations Downstream	SHORT MEDIUM LONG	Responsible Marketing Policy
ACTIONS: Ingredient transparency and labelling					
+	ACCESS TO QUALITY INFORMATION <i>Potential Widespread</i>	Providing customers with transparent and reliable information on Coty's fragrance, skincare, and cosmetic products enables informed and conscious purchasing decisions. This includes the provision of clear communication on product ingredients and the distinction between natural and synthetic components. Such transparency encourages responsible consumption by allowing consumers to align product choices with their personal values and preferences.	Upstream Own Operations Downstream	SHORT MEDIUM LONG	Responsible Marketing Policy
ACTIONS: Ingredient transparency and labelling					
✓	ACCESS TO QUALITY INFORMATION	Providing clear, accessible, and high-quality product information can strengthen consumer trust in Coty, support loyalty among existing customers, and open opportunities to reach new audiences.	Upstream Own Operations Downstream	SHORT MEDIUM LONG	Responsible Marketing Policy
ACTIONS: Ingredient transparency and labelling					
-	SOCIAL INCLUSION	Excluding certain groups from access to our products, whether through limited shade ranges, lack of inclusive offerings, or marketing perceived as discriminatory, can negatively impact consumers by fostering feelings of alienation, reducing their ability to find products that meet their needs, and potentially harming their self-esteem or sense of belonging.	Upstream Own Operations Downstream	SHORT MEDIUM LONG	Responsible Marketing Policy
ACTIONS: Accessible and inclusive products					
✓	SOCIAL INCLUSION	By offering products that meet diverse beauty needs, including makeup in a wide range of skin types and tones and solutions tailored for an aging population, and ensuring marketing reflects and respects societal concerns, Coty can deepen connections with consumers, strengthen loyalty, enhance brand image and desirability, and drive long-term value, and reach new audiences by targeting consumers.	Upstream Own Operations Downstream	SHORT MEDIUM LONG	Responsible Marketing Policy
ACTIONS: Accessible and inclusive products					
-	PRIVACY <i>Potential Widespread</i>	Misuse, theft, or unauthorized access to customer data could harm individuals and erode trust. This includes any breach of our commitment to use personal information only for its intended purpose, protect its confidentiality, and safeguard it from intrusion. Failure to uphold these standards could lead to privacy impacts for consumers.	Upstream Own Operations Downstream	SHORT MEDIUM LONG	Privacy Notice
ACTIONS: Protection of personal data and security					

Our Strategy and Actions

Our consumers are as diverse as the beauty products they inspire, spanning different ages, geographies, skin types, genders, and personal styles. We ensure our products are safe, effective, and accompanied by clear information to support informed choices for consumers. As more of our interactions move into digital spaces, we also maintain trust through robust personal data protection practices.

Our Consumer-Related Policies

At Coty, we safeguard consumer health, safety, and trust through three core policies: our Responsible Marketing Policy, Product and Ingredient Policy, and Privacy Notice. These apply to all consumers and end-users, guiding how we communicate, ensure product safety and quality, and protect personal information. Our policies are grounded in international law, including the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, and reflect widely recognized international and third-party standards and initiatives. They are publicly available in our ESG Reporting Hub. For more on how these frameworks shape our policies, please refer to the [Our Approach](#) section of the [Beauty of our People](#) chapter.

This context shapes our strategy across four focus areas: product health and safety, access to quality information, responsible marketing and social inclusion, and consumer privacy. Cybersecurity represents an additional element of our strategy and, while not material, is recognized as an important consideration for our consumers. We act by providing transparent, consistent labeling and ingredient disclosures; designing ranges that serve a wide spectrum of skin tones and the needs of aging populations; and offering varied formats and price points to ensure accessibility. We comply with legal requirements and prioritize assessments of product safety, chemical composition, packaging design, and accessibility. We invest in governance and security to protect personal data, and we keep open channels for feedback through our websites, marketing, and social media.



In FY25, Coty Brazil brands Paixão and Cenoura & Bronze joined COVERGIRL, Rimmel, Manhattan, philosophy, Risqué and Monange in achieving Leaping Bunny approval by Cruelty Free International.



ACCESS TO QUALITY INFORMATION

We aim to make product information clear, consistent, and easy to compare so consumers can choose with confidence. We prioritize ingredient transparency, clear labeling, and information related to the sustainability of our products, provided through digital channels and reinforced by cross-functional expertise. To ensure transparency, we disclose ingredient lists for our products in compliance with local laws. All added ingredients appear on packaging wherever possible in line with regulation; where space is limited and regulations allow, we provide the information separately at the point of sale. This approach builds trust, supports responsible beauty choices, and strengthens our innovation and brand strategy.

As a member of the EcoBeautyScore Consortium, we are helping to develop a standardized environmental scoring system so consumers can compare product impacts more easily and the industry can raise transparency together.

Our Actions

In FY25, we achieved our target to increase ingredient transparency by launching an [online ingredients resource](#) which explains what each ingredient is and why it is used. The resource covers the definitions of Coty's most used ingredients in Fragrance, Skin & Body, Makeup and Nails, excluding Tier 1-3 ingredients currently being phased out. The content was developed by R&D, Regulatory, Digital, Sustainability, Global Marketing, and Corporate Affairs functions to ensure accuracy and clarity. We use this resource as a foundation for ongoing consumer education, reinforcing transparent, plain-language product information across touchpoints to help people make informed decisions aligned with their preferences.

In FY25, we achieved our target to increase ingredient transparency by launching an online ingredients resource which explains what each ingredient is and why it is used.

PRODUCT HEALTH AND SAFETY

Consumer safety is a top priority at Coty. We design our products to meet the latest scientific and regulatory standards, with a clear commitment to share more about our ingredients program. Our Product and Ingredient Policy outlines the standards and procedures we follow when evaluating ingredients and risk assessing our products for safety, ensuring a systematic and science-based approach.

Our ingredients choices are governed by a proactive and tiered strategy built on regulatory compliance, recent scientific data, consideration of consumer concerns, and anticipation of emerging topics. This ensures our ingredient decisions are responsive to scientific advances, market expectations, and aligned with our commitment to safe, high-quality, and high-performing products.

Our comprehensive product safety program covers ingredient selection and evaluation, transparency through ingredient disclosure, manufacturing quality, animal welfare, and the use of consumer feedback to continually strengthen our products.

We rigorously assess all raw materials used in our products, applying physicochemical characterization to identify intrinsic toxicological properties and potential risks.

Manufacturing quality is assured through a global framework. All Coty factories operate under a Quality Management System (QMS) certified to ISO 9001 or equivalent, ensuring consistently high standards. Coty-owned and third-party manufacturing sites follow Good Manufacturing Practices (GMP) and are subject to regular internal and external audits.

We are equally committed to ensuring high standards of animal welfare. We do not test our products on animals and are committed to ending animal testing in beauty worldwide. For more than 25 years, Coty has developed alternative methods and is actively developing new methods to advance the research in support of animal protection, with several of our brands Leaping Bunny approved by Cruelty Free International. Further details are available in our Coty Against Animal Testing policy.

We continuously monitor product safety through feedback managed by our Consumer Affairs group and address health-related concerns via our global Cosmetovigilance team. We have clear procedures for emergencies, including incident investigation, corrective actions, and product recalls where necessary. For more information on how we address concerns please see the [Dialogue and Human Rights](#) section.

Our Actions

We continue to implement our product safety program, including regular reviews of our ingredients under our four-tiered ingredient strategy.

Coty is also collaborating with industry partners on a study involving reconstituted tissues to assess the skin sensitization potential of cosmetic products. This initiative aims to develop protocols specifically tailored to various cosmetic formulations, driving scientific progress towards the development and acceptance of non-animal methods for safety assessment.

TIER 4

Tier 4 sets out ingredients that individual brands may choose to avoid in certain product lines based on their unique criteria.

TIER 3

Tier 3 includes ingredients that Coty is making an effort to eliminate over time, as we believe that other formulations can better address nascent ingredient considerations.

TIER 2

Tier 2 includes ingredients that Coty has active reformulation plans to exclude across its entire portfolio, driven by potential regulatory changes, consumer preferences, litigation risks, or public relations considerations.

TIER 1

Tier 1 encompasses ingredients we are phasing out, or limit use of due to existing or pending regulatory requirements.

RESPONSIBLE MARKETING AND SOCIAL INCLUSION

Coty's brands empower people to express themselves and create their own visions of beauty. Our marketing reflects Coty's beliefs and principles, and through our marketing practices we support consumers to make informed decisions, strengthen brand equity, and set a positive example for the industry. We strive to create visual representations that are welcoming and inclusive of all individuals and tailored to resonate within the different communities where we operate. This commitment is operationalized through our Responsible Marketing Policy and embedded in day-to-day brand decisions.

Beyond our marketing practices, we aim to make products that work for all consumers. Guided by our belief that beauty should reflect the diversity of the world we live in, we take deliberate steps to meet needs across geographies, skin tones, and socioeconomic backgrounds. We focus on inclusive shade and formulation development, accessible price points, localized ranges for priority markets, and broad availability both in-store and online.

Our Actions

To embed the Responsible Marketing Policy in day-to-day decisions, the taskforce runs regular training sessions for specific teams within the business, tailoring each session to ensure relevance. In FY25, we made the policy more accessible to our global business by translating it into seven languages. Additionally, influencer contracts were reviewed to ensure responsible marketing requirements were clearly defined.

Coty offers a broad range of products, spanning from everyday mass-market options to high-premium offerings, catering to diverse consumer needs. While the retail selling price is at the sole discretion of the retailer, Coty provides products across various price points, ensuring accessibility while maintaining premium options for those seeking advanced, luxury formulations. We ensure broad access in-store and online so consumers can purchase where and how they prefer, regardless of location.

For skin, lip, and nail, we build shade and formula ranges using insights from multiple countries and skin tones, with emphasis on launch regions.

As we grow in specific regions, we expand with product ranges that reflect local needs and preferences, informed by market insights and consumer testing. For instance, the expansion of our nail, skincare, and personal care lines in Latin America reflects our commitment to tailoring products for regional preferences. Similarly, in India and the Middle East, we have successfully built new fragrance businesses by leveraging deep local insights, ensuring that our offerings resonate with consumers. Throughout these initiatives, Coty remains dedicated to developing locally relevant communication materials, often featuring local talents to enhance the connection with our target audience.

Responsible Marketing Governance

Coty has a dedicated Responsible Marketing Taskforce led by Corporate Affairs, which collaborates with Legal and Marketing. The team is responsible for partnering with our brands and reviewing and deploying our Responsible Marketing Policy and related guidance within the company. The taskforce holds weekly governance meetings and tracks actions via a centralized dashboard.

Our Center of Excellence in Brazil

Coty Brazil has been designated as our Center of Excellence (CoE) for Melanin-Rich Skin research and will work to equip Coty to meet the needs of the full spectrum of skin tones. In FY25, Coty Brazil updated its participation criteria for clinical trials to ensure studies are representative of the diversity of the Brazilian population, addressing the historic underrepresentation of non-Caucasian skin. As part of the CoE, Coty is also collaborating with Einstein Hospital Israelita, named by the Newsweek ranking as the best hospital in Latin America, on a study to evaluate the effectiveness of products for post-inflammatory hyperpigmentation care and their potential to enhance self-esteem.



CONSUMER PRIVACY

Our business is powered by virtual and digital connections, making the protection of personal data and the security of our digital systems essential to who we are. We know that trust is earned, and we work every day to safeguard the information entrusted to us by our consumers, customers, and partners. Our approach combines strong governance, advanced technology, and a culture of privacy and security awareness across Coty. It is guided by leading international standards – including the General Data Protection Regulation (GDPR) in Europe, the California Consumer Privacy Act (CCPA) in the U.S., the Lei Geral de Proteção de Dados (LGPD) in Brazil, and the Personal Information Protection Law (PIPL) in China.

We operate secure systems to record and respond to data incidents, conduct supplier due diligence before contracts are signed, and include IT and data protection clauses in all agreements. Digital tools track privacy matters, support regular audits, and assess IT risks to ensure continuous compliance. All employees complete mandatory IT and data protection training at onboarding, with specialized learning paths for roles handling sensitive data. Ongoing education addresses emerging risks and evolving regulations.

Following the National Institute of Standards and Technology (NIST) Cybersecurity Framework, we operate a Security Operations Center, perform vulnerability scans, penetration testing, and incident simulations, and assess third-party providers to strengthen resilience across our value chain.

Our Actions

In FY25, Coty has made significant strides in safeguarding consumer privacy, with 84% of privacy requests resolved, further reinforcing trust and transparency. In governance, we successfully delivered three key updates to policies, data transfer protocols, and partner data sharing frameworks.

In terms of incident response, we managed 11 privacy incidents in FY25, none of which had material impact, and promptly remediated any privacy risk issues. Additionally, we conducted supplier assessments, discovery projects, and data impact assessments to strengthen our privacy controls and ensure continued compliance. Our training efforts this year included the rollout of four targeted sessions, achieving strong participation from employees.

Governance Approach: Data Privacy Framework

Our centralized Data Privacy Framework is overseen by a specialized Legal-Privacy team and our company-wide Privacy Program. A Global Data Protection Leader, reporting to the Global Compliance function, works closely with a network of regional compliance officers to embed privacy into decision-making and day-to-day operations. Strategic oversight is provided by senior leaders from Legal, Compliance, and Information Security, supported by governance bodies such as the IT Security, Digital Data Hub, and Coty's AI Board. This governance structure enables consistent alignment with global and local laws while allowing us to adapt rapidly to emerging regulations and digital trends.

CYBERSECURITY

The Coty cybersecurity risk management program follows the National Institute of Standards and Technology (NIST) Cybersecurity Framework. The NIST Framework offers a set of guidelines on best practices for cybersecurity protection.

We have developed and implemented a cybersecurity risk management program intended to protect the confidentiality, integrity, and availability of our critical systems and information. We continuously assess and strategically invest to improve the resiliency of our information security systems in a dynamic cybersecurity landscape. Our assurance practices are based on internationally recognized standards as implemented by our Global Information Security Team, which is responsible for managing our Security Operations Center. Our cybersecurity risk management program includes protocols for preventing, detecting and responding to cybersecurity incidents, and cross-functional coordination and governance of business continuity and disaster recovery plans. In addition to assessing our own cybersecurity preparedness, we also consider and evaluate cybersecurity risks associated with our third-party service providers and vendors. We engage internal and external assessors, consultants, auditors, and other third-party experts, to identify opportunities for improvements to our cybersecurity risk management program. The Global Information Security Team has implemented processes to manage and report various security threats, including escalation procedures based on the nature and severity of the incident including, where appropriate, escalation to our Cybersecurity Special Committee, Audit and Finance Committee and Board of Directors.

We conduct cybersecurity incident simulations on a regular basis, including involvement of the Cybersecurity Special Committee, along with various tabletop exercises designed to test our incident response procedures, identify gaps and improvement opportunities and exercise team preparedness.

During day-to-day operations, we have an Endpoint Detection and Response (EDR) solution and vulnerability scanning program in place which monitors, detects and responds to cyber threats and incidents on endpoints company-wide, such as computers and servers. Penetration testing is conducted before we launch any web application or website. This is a cybersecurity practice where simulated cyberattacks are conducted on a computer system, network, or web application to evaluate its security. Any critical or high-risk issues identified must be addressed before the site can go live. Residual issues are analyzed and remediated on a timely basis.

Cybersecurity training and safety are fundamental pillars to our overarching global information security strategy. The Global Information Security Team periodically shares security tips and best practices for employees that have access to a laptop to raise awareness around digital security and routinely conducts phishing simulations and testing scenarios to complement required employee trainings on cybersecurity fundamentals, awareness, common threats and data loss prevention.

Dialogue and Human Rights

ENGAGING WITH CUSTOMERS

Coty actively engages with consumers to ensure their voices shape the company's strategic direction. Through regular surveys, social media interactions, product testing, and targeted consumer panels, we gather insights on evolving preferences, expectations, and perceptions of both its products and sustainability initiatives. These insights are carefully analyzed and support in refining brand strategies, driving product innovation, and aligning with customer values, particularly in areas such as inclusivity and environmental impact. By maintaining an open dialogue and leveraging digital tools to track consumer sentiment, Coty ensures that consumer input plays a central role in guiding both short- and long-term strategic decisions.

Ongoing, proactive engagement with consumers and end-users is also essential to our ability to adapt to changing preferences in a fast-paced and highly competitive beauty industry. To remain relevant and meet evolving expectations, we must continually develop, produce, and market innovative products while maintaining a balanced and diverse portfolio. Our Consumer and Market Insights (CMI) function is responsible for gathering, analyzing, and interpreting data on consumer behavior, market trends, competitor activities, and category performance to guide decision-making across the business.

We engage directly with consumers through advisory groups, websites, social media, and customer service channels, gathering critical insights that inform product design, formulation, and messaging. These insights also shape targeted marketing strategies and guide decisions on how best to position our brands across different markets.

For brands with direct selling channels, consumer engagement is particularly important, while dialogue with retailers and distributors ensures that consumer sentiment is understood and the most up-to-date product knowledge is available at the point of sale.

This engagement spans the entire product life cycle, from early-stage innovation through to launch and beyond, helping ensure that our offerings remain desirable, on-trend, and aligned with consumer values. Ongoing feedback also strengthens brand recognition, supports rapid adaptation to shifts in demand, and reinforces trust with our consumers.

Consumers are regularly involved in user acceptance and product tests and we draw on market research, purchasing data, surveys, events, social media, and marketing campaigns to understand evolving expectations. Feedback from customer service channels informs product enhancements and strengthens our commitment to transparency. As demand for ingredient visibility grows, we continue to improve communication on product composition and safety through our global online ingredient library, with dedicated lines and customer service teams available for inquiries and feedback.

UPHOLDING HUMAN RIGHTS AND ADDRESSING CONCERNS

In respecting the human rights of our consumers, we take precautions to identify, assess, and manage potential adverse impacts relating to health, safety, and privacy, and, where necessary, provide or enable appropriate remedy.

The health and safety of our consumers is our top priority. Product health and safety is monitored through Consumer Affairs, with health-related issues escalated to our global Cosmetovigilance team guided by Standard Operating Procedures (SOPs) for investigation and quality, corrective actions, and recalls where needed.

Concerns or complaints can be raised through Coty Global Consumer Affairs, accessible via phone, email, or chat, with contact details provided on brand websites and packaging. In FY25, we recorded 89,000 consumer contacts across all channels, including inquiries, complaints, and health events.

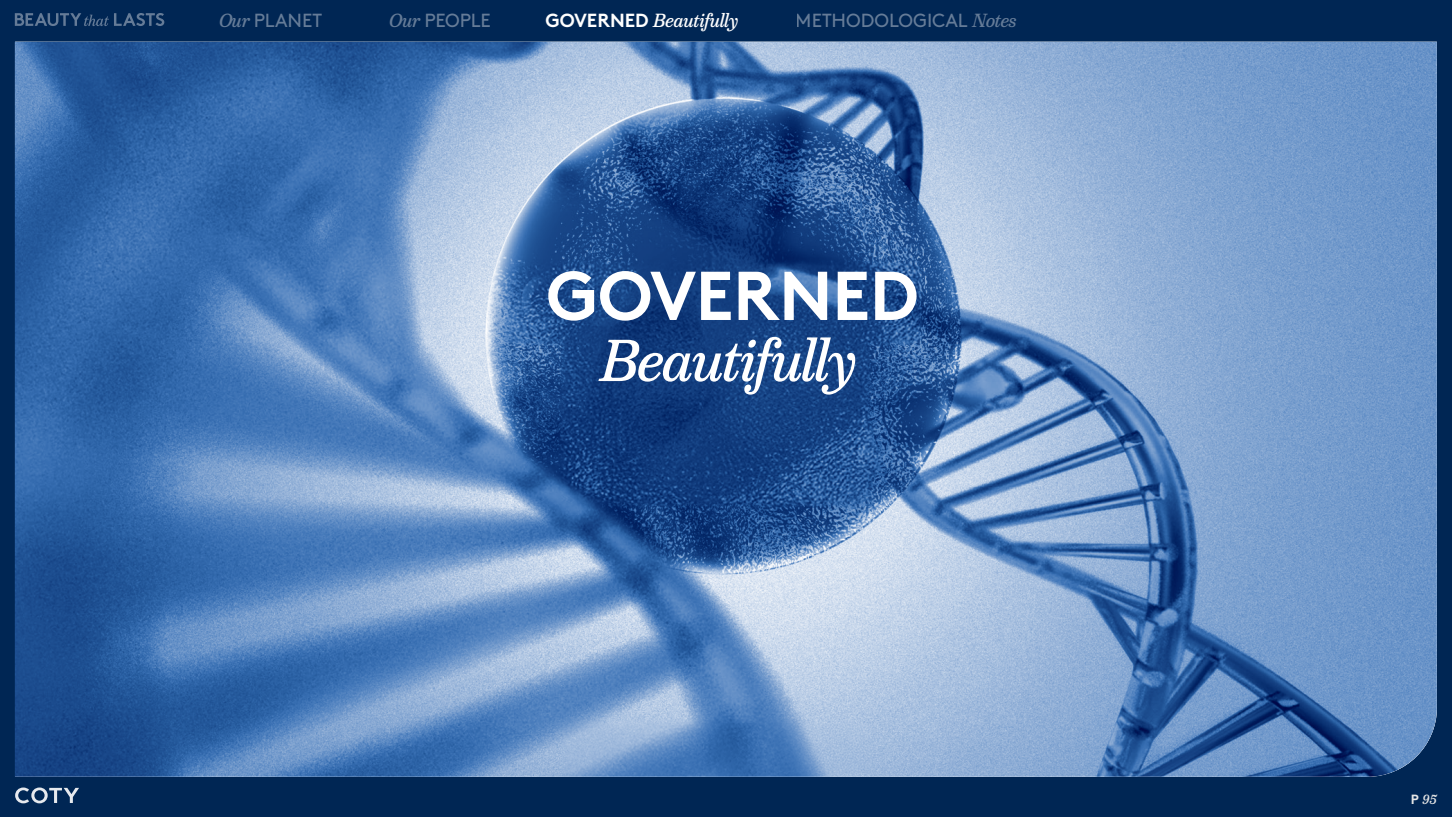
Consumers may also use the Ethics & Compliance Hotline to raise ethical or safety-related concerns directly and confidentially and cases reported through this or other channels follow the same framework. For more information, see [Upholding Human Rights and Addressing Concerns in Our Workforce](#).

We aim to celebrate individuality, avoid stereotypes, and reflect cultural sensitivity and inclusivity in how our brands engage with people. Our advertising is designed to be honest and substantiated - including sustainability claims - so consumers can make informed choices. Accessibility is central to how our content is designed and delivered, ensuring compliance with relevant requirements across all platforms. We monitor consumer comments and interactions through Consumer Affairs.

Privacy incidents are managed separately under our Data Privacy Framework and applicable local laws, overseen by Legal-Privacy and Information Security. We work to avoid harm by embedding safeguards across product design, labelling, marketing, and data use, supported by governance, training, and audits.

Effectiveness of our procedures is measured through indicators such as adverse-event incidence, recall execution, labelling accuracy audits, privacy incident closure rates, and training completion. We identify appropriate actions through defined intake and triage: consumers can report via dedicated online live chat, email and local care-line numbers; suspected adverse events are captured, assessed for causality, and reported to authorities where required; Hotline cases follow set escalation paths; and high-risk privacy processing is supported by impact assessments and technical and organizational controls.

No severe human rights issues have been detected during this reporting period.

A blue-tinted image of a DNA double helix structure. In the center, a textured sphere, resembling a planet or a cell, is positioned. The text "GOVERNED Beautifully" is overlaid on the sphere.

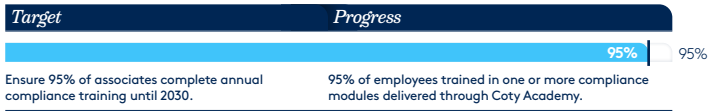
GOVERNED *Beautifully*

GOVERNED Beautifully

Our approach

At Coty, we are dedicated to conducting business ethically and responsibly, and we hold our suppliers to the same expectation. We commit to the highest standards of ethical conduct and to compliance with all applicable local, national and international laws. By upholding these standards, we foster trust with our associates, our consumers, and society at large.

Our Targets and Progress



Our Impacts, Risks and Opportunities

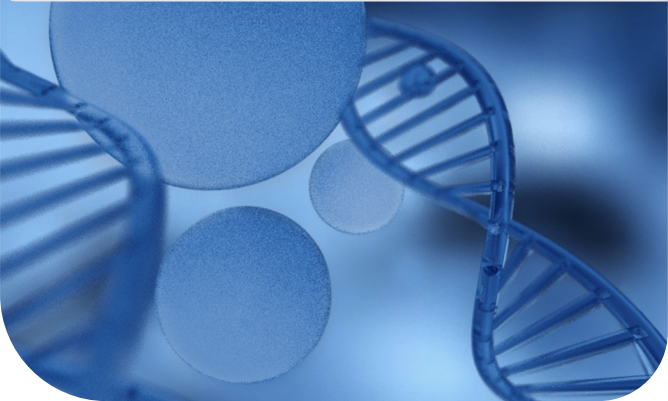
MANAGING THE RELATIONSHIP WITH SUPPLIERS

Poor supply chain management or non-compliance may result in financial loss, reputational harm, customer dissatisfaction, and market share erosion. Risks include regulatory breaches, ethical or social responsibility failures, supplier misalignment, and instability, potentially hindering Coty’s operations.

Based on the DMA results, the only topic identified as material is the management of relationships with suppliers, applying the net approach in the assessment. In reaching this conclusion, Coty considered compliance with all applicable laws, together with the policies and procedures already embedded across the business to safeguard against misconduct and uphold ethical standards.

UpstreamOwn OperationsDownstream

Negative ImpactPositive ImpactRiskOpportunity



UpstreamOwn OperationsDownstream

SHORTMEDIUMLONG

Associate Code of ConductCorporate Payment PolicySustainable Sourcing PolicyCode of Conduct for Business Partners

ACTIONS: Optimize supplier management through transparent communication, regular dialogue, timely payments, audits, and continuous support.

Governed Beautifully Policies

Policy	Content	Scope	Accountability	Third-party standards
Code of Conduct	Sets out expected behaviors for all Coty personnel. Covers respect, safety, anti-discrimination, fair dealing, workplace conduct, and compliance with laws. Embeds principles for health & safety, business ethics, and human rights.	Applies globally to all Coty employees, directors, contractors, ambassadors, subsidiaries, and joint ventures.	Oversight by Compliance team, Global Compliance Officer, Audit & Finance Committee, and Board of Directors. Breaches subject to disciplinary action.	References international standards including the UN Guiding Principles, ILO Conventions, OECD Guidelines, and UN Global Compact. Includes alignment with Coty's sustainability and ethics commitments.
Code of Conduct for Business Partners	Sets requirements for ethical conduct, human and labor rights, anti-discrimination, health and safety, anti-corruption, and environmental responsibility. Includes clauses on grievance mechanisms, due diligence, and verification.	Applies to all suppliers, contractors, distributors, agents, and consultants doing business with Coty, including their employees and subcontractors.	Partners are accountable for implementation; Coty monitors through audits, risk-based verification (e.g. Sedex, EcoVadis), and has right to terminate for serious breaches.	Based on ILO Fundamental Principles, UN Global Compact, UNGPs, OECD Guidelines, and Dodd-Frank Act (re: conflict minerals).
Anti-bribery and Anti-corruption Policy	Sets Coty's global standards to prevent bribery and corruption. Prohibits improper payments and political contributions, and defines rules on gifts, entertainment, travel, donations, third-party due diligence, and reporting.	Applies globally to all Coty employees, Directors, Officers, and third parties acting on Coty's behalf, with stricter national laws taking precedence.	Overseen by Coty management, the Legal Department, and the Global Compliance Officer, supported by audits, training, and the Coty Ethics & Compliance Hotline. Breaches may lead to disciplinary action, up to termination.	Aligned with the U.S. Foreign Corrupt Practices Act, U.S. Foreign Extortion Prevention Act, U.K. Bribery Act, UN Convention against Corruption, OECD Guidelines, and local laws.
Corporate Payments Policy	Outlines the conditions Coty follows when paying its suppliers. Its main purpose is to ensure transparent, consistent, and timely payments to suppliers, which supports strong business relationships and effective financial management.	Applies globally to all Coty suppliers.	Overseen by the Senior Director Finance Global Procurement.	Aligned with international best practice.

Our Strategy and Actions

Our approach to business conduct is anchored in clear policies, strong governance, and a culture of accountability. Together, these foundations ensure that behaving beautifully is not just an aspiration but a standard, guiding how we operate, how we engage with suppliers, and how we protect the trust placed in us by consumers, employees, and stakeholders.

We reinforce these standards through training, open reporting channels, and active supplier engagement. This enables us to address misconduct, drive continuous improvement, and uphold the integrity of our value chain.

COMPLIANCE AND ANTI-CORRUPTION

Compliance and anti-corruption efforts are critical to maintaining trust with stakeholders, including consumers, employees, investors, and regulatory bodies, as well as managing the impacts and potential risks of our operations on society at large. Coty is committed to acting in compliance with the highest standards of ethical behavior and all applicable local, national, and international laws.

Our global compliance program, Behave Beautifully, is designed to detect and prevent unlawful behavior and promote a culture of ethical business practice. With the support of our senior leaders, ‘Behave Beautifully’ sets out our standards across a number of areas, including, but not limited to, anti-bribery and corruption, competition law, data privacy, and preventing workplace harassment and discrimination. Our Code of Conduct highlights the importance of ethics and compliance, and sets out protocols should employees have any issues. Any violation of Coty’s ethical standard must be notified by contacting the Coty Legal Department and/or reporting the matter to the Coty Ethics & Compliance Hotline, as permitted by applicable laws. Coty Compliance Department evaluates every file received, assesses the severity, and takes appropriate investigative and corrective actions.

Our Actions

New employees receive training on our Code of Conduct, and we deploy annual training modules for our wider employee base. This year, 95% of employees were trained in one or more compliance modules, delivered through the Coty Academy, reaching the target previously set. We regularly provide updates and reminders to employees regarding the available compliance-related resources, support, and information, including reminders on how to access the Coty Ethics & Compliance hotline. The Code of Conduct is available in 12 languages, supporting accessibility.



RELATIONSHIP WITH SUPPLIERS AND PAYMENT PRACTICES

Coty manages supplier relationships through clear policies, sustainable sourcing practices, and close engagement. Our Sustainable Sourcing Policy defines mandatory expectations for supplier performance and requires adherence to our Code of Conduct for Business Partners, which covers anti-corruption, data privacy, and human and labor rights. Social and environmental criteria are integrated into purchasing decisions, with enhanced oversight applied to high-risk raw materials such as palm oil and mica, supported by dedicated action plans and targets.

Suppliers are evaluated through EcoVadis and Sedex assessments, GRESB assessments for real estate suppliers, on-site audits, and continuous monitoring. New partners undergo risk assessments and are classified accordingly: Low- and medium-risk suppliers demonstrate performance through EcoVadis or Sedex, while high-risk* suppliers are audited every two years against the SMETA protocol. Where performance gaps are identified, Coty supports suppliers with corrective action plans, but we will move away from the supplier if meaningful improvement is not achieved. Sustainability performance is further embedded into Coty's business review scorecards, which include carbon, palm oil, mica, and third-party assessment results.

Our approach includes engagement and capability-building. Procurement teams meet bi-weekly to address ethical concerns and quarterly to review strategy, with sustainability fully embedded. Buyers receive dedicated training on sustainable sourcing via EcoVadis and Sedex, and all new procurement employees are onboarded on Coty's sustainability requirements. Coty has also introduced a contractual addendum on sustainable sourcing, setting obligations for traceability, transparency, and audits, particularly for sensitive supply chains.

Coty is equally committed to fair and responsible payment practices. Coty honors agreed terms and, where necessary, works with suppliers - particularly SMEs - to identify constructive solutions when financial challenges arise to maintain resilient and fair partnerships. Coty emphasizes the importance of paying suppliers on time as a way to build strong and reliable partnerships. Within its Corporate Payment Policy, the company has set up clear invoice submission guidelines, automated approval systems, regular reconciliations, and dedicated support teams to monitor and resolve payment issues quickly. At the same time, Coty invests in training its employees to follow best practices - such as approving purchase requests and orders promptly, recording receipts accurately, and collaborating with suppliers and finance to address discrepancies.

*High-risk suppliers are defined as those providing raw materials, packaging, third-party manufacturing (TPM), advertising & consumer promotion, and logistics partners, with amounts exceeding 50,000, according to the applicable subcategories.

Our Actions

In FY25, we launched the EcoVadis Academy to enhance the procurement team's capability to engage effectively with suppliers on sustainability issues. All new procurement employees also complete onboarding training that embeds these practices from the outset.

At Coty, we are committed to working with suppliers who share our values and standards. In FY25, 86% of our total spend was with suppliers who have signed our Code of Conduct for Business Partners or an equivalent process. We have completed risk assessments covering 100% of our suppliers, with 79% assessed through one of our recognized third-party platforms within the past two years. In addition, all of our sites identified as high risk have undergone ethical audits, giving us full visibility and assurance over potential risks and helping us drive continuous improvement.

In FY25, Coty's standard payment term remained 120 days, with pre-approved exceptions based on supplier type, size and inline local regulations. The average number of days taken to pay invoices was 88 days. 80% of payments were made in line with the agreed standard terms. Additional information on the methodology followed to calculate these metrics can be found in the Methodological Notes.

These actions reinforce Coty's commitment to building fair, transparent, and responsible supplier relationships that safeguard trust and support long-term business resilience.

METRICS RELATED TO BUSINESS CONDUCT

PAYMENT PRACTICES

INDICATOR	FY25 PROGRESS
Suppliers covered by a signed Code of Conduct (% of spend)	85.8%
Suppliers assessed through the Sedex risk tool (% of spend)	100%
Average EcoVadis score (score)	66.1
Average Sedex SAQ management control score (score)	3.2/5
High-risk suppliers in target categories* covered by a valid ethical audit (% of spend)	100%
Average time to pay invoices (days)	88
Payments made in line with agreed standard terms (%)	80%

INDICATOR	LAST 24 MONTHS
Suppliers covered by an approved assessment (SAQ, GRESB, EcoVadis, or audit) (% of spend)	79%
Strategic suppliers covered by an approved assessment for direct suppliers (% of spend)	100%

METHODOLOGICAL NOTES

BASIS FOR PREPARATION

Published in October 2025, this sixth Sustainability Report under our Beauty that Lasts strategy covers Fiscal Year 2025 (July 1, 2024 to June 30, 2025).

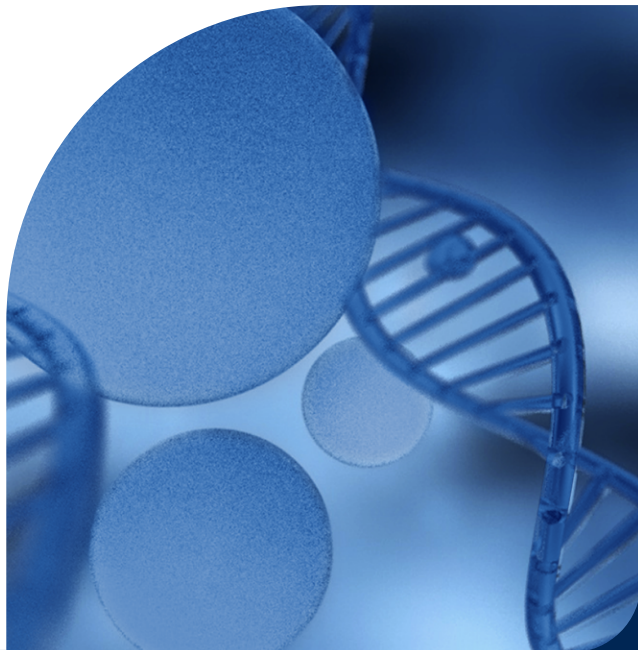
It has been prepared on a consolidated basis, covering the same entities included in our financial statements for the same reporting cycle. No subsidiaries included in the consolidation are exempted from sustainability reporting under applicable EU requirements. Following the divestment of the production plant in China in February 2025, it has been excluded from the aforementioned reporting scope considering that it does represent the 0,2% of units produced annually. The total emissions Scope 1 and 2 emission in FY 2024 can be considered immaterial as well (120 tCO₂e market based - 1,15%). At the disinvestment date, the total headcount was 49 people.

This report covers the parts of our business over which we have operational control during the reporting period. We also address relevant aspects of our upstream and downstream value chain, particularly where material to our impacts, risks and opportunities. In alignment with the CSRD phased implementation approach, Coty has elected to apply the option to defer certain mandatory disclosures or data points. These will be reported in future reporting cycles as permitted under the transitional provisions address relevant aspects of our upstream and downstream value chain, particularly where material to our impacts, risks and opportunities. In alignment with the CSRD phased implementation approach, Coty has elected to apply the option to defer certain mandatory disclosures or data points. These will be reported in future reporting cycles as permitted under the transitional provisions.

As a signatory of the UN Global Compact, we submit an annual Communication on Progress (CoP) Questionnaire, which becomes available on the UNGC website following the close of the reporting period.

This report is prepared with reference to the GRI Standards. The GRI and SASB content indexes are available in the [ESG Reporting Hub](#) of our website.

For questions, please contact press@cotyinc.com.



METHODOLOGICAL NOTES AND SPECIFIC CIRCUMSTANCES

Standard-specific Considerations

ESRS	SUB-TOPIC	METHODOLOGY
All	All	All expected OpEx and/or CapEx amounts allocated to the climate transition plan are not available for disclosure, as well as the other financial resources allocated to the actions in each section of the report.
EI	ENERGY & EMISSIONS	
	Facilities	Coty's global operations span across our manufacturing sites, distribution centers, research & development laboratories, offices, and retail stores. For reporting purposes, the Sustainability Office gathers site-specific information on coordinates, size (square meters or feet), clean energy information, and full-time employees. This list is updated and validated on annual basis by facility managers. To ensure the credibility of clean energy reporting, facility managers are required to submit documentary evidence (e.g. guarantees of origin, renewable energy certificates) for all claims, which are reviewed centrally before inclusion in disclosures.
	Data collection and sources	Facility managers are responsible for entering utilities data associated with Coty's energy consumption on our internal software platform, UL360, based on invoices or on-site metering systems. This data includes fuels and electricity (renewable and non-renewable) and refrigerants. Refrigerants here refer to the total quantity of refrigerant refills added to equipment during the reporting period. Our new third-party reporting platform Watershed automatically compiles this data and disaggregates by fuel source and type in megawatt-hour (MWh). For offices and laboratories with more than 100 FTEs, primary data was collected whenever available. In general, Energy consumption of offices, laboratories and retail stores with no available data is extrapolated by Watershed using building type and building area based on research-backed building energy performance benchmarks.
	Energy intensity	Energy intensity associated with activities in high climate impact sectors is calculated by dividing Coty's total energy consumption by net revenue in the reporting year. All Coty's activities are associated with activities in high climate impact sectors.
	SCOPE 1 EMISSIONS	Direct GHG emissions are reported from stationary (building) and mobile (fleet) fuel combustion, and refrigerants use in Coty's facilities, calculated in Watershed.
	Buildings	Fuel consumption data of buildings is sourced from UL360 (see Facilities). Where heating fuel consumption data is not available, benchmark values for fuel consumption per unit of floor area are applied, considering building type and location. Utilizing either the primary activity data or resulting estimations, fuel consumption values are directly multiplied by the corresponding CO2e emission factor (EF) for each fuel type. Scope 1 emissions calculation approach is aligned with GHG Protocol Scope 1 Guidance. Fuel CO2e EFs are obtained from: - US EPA Emissions factor hub (most recent) for Natural Gas, Coal (Anthracite coal) and Oil (Heavy gas oil). - Factors from EPA EF Hub 2022 are used for data from 2017-2022 as the EFs are identical. - DEFRA UK Government (relevant year) for biofuel. - IPCC AR6 GWP values for refrigerants Emissions calculated from both EF sets are converted to CO2e using AR6 GWP. Biogenic CO2 (from wood and wood residuals) is not included in the footprint, as per GHG protocol's current methodology, while non-biogenic emissions are included and the source of EF is EPA. Well-To-Tank emissions for these fuels are calculated separately in the Scope 3.3 other energy-related activities section below.
	Company fleet	Fuel usage data for company fleet is supplied from Coty's car lease companies as emissions in metric ton of emissions. As the data provided is based on 11-month data, extrapolation is applied to account for full reporting year consumption. In FY25, our Brazil site increased the use of ethanol as preferred fleet fuel. For this reason, we entered the fuel consumption of Brazil fleet in Watershed as this led to a decrease in Scope 1 emissions, but a slight increase in our total biogenic emissions.

ESRS	SUB-TOPIC	METHODOLOGY
E1	SCOPE 2 EMISSIONS	Indirect emissions from purchased electricity are reported for all Coty's global facilities including manufacturing sites, distribution centers, offices and laboratories. Electricity consumption and generation data of buildings is sourced from UL360 (see Facilities) in kWh of electricity. For all buildings without utility data, floor area, building type, and U.S. government benchmarks are used to estimate electricity usage. We aimed to obtain primary data from offices and laboratories with over 100 FTE whenever possible. For offices, laboratories and retail stores without available data, electricity consumption and Scope 2 emissions were extrapolated by Watershed based on building type and surface area. Consumption quantities are multiplied by the relevant CO₂e emissions factor (EF) for electricity, with renewable electricity purchases and clean energy programs considered in the calculations. Emissions are evaluated and shown using both a market-based and location-based approach consistent with the GHG Protocol Scope 2 guidance. Electricity consumption values are then multiplied by the region's electricity generation EF, reflecting the local grid mix of renewable and non-renewable energy. Market-based EFs are used by default: - Green-e residual EFs for US grids (most recent) with CH₄ and N₂O EFs added from eGRID subregions and converted to CO₂e using AR6 GWP. - European Residual mixes (most recent) with CH₄ and N₂O EFs added from IEA and converted to CO₂e using AR6 GWP for each country's grid. - Australia National GHG Accounts Factors from 2023, but not split by state - Location-based EFs are also used to calculate market-based emissions if no other market-based emission factors are available, following the data hierarchy in the GHG Protocol Scope 2 Guidance (Table 6.3) - We are defaulting to market-based EFs, and calculating WTT and T&D Loss emissions separately (see Scope 3.3 other energy-related activities below) Location-based emission factors (also calculated and included in footprints) include: - eGRID EFs for US subregions' grids (applied beginning with the most relevant year, for example the 2024 release is based on 2022 data). - DEFRA UK for the UK grid (for the calendar year of the footprint). - Australia National GHG Accounts Factors for Australian states' grids (through 2024 release) - Canada National Inventory Report 1990 - 2022 for Canada states' grids (through 2024 release based on 2022 data). - IEA EFs for each country's grid (through 2024 release based on 2022 data). - Ecoinvent for each country's grid if not available above (versions 3.7-3.10, depending on year). All emission factors use AR6 GWP unless otherwise noted. District heating emissions estimated by Watershed and use the following sources of EFs: EU 28, DEFRA UK, and Ecoinvent.
	SCOPE 3 EMISSIONS	Scope 3 emissions are reported across Coty's relevant upstream and downstream categories as defined by the GHG Protocol, based on a combination of supplier data, spend-based estimates, and industry emission factors.
	Purchased goods and services	Raw materials and packaging - Quantity of materials purchased extracted from Coty's ERP systems, in kilograms (kg) - Emissions factors obtained from a customized database from EVEA, with an exception for aluminum packaging with supplier-specific emissions factors based on LCA done internally, in kilograms of co₂e per kilogram (kgco₂e/kg) - Activity data and emissions factors are uploaded on and calculated by Watershed by multiplying activity data with respective emissions factors - Exclusions are all instances of Third-party manufacturing where Coty purchases the packaging and raw materials to avoid double counting. - Due to data limitation, some packaging specification is not available for our third-party manufacturers (TPM) in Brazil and as a result, their respective emissions are not included. We will continue to collect detailed data from our TPM for future reporting. - The scope of all packaging metrics and targets covers all packaging materials required to take products to the customer, including primary, secondary, and tertiary packaging, but excludes tertiary packaging materials used for last-mile distribution. - When Coty acts as a third-party manufacturer on behalf of other companies, we follow the material and formulation specifications provided by the client. As a result, Coty may not have full visibility over the detailed composition, sourcing origin, or sustainability characteristics of those materials and therefore, is excluded from the scope of this metric. - Working media - Emissions factors and data provided by a specialized third-party consultant Footprint, based on Coty's spending on working media Other indirect purchases - Spend data extracted from Coty's ERP systems, converted into USD, by Watershed - Emissions factors obtained from EPA's USEEIO Supply Chain Greenhouse Gas Emission Factors (version 16) via Watershed - Activity data and emissions factors are uploaded on and calculated by Watershed by multiplying activity data with respective emissions factors, accounting for inflation - Exclusions include indirect spending from Brazil factory due to limited availability of data. - Expenses on utilities (Scope 1 & 2), buildings (scope 3.2), transport (scope 3.4 and 3.9), waste management (scope 3.5), and business travels (scope 3.6), as well as expenses associated with labour costs and tax, are excluded from category 3.1 and calculated in their respective categories, in line with GHG Protocol and to avoid double counting.

ESRS	SUB-TOPIC	METHODOLOGY
E1	Capital goods	- Capital Expenditure data extracted from Coty's ERP systems, converted into USD by Watershed - Emissions factors obtained from EPA's USEEIO Supply Chain Greenhouse Gas Emission Factors (version 16) via Watershed - Activity data and emissions factors are uploaded on and calculated by Watershed by multiplying activity data with respective emissions factors - Exclusions include indirect spending from Brazil factory due to limited availability of data
	Fuel- and energy-related activities	Calculated by Watershed based on activity data used for Scope 1 & 2 emissions
	Upstream transport & distribution	Transport managed and paid by Coty (Outbound, inbound, and intercompany) - Emissions data provided by EcoTransIT, in line with ISO14083 and GLEC-compliant calculation Transport not managed by Coty (inbound) - Extrapolated based on baseline emissions using total volume of products sold of the reporting year
	Waste generated in operations	Quantity of waste uploaded (see Facilities), in kilograms (kg) and calculated by Watershed, according to waste type and disposal methodology Source of Emission Factors is USA EPA and DEFRA UK. Due to system limitation, wooden pallets used as biomass are also reported here resulting in double-counting impact. We will continue to improve accuracy to eliminate this impact in future reporting.
	Business travel	Emissions data provided by travel agencies on air and rail travel, as well as accommodation During the reporting period, Coty contracted two travel agencies and therefore the emissions data obtained came from two sources
	Employee commuting	Calculated by Watershed based on the number of employees uploaded by HR (see SI – own workforce). Watershed Emissions from employees cover: Employee commute to offices: Commuting emissions are estimated based on the number of employees, the employee month (which translates to the number of days in a month an employee spends in the office), number of work days in a month, and percentage of time employee works remotely. Assumption is for employees with hybrid working contract commute on average 2.5 days while non-hybrid employees commute 5 days a week. Emissions factors - For combustion emissions from cars, emission factors are from EPA Emissions Factor for "Passenger Car" (most recent data set is 2024), with CH₄ and N₂O added using AR6 GWP. - For Well-to-Tank (WTT) emissions from cars, emission factors are from DEFRA for an average car, with unknown fuel type, to be fully representative of the different types of cars. - For public transit, a synthetic emissions factor for a passenger-mile travelled by public transit in the U.S. is applied. The National Transit Database's (most recent data from 2024) data on public transit systems is used to estimate the mix of bus, heavy rail, light rail, and commuter rail in the U.S. The EPA EF Hub (2024) emissions factor for each public transit mode is applied to calculate an average emissions factor for a passenger-mile on public transit. - For Well-to-Tank (WTT) emissions from public transit, emission factors are from DEFRA for national rail, more representative of the general mode of commute globally. - For walking and biking, we assume no emissions. - Upstream fuel and energy related activities (FERA) not included in Scope 1 or Scope 2 emissions are calculated for commute data as described in the Passenger vehicle travel well-to-tank (WTT) section of the Vehicles article. These emissions are included within the relevant subcategory-in this case they are included in scope 3.7 along with combustion emissions. Employee home energy use: estimated based on the employee month, percentage of time employee works remotely, employee electricity consumption based on the home office size, and the location-specific emissions from electricity generation. Emissions factors - EFs for electricity (see emissions factors for electricity in building electricity), including biogenic emissions. - EFs for district heating and cooling (see emissions factors for district heating and cooling in building stationary combustion), including biogenic emissions. - EFs for coal, oil, biofuel and waste (see emissions factors for heating fuels in commercial buildings in building stationary combustion), including biogenic emissions. - EFs for natural gas (see emissions factors for heating fuels in commercial buildings in building stationary combustion). - WTT/upstream emissions (see other energy-related activities in building stationary combustion and building electricity)
	Downstream transport & distribution	Estimated based on Quantis methodology from 2019 baseline. Assumptions made on distance travelled and transport mode used are based on 2019 Coty data. Emission factors used from Ecoinvent version 3.10. The 2019 benchmark emission factor of kg CO ₂ e per unit sold is then used for FY25 reporting.

ESRS	SUB-TOPIC	METHODOLOGY
E1	Use of sold products	Quantity of shipped rinse-off products extracted from Coty's ERP systems, in kilograms (kg) Benchmark Emissions factor associated with the use of heated water to consume Coty's products provided by a Quantis study. In this study, the following assumptions are applied: - For energy used for water heating (MJ/L of water) is from AFNOR 2011 and IEA. - For every 0.0104kg of rinse-off product, 75ml of hot water is needed (Source: Hall et al. 2011) - Quantity of rinsed-off products is multiplied by the 2019 benchmark emission factor.
	End-of-life of sold products	Wastewater treatment from Use of Products - Quantity of shipped rinse-off products extracted from Coty's ERP systems, in kilograms (kg) - Benchmark Emissions factor associated with the use of heated water to consume Coty's products provided by Quantis (see: Use of Sold Products) - Quantity of rinsed-off products is multiplied by the benchmark emission factor. Packaging of Sold Products - Quantity of packaging shipped extracted from Coty's ERP systems, in kilograms (kg) (same dataset uploaded in 3.1 Purchased goods and services – packaging) - Calculated by Watershed by providing benchmark recycling, incineration and landfill rates for each country/region where the products have been shipped to, based on EPA's Waste report and UK statistics. - The scope of all packaging targets covers all packaging materials required to take products to the customer, including primary, secondary, and tertiary packaging, but excludes tertiary packaging materials used for last-mile distribution.
E2	Pollution of water	For the reporting period FY25, our water pollutant metric disclosures are limited to one selected manufacturing site located in Brazil, which discharges treated water into a natural body of water. This site has been identified as the most material for initial data collection due to its scale of water discharge and availability of pollutant monitoring. Water quality and pollutant concentration data are obtained through monthly Discharge Water Assessment Reports prepared by an independent third-party laboratory, contracted locally in Brazil. Discharged water volume is measured through on-site flow monitoring systems on a monthly basis and reported in Coty's internal system. The pollutants monitored are the ones that are relevant to our industry and are present in EU-PRTR list of pollutants e.g. arsenic, fluorides, phenols, and xylenes, and based on those specified in the monthly Discharge Water Assessment Reports, in accordance with local regulatory requirements. Coty's water pollutant that was measured above the threshold in this reporting year was phenols (as total C). Each pollutant concentration or threshold for detection is reported in milligrams per liter (mg/L and µg/L). This year, we opted for a conservative approach and apply thresholds in the calculation, where in reality, there might not be traces of the reported pollutants detected in our discharged water. This calculation is performed monthly, and values are aggregated to derive annual total pollutant emissions in kilograms (kg/year). In subsequent reporting periods, we intend to expand the scope to additional sites and include water pollutants of emerging concern, depending on data availability and materiality assessments. Continuous alignment with evolving ESRS, EU Taxonomy, and local environmental regulations will be ensured.
	Microplastics and Substances of Concern	All raw materials used to produce formulas are listed and quantified in Coty's specification systems. Raw materials that have been classified as microplastics according to Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) Regulation and substance of concern according to European Parliament and of the Council are identified and summed up together to give respective reported metrics. When Coty acts as a third-party manufacturer on behalf of other companies, we follow the material and formulation specifications provided by the client. As a result, Coty may not have full visibility over the detailed composition, sourcing origin, or sustainability characteristics of those materials and therefore, is excluded from the scope of this metric.
	Substances of Concern from third-party manufacturers	Coty's regulatory team collects substances of concern information from fragrance houses that produce some of Coty's fragrance compounds and assesses against compliance. Due to intellectual property reasons, fragrance houses are not able to provide substance-level information. Substances of concern will be reported as mass in kilogram per hazard class. In the following reporting year, we will engage with these fragrance houses and monitor closely their reporting progress in accordance with CSRD.

ESRS	SUB-TOPIC	METHODOLOGY
E3	Water	All water-related metrics have been obtained through either a visual check of water meters, records of which are input into our internal software platform, or through a calculation. Total water consumption is derived from subtracting total water discharge from total water withdrawn into the facility, including the water reused internally. The calculation is carried out on facilities that have the relevant metrics available and reported on the platform. The scope of our water withdrawal reduction target is all Coty's factories, distribution centers, offices and laboratories. Primary data of water withdrawal for offices, laboratories and retail stores (representing around 11% of total water withdrawal in FY24) was only obtained for seven offices and laboratories. For the rest, we applied a historical average of m³ per square meter for each of these types of buildings, multiplied by the actual surface area. For new buildings in FY25 without historical data, we approximate the intensity ratio by using a building from the same country or region. We will continue to work on obtaining primary data from all our facilities to increase the accuracy of our reporting. Water consumption for these facilities is estimated to be around 10% of total water withdrawal and water discharge to be water consumption subtracted from water withdrawal for these facilities.
	Water-risk areas	High-water stress areas are regions where the percentage of total water withdrawn is high (40-80%) or extremely high (greater than 80%), as defined by the Aqueduct Water Risk Atlas tool of the World Resources Institute (WRI). Areas of water risk are those defined by the Aqueduct Water Risk Atlas tool of the WRI as having high or extremely high water risk. Coty's water consumption in areas at water risk, including areas of high-water stress, is derived from coordinates in the facilities dataset. Offices that have immaterial water consumption and do not record it in Watershed, will not be included in the water-risk assessment, therefore it will not be included in the results.
E4	Biodiversity-sensitive areas	Assessment was conducted on Coty's factories and distribution centers, as they are typically located outside residential or populated areas. Watershed analyzed whether Coty's manufacturing sites are located near protected areas using the World Database on Protected Areas (WDPA) and Key Biodiversity Areas (KBA) datasets. A site is "near" if effective distance between Coty's site and nearby protected area is ≤ 5000 meters. This threshold is chosen for the following reasons: · Matches regulatory requirements for environmental impact assessments · Balances ecological relevance with practical business considerations · Accounts for ecosystem connectivity beyond immediate boundaries
	RSPO	Within Coty's specification system, the RSPO Certificate of Analysis (CoA) is attached for palm oil derivatives purchased. The CoA establishes that palm oil has been produced according to RSPO principles and criteria. It confirms the palm oil is sourced from certified sustainable plantations and is traceable throughout the supply chain. Periodically, an additional check on suppliers' licenses on the RSPO website is carried out by sites managers to ensure that the suppliers are still licensed. These steps are cohesive across all Coty's global procurement, and yearly reviewed under an official internal RSPO Certification management, built into a report to the RSPO organization to retain its membership. For palm oil sourced from our Third-Party Manufacturers (TPMs), we distribute questionnaires requesting that they provide details on their RSPO certification status. The total volumes of RSPO-certified palm oil (PO) and palm kernel oil (PKO) are then compared against the total volumes of PO and PKO purchased to determine the percentage of RSPO-certified material. In FY25, RSPO-certified volumes accounted for 95% of total purchases. To achieve 100% RSPO coverage, Coty additionally purchased independent smallholder credits representing the remaining 5%.

ESRS	SUB-TOPIC	METHODOLOGY
E5	Resource inflows	Packaging and raw materials information Coty's resource inflows cover all purchased raw materials and packaging. To ensure methodological consistency, the purchased raw materials and packaging dataset disclosed in this category is directly aligned with that used to calculate Scope 3.1 (raw materials and packaging) emissions under E1-6. Biological materials in packaging · Biological materials in Coty's packaging are FSC-certified packaging materials purchased. · The percentage is calculated from total FSC-certified packaging materials against total packaging purchased. Biological materials in ingredients (raw materials) · Biological materials in Coty's ingredients are RSPO-certified palm oil and palm kernel oil purchased. · The percentage is calculated from total RSPO-certified palm oil and palm kernel oil against total ingredients (raw materials) purchased. Fiber-based materials · We will begin reporting against our fiber-based materials target in FY26. When Coty acts as a third-party manufacturer on behalf of other companies, we follow the material and formulation specifications provided by the client. As a result, Coty may not have full visibility over the detailed composition, sourcing origin, or sustainability characteristics of those materials and therefore, is excluded from the scope of this metric.
	Resource outflows – products and materials	Recyclability Due to lack of definition of recyclability within the company, Coty has decided to report all products as non-recyclable. We are working on determining the criteria for recyclability and will report on this dataset accurately in the next reporting period. Durability To measure the durability, shelf-life of our shipped finished goods is used based on the product categorization. As prescribed by ESRS, industry average of product shelf-life is also disclosed based on the following industry standards: · 36 months for non-hydroalcoholic products · 48 months for hydroalcoholic products When Coty acts as a third-party manufacturer on behalf of other companies, we follow the material and formulation specifications provided by the client. As a result, Coty may not have full visibility over the detailed composition, sourcing origin, or sustainability characteristics of those materials and therefore, is excluded from the scope of this metric.
	Resource outflows – waste	Dataset for waste generated in Coty's operations is derived from UL360 (see Facilities) and disaggregated by type and disposal methodology. Waste quantities include wooden pallets reused for energy in our Senador Canedo factory. Our recycling rate metric includes the amount of waste recycled, reused and composted divided by total amount of waste.

ESRS	SUB-TOPIC	METHODOLOGY
S1	Headcount	Employee numbers are published in a month-end headcount at 30 June. The scope covers all Coty employees, including non-active employees (in particular those on long-term sick leave, notice of departure, early retirement, extended unpaid leave). Data is extracted from MCT. Beauty Advisors (around 600 people) are excluded from the headcount due to the lack of granularity information.
	Turnover	Employee turnover is calculated as the ratio between the number of employees leaving the company during the reporting year (resignations, retirements, mutual agreements, isolated redundancies or redundancy plans, deaths) and the total number of employees at the end of the year.
	Collective Bargaining Agreement	Information is collected by Human Resource Department at country level, based on local laws and regulations, with the support of the Legal department in identifying the countries with the presence of collective bargaining agreement.
	Adequate Wages	Coty has taken into account the lowest wage (basic wage + fixed additional payments) calculated for the lowest pay category, excluding interns and apprentices – considered separately for each country. Beauty Advisors are included within the scope of the indicator, while we exclude unpaid leave employees. The benchmark for comparison with the lowest wage is aligned with the applicable minimum wage established by the legislation or collective bargaining agreement. The collective agreements considered provide minimum wages higher than those set by regulation. The information source is the internal dashboard Bento (based on MCT data). Any discrepancies or additional supporting information is addressed with the support of local HR.
	Health and safety metrics	EHS information is collected separately for supply chain (factories and distribution centers), for R&D laboratories and for corporate offices, consolidated by Watershed. Data on work related accidents are categorized, from fatal accidents (also including deaths due to occupational illness) to first aid. Coty includes all accidents, from fatalities to accidents requiring medical treatment, in its Global Total recordable Incident Rate (TIR) and in its total number of accidents under the CSRD. The Global Total recordable incident is calculated as Recorded incidents x 1,000,000/total no. working hours on a 1-year rolling average. Coty Health and Safety management system is grounded on a global Health and Safety Policy and adequate procedures aligned with the national legal requirements and standards, covering 100% of the employees. For supply chain sites, that are the most sensitive and exposed areas, the Health and Safety management system is the Coty 6 Key Element HSE Management program. The coverage is been annually checked internally by completing 6 Key Element and Legal Compliance Audits, additionally all sites are completing on site audits on HSE Legal Compliance with ENHESA third party HSE Legal Compliance globally recognized company Number of days lost to work-related injuries and fatalities from work-related accidents, ill-health, and fatalities is not currently tracked.
	Remuneration metrics	The gender pay gap, defined as the difference of average pay levels between female and male employee, is calculated considering the difference between the average hourly wage rate of female and male employees, expressed as percentage of the average hourly wage rate of male employees. The average hourly wage rate is calculated considering the annual salary information and the standard weekly hours, both sourced directly from MCT. The conversions have been applied automatically by Watershed reflecting the average exchange rate of the year. Coty's internal target on gender pay equity is based on Coty's Pay Equity methodology, developed since 2021, that reflects the examination of the our internal pay equity annually. This methodology looks at how we compensate employees who perform similar job responsibilities. For this, our population of employees divided into 4 categories: Leadership (grades 1–4), Senior Management (grades 5–6), Middle Management (grades 7–8), Individual Contributors (grades 9–11). We then compare the male and female median compo-ratio for each of the 4 categories, globally and within each function. We use key moments such as hiring, the merit cycle and promotions to help maintain our pay equity as we do not have a separate pay equity budget. The annual total remuneration ratio, defined as the ratio of the highest paid individual to the median annual total remuneration for all employees (excluding the highest-paid individual), has been calculated considering for the CEO the annualized amount of the following: (1) base salary (2) bonus (3) all other compensation (4) PRSU/RSU, and the base salary for the rest of the employees. Coty disclosure doesn't consider the bonuses and other existing allowances to ensure alignment with SEC rules and the information public available in the Proxy Statement.
G1	Managing the relationship with suppliers	Average Number of Days to Pay is defined as the spend-weighted average number of days between the invoice date and the payment due date. % Adherence to Payment Terms is defined as the proportion of invoices paid within the agreed purchasing terms during the reporting month, calculated as the total number of invoices paid on time divided by the total number of invoices paid during the same period. The scope covers all Coty countries within ERP system, plus Brazil & Monaco but excludes some smaller countries, like Chile and Argentina. Number of legal proceedings related to late payments for FY25 Coty is not able to report the number of legal proceedings related to late payments. We will work to reinforce the process and plot to report the data next year. High-risk suppliers are defined as those providing raw materials, packaging, third-party manufacturing (TPM), advertising & consumer promotion, and logistics partners, with amounts exceeding 50,000, according to the applicable subcategories.

TIME HORIZONS

The time horizons applied in this Sustainability Report align with the definitions in ESRS 1 6.4: short-term refers to a one-year period (0-1 year), medium-term covers a timeframe of two to five years (2-5 years), and long-term extends over five years (>5 years).

METRICS

ESRS	CHAPTER	CSRD SCOPE	BASIS OF PREPARATION	DESCRIPTION OF THE RESULTING LEVEL OF ACCURACY	PLANNED ACTIONS TO IMPROVE ACCURACY IN THE FUTURE
Health and safety-Worked hours	Own Workforce	Statutory employees	Estimations: total number of hours worked estimated by global HR. MCT is the source for standard weekly hours. For employees with 0 standard weekly hours listed, we assumed 40 hours per week. Estimated annual hours worked are calculated using the below formula: - Standard weekly hours x 52 weeks, minus time off for: 4 weeks of vacation 2 weeks of bank holidays 3 weeks of other leave	Medium	Collecting primary data from manufacturing facilities, internal distribution centers, research centers, administrative sites
Total energy consumption related to own operations	Climate	Own operations	Estimations: Facilities (offices, laboratories, retail stores) without actual energy consumption data will calculate consumption based on FTE and surface area (m²) estimation	High	Collecting primary data from smaller facilities (offices, laboratories, retail stores)
Gross Scope 1 greenhouse gas emissions	Climate	Own operations	Estimation based on estimated energy consumption for smaller facilities (offices, laboratories, retail stores) that have not submitted actual energy consumption	High	Collecting primary data from smaller facilities (offices, laboratories, retail stores)
Gross market-based Scope 2 greenhouse gas emissions	Climate	Own operations	Estimation based on estimated energy consumption for smaller facilities (offices, laboratories, retail stores) that have not submitted actual energy consumption	High	Collecting primary data from smaller facilities (offices, laboratories, retail stores)

ESRS	CHAPTER	CSRD SCOPE	BASIS OF PREPARATION	DESCRIPTION OF THE RESULTING LEVEL OF ACCURACY	PLANNED ACTIONS TO IMPROVE ACCURACY IN THE FUTURE
Gross Scope 3 greenhouse gas emissions	Climate	Upstream and downstream value chain	3.4 Upstream T&D: Estimation for inbound transport managed by our suppliers based on the baseline benchmark. Estimation for inbound transport managed by our suppliers based on the baseline benchmark.	Medium	Collecting primary data information from our suppliers related to inbound transport.
			3.6 Business travel: Old travel agency FCM Rail travel distances calculated manually calculated by Watershed (only for 6 months of FY25) Exclusion: Rental car emissions. Travel agency does not provide them.	High	New agency Egencia provides rail travel emissions directly. Work with Egencia to start providing car rental data to calculate emissions as of FY26.
			3.9 Downstream T&D: Baseline 2019 emissions extrapolation	Medium	Coty has no control over downstream transport. This could be remediated through customer engagement in the medium to long-term.
			3.11 Use of sold prods: Baseline 2019 emissions extrapolation based on volume sold and estimated water use for rinse-off products	High	(3.11 & 3.12) Data related to use of goods sold is based on benchmark estimates and research by external consultants 'Quantis'. Actual volumes are used to increase the accuracy of the calculation.
			3.12 EOL treatment of sold products: Baseline emissions extrapolation based on volume shipped of rinse-off products for wastewater treatment, assuming that 95% of water used to rinse off goes to wastewater. On top of that, end of life of packaging of shipped products is calculated based on the waste treatment in destination countries.	High	
Water	Pollution		Only Brazil is included as it's the only manufacturing site that discharges wastewater into natural water body	High	No further adjustment
Microplastics used	Pollution	All raw materials, bulk, packaging materials, finished goods (TPM turnkey purchased goods), and goods received by Coty from external suppliers	Substances weighing less than 1 kg are rounded up to 1 kg. Above 1 kg, the substances are rounded up or down based on the 0.1 round off rule.	High	No methodological adjustment due to system limitations.

Sources of Estimation and Outcome Uncertainty

As this is the first reporting period under CSRD requirements, this sustainability statement is based on the knowledge, data, and information available at the date of its preparation. The first year of application of the text has led to uncertainties regarding the interpretation of the European Directive and limitations in the preparation of information directly related to the required deadlines. Coty will be able to improve its understanding of the requirements of the ESRS standards and the reliability of the estimates used when additional recommendations, positions, or interpretations become available regarding their implementation.

Changes in Preparation of Presentation of Sustainability Information

In 2025, we undertook a review of our historical greenhouse gas (GHG) inventory to ensure the continued accuracy and comparability of our reported data. This process included a recalculation of our 2019 baseline emissions, consistent with the requirements of the GHG Protocol Corporate Standard and the Science Based Targets initiative (SBTi) guidance.

Rebaselining is required when methodological improvements, data refinements, or updates to emission factors result in material changes (typically greater than 5%) to reported emissions. The purpose of this recalculation was to align our historical data with the most up-to-date methodologies and emission factors available, ensuring consistency in year-on-year performance assessment.

Category & impact	Impact vs previous baseline	Reason for Rebaselining
3.1 Purchased Goods and Services	+17%	Rebaselined due to availability of more granular and accurate activity data, allowing the use of more specific emissions factors. These factors are a hybrid of life cycle assessment (LCA), supplier-specific, and high-quality generic data from trusted databases, now integrated into ERP systems.
3.2 Capital Goods	+71%	Rebaselined to incorporate updated spend-based emissions factors from the latest version of the USEEIO model, improving data accuracy and methodological consistency.
3.6 Business Travel	+14%	Rebaselined due to an update of the accounting scope, ensuring comprehensive inclusion of all relevant travel modes and sources.
3.9 Downstream Transportation and Distribution	-95%	Rebaselined to reflect an updated accounting scope, aligning boundaries with current logistics operations and emission reporting practices.
3.11 Use of Sold Products	+124%	Rebaselined due to an update of benchmark studies and underlying assumptions used to estimate product use-phase emissions.
3.12 End of Life Treatment of Sold Products	+53%	Rebaselined due to updated benchmark studies and assumptions applied to end-of-life scenarios, reflecting improved data sources and methodological updates.

The recalculation resulted in an approximate 12% increase in our 2019 Scope 3 baseline emissions, driven primarily by updated emission factors. No changes were observed in Scope 1 or Scope 2 emissions.

This adjustment does not reflect an actual increase in historical emissions, but a more accurate representation of our value chain footprint. Importantly, our 2025 emissions remain below our SBTi-aligned reduction trajectory, confirming continued progress toward our climate goals.

CAUTIONARY NOTE REGARDING SUSTAINABILITY INFORMATION AND FORWARD-LOOKING STATEMENTS

This document has been prepared pursuant to the EU Corporate Sustainability Directive (CSRD) regime. Forward-looking and other statements regarding environmental and other sustainability efforts and aspirations are not intended to communicate any material investment information under the laws of the United States or other applicable jurisdictions. This document uses certain terms, including such terms of the Science Based Targets Initiative (SBTi), the Carbon Disclosure Project (CDP), EU Taxonomy Regulation, the United Nations Guiding Principles on Business and Human Rights, the Organization for Economic Cooperation and Development Guidelines for Multinational Enterprises, the International Bill of Human Rights, and the International Labor Organization, and the CSRD rules, regimes, or requirements that may be referred to as “material” for those purposes, to reflect specific impacts, risks or opportunities or other matters identified as “material” to Coty or its stakeholders according to such rules, regimes, or requirements, and in accordance therewith. However, the terms “material,” “materially,” and “materiality” in this document are distinct from, and should not be confused with, such terms as defined by or construed in accordance with securities or other laws, including the laws of the United States, or as used in the context of financial statements, and reporting required by relevant laws and regulations. In particular, these terms are determined for purposes of the CSRD in accordance with a double materiality assessment, which applies a specific standard and regime pursuant to the CSRD that is separate and distinct from notions of materiality under securities laws, including the securities laws of the United States. The term “materiality” in this document is to be construed pursuant to the CSRD, the European Sustainability Reporting Standards (ESRS) contained in Commission Delegated Regulation (EU) 2023/2772

dated July 31, 2023, and other guidance published by the European Commission (EC), the European Financial Reporting Advisory Group (EFRAG) and/or other European and member state bodies, regulators and/or standard setters. The inclusion of such statements and information is not an indication that these contents are necessarily material to investors, material in the context of the Company’s financial statements or required to be disclosed in the Company’s filings with the U.S. Securities and Exchange Commission (the “SEC”). Moreover, forward-looking and other statements regarding environmental and other sustainability efforts and aspirations are for informational purposes only and are not intended as an offer or advertisement for Coty’s equity, debt, businesses or products and investors and consumers are specifically notified that this document should not be construed as an offer or inducement to purchase any security or product, respectively.

This Beauty that Lasts Sustainability Report, and our website “Coty.com” contain information about our social impact and sustainability goals, targets, initiatives, commitments, and activities. These efforts involve certain risks and uncertainties, such as changes in our business (e.g., acquisitions, divestitures, or new manufacturing or distribution locations), the standards by which achievement is measured, the assumptions underlying a particular goal or matter, and our ability to accurately report particular information. Actual results could differ materially from our stated goals or the results we expect. Changing circumstances, including evolving expectations for social impact and sustainability generally or to specific focus areas or changes in standards or the way progress or achievement is measured, may lead to adjustments in, or the discontinuation of, our pursuit of, certain goals,

commitments, or initiatives. Moreover, the standards by which social impact and sustainability efforts and related matters are measured are developing and evolving, and certain areas are based on assumptions. The standards and assumptions could change over time. The selection by management of alternative acceptable measurements could have resulted in materially different amounts or sustainability metrics reported by the Company. In addition, statements made about our company, business, or efforts may not apply to all business units and reference is made to the methodological notes contained herein.

Our disclosure concerning these matters, including our Beauty that Lasts Sustainability Report, includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including statements regarding our social impact and sustainability goals, targets, initiatives, commitments, and activities, as well as our future operations and long-term strategy. Although we believe that our expectations are based on reasonable assumptions within the bounds of our knowledge of our business and operations, we cannot assure that actual results or outcomes will not differ materially from any future results or outcomes expressed or implied by such forward looking statements relating to sustainability. These forward-looking statements can generally be identified by the use of words such as “anticipate,” “are going to,” “estimate,” “plan,” “project,” “expect,” “believe,” “intend,” “foresee,” “forecast,” “will,” “may,” “should,” “outlook,” “continue,” “temporary,” “target,” “aim,” “potential,” “goal” and similar words or phrases. In particular, forward-looking statements include, but are not limited to, statements we make about our expectations for our operations and business and our social impact and sustainability

progress, plans, and goals (including impacts, risks and opportunities). Forward looking statements relating to sustainability include all statements that do not relate solely to historical or current facts and involve a number of known and unknown risks, uncertainties, and other important factors such as those described under the heading “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” in our Annual Report on Form 10-K, other periodic or current reports we have filed and may file with the SEC from time to time. These forward-looking statements relating to sustainability are made only as of the date of this document, and we do not undertake any obligation, other than as may be required by applicable law, to update or revise any forward-looking or cautionary statements to reflect changes in assumptions, the occurrence of events, unanticipated or otherwise, or changes in future operating results over time or otherwise. In addition, we assume no responsibility to update the information contained on our website or in our Beauty that Lasts Sustainability Report or to continue to report any information.

DISCLOSURE REQUIREMENTS INDEX

GENERAL DISCLOSURES (ESRS 2)					
DISCLOSURE REQUIREMENT		CHAPTER	SECTION	SUB-SECTION	ADDITIONAL INFORMATION
BP-1	General basis for preparation of sustainability statements	Methodological Notes	Basis for Preparation	-	-
BP-2	Disclosures in relation to specific circumstances	Methodological Notes	Methodological Notes and Specific Circumstances	-	-
GOV-1	The role of the administrative, management and supervisory bodies	Beauty that Lasts	ESG Governance & Business Integration	-	-
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Beauty that Lasts	ESG Governance & Business Integration	-	-
GOV-3	Integration of sustainability-related performance in incentive schemes	Beauty that Lasts	ESG Governance & Business Integration	ESG integration and the incentive scheme	-
GOV-4	Statement on due diligence	Beauty that Lasts	Defining what Matters	Strategic Resilience and Continuous Improvement	-
GOV-5	Risk management and internal controls over sustainability reporting	Beauty that Lasts	ESG Governance & Business Integration	Risk Management & Internal Controls	-
SBM-1	Strategy, business model and value chain	Our Strategy and Business Model	Our Business Model The Value We Create Our Value Chain	-	-
SBM-2	Interests and views of stakeholders	Beauty that Lasts	Engaging with Our Stakeholders	-	-
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Beauty that Lasts	Defining what Matters	Our Material Impacts, Risks, and Opportunities	Additional topic-specific datapoints can be found under each topic, alongside the IROs table.
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	Beauty that Lasts	Defining what Matters	Approach and Methodology	Additional topic-specific datapoints can be found under each topic, alongside the IROs table.
IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	Methodological Notes	Disclosure Requirements Index	-	-
MDR-P	Policies adopted to manage material sustainability matters	Beauty of our Planet	Beauty of our Planet Policies	-	p. 28
		Beauty of our People	Beauty of our People Policies		p. 72
		Governed Beautifully	Governed Beautifully Policies		p. 97
MDR-A	Actions and resources in relation to material sustainability matters	Beauty of our Planet	Our Strategy and Actions (under each topic)	-	p. 25
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MDR-T	Tracking effectiveness of policies and actions through targets	Beauty of our Planet	Our Targets and Progress (under each topic)	-	p. 25
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CLIMATE CHANGE (E1)						
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GOV-3	Integration of sustainability-related performance in incentive schemes	Beauty that Lasts	ESG Governance & Business Integration	ESG integration in the incentive scheme	-	p. 16
E1-1	Transition plan for climate change mitigation	Beauty of our Planet	Climate Change	Our Transition Plan	-	p. 34
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Beauty that Lasts	Defining what Matters	-	Additional information is also available under each topic, in the IRO sub-section.	p. 19
IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	Beauty that Lasts	Defining what Matters	-	Additional information is also available under each topic, in the IRO sub-section.	p. 17
E1-2	Policies related to climate change mitigation and adaptation	Beauty of our Planet	Beauty of our Planet Policies Climate Change	Our Climate-Change Related Policies	Additional information, incl. MDR-P, is also available under each topic, in the Policies pull-out box.	p. 28 p. 31
E1-3	Actions and resources in relation to climate change policies	Beauty of our Planet	Climate Change	Our Actions	-	p. 34
E1-4	Targets related to climate change mitigation and adaptation	Beauty that Lasts Beauty of our Planet	Beauty that Lasts Climate Change	Our Climate Change Targets & Progress	MDR-T related datapoints can be found in the upfront targets section in Beauty that Lasts, while additional topical information can be found under the topical Targets and Progress.	p. 29
E1-5	Energy consumption and mix	Beauty of our Planet	Climate Change	Metrics related to Climate Change	-	p. 41
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	Beauty of our Planet	Climate Change	Metrics related to Climate Change	-	p. 42
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	-	-	-	In accordance with phase-in provisions in Appendix C of ESRs 1, this information is not disclosed.	-
WATER (E3)						
DISCLOSURE REQUIREMENT		CHAPTER	SECTION	SUB-SECTION	ADDITIONAL INFORMATION	PAGE
IRO-1	Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	Beauty that Lasts	Defining what Matters	Approach and Methodology	Additional information is also available under each topic, in the IRO sub-section.	p. 17
E3-1	Policies related to water and marine resources	Beauty of our Planet	Beauty of our Planet Policies Water	Our Water-Related Policies	Additional information, incl. MDR-P, is also available under each topic, in the Policies pull-out box.	p. 28 p. 50
E3-2	Actions and resources related to water and marine resources	Beauty of our Planet	Water	Our Actions	-	p. 51
E3-3	Targets related to water and marine resources	Beauty that Lasts Beauty of our Planet Beauty that Lasts	Water	Our Water Targets & Progress	MDR-T related datapoints can be found in the upfront targets section in Beauty that Lasts, while additional topical information can be found under the topical Targets and Progress.	p. 50
E3-4	Water consumption	Beauty of our Planet	Water	Metrics related to Water	-	p. 52
E3-5	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	-	-	-	In accordance with phase-in provisions in Appendix C of ESRs 1, this information is not disclosed.	-

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SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Beauty that Lasts	Defining what Matters	-	Additional information is also available under each topic, in the IRO sub-section.	p. 19
IRO-1	Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities	Beauty that Lasts	Defining what Matters	Our Nature Impacts and Dependencies		p. 17
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E4-2	Policies related to biodiversity and ecosystems	Beauty of our Planet	Beauty of our Planet Policies Biodiversity	Our Biodiversity-Related Policies	MDR-P related datapoints can be found in the upfront policy section of Beauty of our Planet, while additional topical information can be found under the topical Strategy and Policies section.	p. 28 p. 53
E4-3	Actions and resources related to biodiversity and ecosystems	Beauty of our Planet	Biodiversity	Our Actions	-	p. 54
E4-4	Targets related to biodiversity and ecosystems	Beauty that Lasts	Beauty that Lasts Biodiversity	Our Biodiversity Targets & Progress	MDR-T related datapoints can be found in the upfront targets section in Beauty that Lasts, while additional topical information can be found under the topical Targets and Progress.	p. 10
		Beauty of our Planet				p. 53
E4-5	Impact metrics related to biodiversity and ecosystems change	Beauty of our Planet	Biodiversity	Metrics related to Biodiversity	-	p. 54
E4-6	Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	-	-	-	In accordance with phase-in provisions in Appendix C of ESR5 1, this information is not disclosed.	-
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DISCLOSURE REQUIREMENT	CHAPTER	SECTION	SUB-SECTION	ADDITIONAL INFORMATION		PAGE
IRO-1	Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	Beauty that Lasts	Defining what Matters	-	Additional information is also available under each topic, in the IRO sub-section.	p. 17
E2-1	Policies related to pollution	Beauty of our Planet	Beauty of our Planet Policies Pollution	Our Pollution-Related Policies	MDR-P related datapoints can be found in the upfront policy section of Beauty of our Planet, while additional topical information can be found under the topical Strategy and Policies section.	p. 28 p. 56
E2-2	Actions and resources related to pollution	Beauty of our Planet	Pollution	Our Actions	-	p. 56
E2-3	Targets related to pollution	Beauty that Lasts	Beauty that Lasts Pollution	Our Pollution Targets & Progress	MDR-T related datapoints can be found in the upfront targets section in Beauty that Lasts, while additional topical information can be found under the topical Targets and Progress.	p. 10
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E2-4	Pollution of water	Beauty of our Planet	Pollution	Metrics related to Pollution	-	p. 57
E2-5	Substances of concern and substances of very high concern	Beauty of our Planet	Pollution	Metrics related to Pollution	-	p. 57
E2-6	Anticipated financial effects from pollution-related impacts, risks and opportunities	-	-	-	In accordance with phase-in provisions in Appendix C of ESR5 1, this information is not disclosed.	-

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DISCLOSURE REQUIREMENT	CHAPTER	SECTION	SUB-SECTION	ADDITIONAL INFORMATION		PAGE
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E5-1	Policies related to resource use and circular economy	Beauty of our Planet	Beauty of our Planet Policies Resource Use and Circularity	Our Product Policies Our Waste Policies	MDR-P related datapoints can be found in the upfront policy section of Beauty of our Planet, while additional topical information can be found under the topical Strategy and Policies section.	p. 28 p. 60 p. 67
E5-2	Actions and resources related to resource use and circular economy	Beauty of our Planet	Resource Use and Circularity	Our Product Strategy and Actions Our Waste Strategy and Actions	-	p. 60 p. 67
E5-3	Targets related to resource use and circular economy	Beauty that Lasts Beauty of our Planet	Beauty that Lasts Resource Use and Circularity	Our Product-related Targets and Progress Our Waste-related Targets and Progress	MDR-T related datapoints can be found in the upfront targets section in Beauty that Lasts, while additional topical information can be found under the topical Targets and Progress.	p. 10 p. 58 p. 66
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E5-5	Resource outflows	Beauty of our Planet	Resource Use and Circularity	Metrics related to Resource Use and Circularity	-	p. 68
E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	-	-	-	In accordance with phase-in provisions in Appendix C of ESRS 1, this information is not disclosed.	-
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SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Beauty that Lasts	Defining what Matters	-	Additional information is also available under each topic, in the IRO sub-section.	p. 19
S1-1	Policies related to own workforce	Beauty of our People	Beauty of our People Policies Own Workforce	Our Own Workforce-Related Policies	Additional information is also available under each topic, in the Policies pull-out box.	p. 72
S1-2	Processes for engaging with own workforce and workers' representatives about impacts	Beauty of our Planet	Own Workforce	Dialogue & Human Rights	-	p. 79
S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	Beauty of our Planet	Own Workforce	Dialogue & Human Rights	-	p. 79
S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	Beauty of our Planet	Own Workforce	Our Strategy and Actions	-	p. 75
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Beauty that Lasts Beauty of our People	Beauty that Lasts Own Workforce	Our Targets and Progress	Additional information on our targets and progress can be found in the Targets and Progress sub-section of each topic.	p. 11 p. 73
S1-6	Characteristics of the undertaking's employees	Beauty of our People	Own Workforce	Metrics related to Own Workforce	-	p. 80

S1-7	Characteristics of non-employees in the undertaking's own workforce				Not Reporting	
S1-8	Collective bargaining coverage and social dialogue	Beauty of our People	Own Workforce	Metrics related to Own Workforce	-	p. 81
S1-9	Diversity metrics	Beauty of our People	Own Workforce	Metrics related to Own Workforce	-	p. 81
S1-10	Adequate wages	Beauty of our People	Own Workforce	Metrics related to Own Workforce	-	p. 81
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S1-12	Persons with disabilities				Not Reporting	
S1-13	Training and skills development metrics				Not Reporting	
S1-14	Health and safety metrics	Beauty of our People	Own Workforce	Metrics related to Own Workforce	-	p. 81
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DISCLOSURE REQUIREMENT		CHAPTER	SECTION	SUB-SECTION	ADDITIONAL INFORMATION	PAGE
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SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Beauty that Lasts	Defining what Matters	-	Additional information is also available under each topic, in the IRO sub-section.	p. 19
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S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	Beauty of our Planet	Workers in the Value Chain	Our Strategy and Actions	-	p. 84
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Beauty that Lasts Beauty of our People	Beauty that Lasts Workers in the Value Chain	Our Targets and Progress	Additional information on our targets and progress can be found in the Targets and Progress sub-section of each topic.	p. 11 p. 82

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SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Beauty that Lasts	Defining what Matters	-	Additional information is also available under each topic, in the IRO sub-section.	p. 19
S4-1	Policies related to consumers and end-users	Beauty of our People	Beauty of our People Policies Consumers and End-Users	Our Consumer-Related Policies	Additional information is also available under each topic, in the Policies pull-out box.	p. 72
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S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Beauty of our Planet	Consumers and End-Users	Dialogue & Human Rights	-	p. 94
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	Beauty of our Planet	Consumers and End-Users	Our Strategy and Actions	-	p. 90
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Beauty that Lasts Beauty of our People	Beauty that Lasts Consumers and End-users	Our Targets and Progress	Additional information on our targets and progress can be found in the Targets and Progress sub-section of each topic.	p. 11 p. 88
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IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Beauty that Lasts	Defining what Matters	-	Additional information is also available under each topic, in the IRO sub-section.	p. 17
G1-2	Management of relationships with suppliers	Governed Beautifully	Relationship with Suppliers and Payment Practices	-	-	p. 99
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DATAPOINTS FROM OTHER EU LEGISLATION

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GOV-1	21 (d)	Board's gender diversity paragraph	SFDR, Benchmark Regulation reference	ESG Governance & Business Integration, Board Composition
GOV-1	21 (e)	Percentage of board members who are independent paragraph	Benchmark Regulation reference	Board Composition
GOV-4	30	Statement on due diligence	SFDR	Due Diligence
SBM-1	40 (d) i	Involvement in activities related to fossil fuel activities	SFDR, Pillar 3	Not material for Coty
SBM-1	40 (d) ii	Involvement in activities related to chemical production	SFDR	Not material for Coty
SBM-1	40 (d) iii	Involvement in activities related to controversial weapons paragraph	SFDR, Benchmark Regulation reference	Not material for Coty
SBM-1	40 (d) iv	Involvement in activities related to cultivation and production of tobacco paragraph	Benchmark Regulation reference	Not material for Coty
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E1-1	14	Transition plan to reach climate neutrality by 2050 paragraph	EU Climate Law reference	Beauty of our Planet – Our Approach
E1-1	16 (g)	Undertakings excluded from Paris-aligned Benchmarks paragraph	Pillar 3, Benchmark Regulation reference	Not material for Coty
E1-4	34	GHG emission reduction targets	SFDR, Pillar 3, Benchmark Regulation reference	Beauty that Lasts, Our Climate Change Targets and Progress
E1-5	37	Energy consumption and mix	SFDR	Metrics related to Climate Change
E1-5	38	Energy consumption from fossil sources disaggregated by sources	SFDR	Metrics related to Climate Change
E1-5	40-43	Energy intensity associated with activities in high climate impact sectors	SFDR	Metrics related to Climate Change
E1-6	44	Gross Scopes 1, 2 & 3 and Total GHG emissions	SFDR, Pillar 3, Benchmark Regulation reference	Metrics related to Climate Change
E1-6	53-55	Gross GHG emissions intensity	SFDR, Pillar 3, Benchmark Regulation reference	Metrics related to Climate Change
E1-7	56	GHG removals and carbon credits	EU Climate Law reference	Not material for Coty
E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks	Benchmark Regulation reference	Phased
E1-9	66 (a)	Disaggregation of monetary amounts by acute and chronic physical risk	Pillar 3	Phased
E1-9	66 (c)	Location of significant assets at material physical risk	Pillar 3	Phased
E1-9	67 (c)	Breakdown of the carrying value of real estate assets by energy-efficiency classes	Pillar 3	Phased
E1-9	69	Degree of exposure of the portfolio to climate related opportunities	Benchmark Regulation reference	Phased
POLLUTION (E2)				
E2-4	28	Quantity of material pollutants from Annex II of the E-PRTR regulation	SFDR	Metrics Related to Pollution

DISCLOSURE REQUIREMENT	DATA POINT	DISCLOSURE	REGULATORY REFERENCE	SECTION
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E3-1	13	Dedicated policy	SFDR	Beauty of our Planet Policies
E3-1	14	Sustainable oceans and seas	SFDR	Not material for Coty
E3-4	28 (c)	Total water recycled and reused	SFDR	Metrics Related to Water
E3-4	29	Total water consumption in m ³ per net revenue on own operations	SFDR	Metrics Related to Water
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ESRS 2 - IRO1 - E4	16 (a) i	List of material sites in own operations: activities negatively affecting biodiversity	SFDR	Biodiversity – Our Strategy and Actions
ESRS 2 - IRO1 - E4	16 (b)	Identification of material negative impacts with regards to land degradation, desertification or soil sealing	SFDR	Not material for Coty
ESRS 2 - IRO1 - E4	16 (c)	Operations that affect threatened species	SFDR	Not material for Coty
E4	24 (b)	Sustainable land/agriculture practices or policies	SFDR	Beauty of our Planet Policies
E4	24 (c)	Sustainable oceans/seas practices or policies	SFDR	Not material for Coty
E4	24 (d)	Policies to address deforestation	SFDR	Beauty of our Planet Policies
RESOURCE USE AND CIRCULARITY (E5)				
E5-5	37 (d)	Non-recycled waste	SFDR	Metrics Related to Resource Use and Circularity – Waste
E5-5	39	Hazardous waste	SFDR	Metrics Related to Resource Use and Circularity – Waste
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OWN WORKFORCE (S1)				
ESRS 2 - SBM3 - S1	14 (f)	Risk of incidents of forced labor	SFDR	Own Workforce – Our Strategy and Actions
ESRS 2 - SBM3 - S1	14 (g)	Risk of incidents of child labor	SFDR	Own Workforce – Our Strategy and Actions
S1-1	20	Human rights policy commitments	SFDR	Beauty of our People Policies, Own Workforce – Dialogue and Human Rights – Human Rights and Access to Remedy
S1-1	21	Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8	Benchmark Regulation reference	Beauty of our Planet – Policies
S1-1	22	Processes and measures for preventing trafficking in human beings	SFDR	Not material for Coty
S1-1	23	Workplace accident prevention policy or management system	SFDR	Own Workforce – Health and Safety
S1-3	32 (c)	Availability of a grievance/complaints handling mechanism	SFDR	Own Workforce – Dialogue and Human Rights – Human Rights and Access to Remedy
S1-14	88 b-c	Number of fatalities and number and rate of work-related accidents	SFDR, Benchmark Regulation reference	Metrics related to Own Workforce – Health & Safety Metrics
S1-14	88 (e)	Number of days lost to injuries, accidents, fatalities or illness	SFDR	Metrics related to Own Workforce – Health & Safety Metrics
S1-16	97 (a)	Unadjusted gender pay gap	SFDR, Benchmark Regulation reference	Metrics related to Own Workforce – Remuneration Metrics
S1-16	97 (b)	Excessive CEO pay ratio	SFDR	Metrics related to Own Workforce – Remuneration Metrics
S1-17	103 (a)	Incidents of discrimination	SFDR	Metrics related to Own Workforce – Diversity Metrics
S1-17	104	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	SFDR, Benchmark Regulation reference	Beauty of our People Policies

DISCLOSURE REQUIREMENT	DATA POINT	DISCLOSURE	REGULATORY REFERENCE	SECTION
WORKERS IN THE VALUE CHAIN (S2)				
ESRS 2 - SBM3 - S2	11	Significant risk of child labor or forced labor in the value chain	SFDR	Workers in the Value Chain – Our Strategy and Actions
S2-1	17	Human rights policy commitments	SFDR	Workers in the Value Chain – Dialogue and Human Rights – Upholding Human Rights and Addressing Concerns
S2-1	17	Policies related to value chain workers	SFDR	Beauty of our People Policies
S2-1	19	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	SFDR, Benchmark Regulation reference	Beauty of our People Policies
S2-1	19	Due diligence policies on issues addressed by the fundamental International Labor Organization Conventions 1 to 8	Benchmark Regulation reference	Beauty of our People Policies
S2-4	36	Human rights issues and incidents connected to the upstream and downstream value chain	SFDR	Workers in the Value Chain – Dialogue and Human Rights – Upholding Human Rights and Addressing Concerns
AFFECTED COMMUNITIES (S3)				
S3-1	16	Human rights policy commitments	SFDR	Not material for Coty
S3-1	17	Non-respect of UNGPs on Business and Human Rights, ILO principles and/or OECD guidelines	SFDR, Benchmark Regulation reference	Not material for Coty
S3-4	36	Human rights issues and incidents	SFDR	Not material for Coty
CONSUMERS AND END-USERS (S4)				
S4-1	16	Policies related to consumers and end-users	SFDR	Beauty of our People Policies
S4-1	17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	SFDR, Benchmark Regulation reference	Consumers and End-Users – Dialogue and Human Rights – Upholding Human Rights and Addressing Concerns
S4-4	35	Human rights issues and incidents	SFDR	Consumers and End-Users – Dialogue and Human Rights – Upholding Human Rights and Addressing Concerns
BUSINESS CONDUCT (G1)				
G1-1	10	United Nations Convention against Corruption	SFDR	Not material for Coty
G1-1	10 (d)	Protection of whistleblowers	SFDR	Governed Beautifully Policies
G1-4	24 (a)	Fines for violation of anti-corruption and antibribery laws	SFDR, Benchmark Regulation reference	Not material for Coty
G1-4	24 (b)	Standards of anti-corruption and anti-bribery	SFDR	Not material for Coty

SASB INDEX

HOUSEHOLD & PERSONAL PRODUCTS INDUSTRY

TOPIC	CODE	ACCOUNTING METRIC	RESPONSE
WATER MANAGEMENT	CG-HP-140a.1	(1) Total water withdrawn and (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Metrics related to Climate Change, p. 41
	CG-HP-140a.2	Discussion of water management risks and description of strategies and practices to mitigate those risks	Water, p. 50
PRODUCT ENVIRONMENTAL, HEALTH, AND SAFETY PERFORMANCE	CG-HP-250a.1	Revenue from products that contain REACH substances of very high concern (SVHC)	Coty's ingredients choices are governed by our chemical safety strategy. This is a proactive strategy built upon regulatory compliance, consideration of consumer concerns, and the anticipation of emerging regulatory topics. We are not currently tracking revenue from products that contain REACH substances of very high concern or substances on the California DTSC Candidate Chemicals list.
	CG-HP-250a.1	Revenue from products that contain substances on the California DTSC Candidate Chemicals List	
	CG-HP-250a.3	Discussion of process to identify and manage emerging materials and chemicals of concern	Pollution, p. 55 Product health and safety, p. 91
	CG-HP-250a.4	Revenue from products designed with green chemistry principles	In our formulas, we strive to leverage the best that nature and science have to offer. Our strategy focuses on removal of carbon-intense materials, finding alternative materials and relying on Green Science to minimize the pressure of our products on natural resources. We are not currently tracking revenue from products designed with green chemistry principles.
PACKAGING LIFECYCLE MANAGEMENT	CG-HP-410a.1	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable or compostable	Coty currently reports information on packaging made from recycled or renewable materials. Resource Use and Circularity, p. 58 Metrics related to Resource Use and Circularity, p. 68
	CG-HP-410a.2	Description of strategies to reduce the environmental impact of packaging throughout its lifecycle	Resource Use and Circularity, p. 58
ENVIRONMENTAL & SOCIAL IMPACTS OF PALM OIL SUPPLY CHAIN	CG-HP-430a.1	Amount of palm oil sourced, percentage certified through (1) Roundtable on Sustainable Palm Oil (RSPO) Book & Claim and Mass Balance systems and (2) RSPO Identity Preserved and Segregated systems	Biodiversity, p. 53
ACTIVITY METRICS			
	CG-HP-000.B	Number of manufacturing facilities	FY25 Form 10-K, p. 29

GRI CONTENT INDEX

STATEMENT OF USE

Coty has reported the information cited in this GRI content index for the period July 1 2024 to June 30 2025 with reference to the GRI Standards.

GRI 1 used | GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	FY25 Form 10-K , pp. 1-2, 3, 29
	2-2 Entities included in the organization's sustainability reporting	Methodological Notes, p.100
	2-3 Reporting period, frequency and contact point	Methodological Notes, p.100
	2-4 Restatements of information	Methodological Notes, p.100
	2-5 External assurance	Methodological Notes, p.100
	2-6 Activities, value chain and other business relationships	Our Strategy and Business Model, p. 5 FY25 Form 10-K
	2-7 Employees	Coty reports its total workforce broken down by gender by role. Metrics related to Own Workforce, p. 80
	2-9 Governance structure and composition	ESG Governance & Business Integration, p. 12-17 Proxy Statement 2025
	2-10 Nomination and selection of the highest governance body	Proxy Statement 2025 , p. 7
	2-11 Chair of the highest governance body	Proxy Statement 2025 , p. 20
	2-12 Role of the highest governance body in overseeing the management of impacts	Proxy Statement 2025 , p. 8 ESG governance and business integration, p. 12
	2-13 Delegation of responsibility for managing impacts	ESG governance and business integration, p. 12
	2-14 Role of the highest governance body in sustainability reporting	ESG governance and business integration, p. 12 Proxy Statement 2025 , p. 8
	2-15 Conflicts of interest	Proxy Statement 2025 , p. 7
	2-19 Remuneration policies	ESG governance and business integration, p. 12
	2-20 Process to determine remuneration	Proxy Statement 2025 , p. 24 ESG governance and business integration, p. 12
	2-21 Annual total compensation ratio	Remuneration metrics, p. 81
	2-22 Statement on sustainable development strategy	CEO statement, p.3
	2-23 Policy commitments	Beauty of our Planet Policies, p. 28 Beauty of our People Policies, p. 72 Our Business Conduct Policies, p. 97
	2-26 Mechanisms for seeking advice and raising concerns	Dialogue and Human Rights, p. 79
	2-28 Membership associations	Collaborations and partnerships, p. 24
	2-29 Approach to stakeholder engagement	Stakeholder engagement, p. 21
	2-30 Collective bargaining agreements	FY25 Form 10-K , p. 4

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	Defining what Matters, p.17
	3-2 List of material topics	Defining what Matters, p.19
	3-3 Management of material topics	For management approach of topics please refer to relevant sub-sections of the Report.
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	FY25 Form 10-K , p. 35
GRI 301: MATERIALS 2016	201-2 Financial implications and other risks and opportunities due to climate change	Climate Risks Assessment, p. 31
	301-1 Materials used by weight or volume	Resource Use and Circularity, p. 58 Metrics related to Resource Use and Circularity, p. 68
GRI 302: ENERGY 2016	301-2 Recycled input materials used	Resource Use and Circularity, p. 58 Metrics related to Resource Use and Circularity, p. 68
	302-1 Energy consumption within the organization	Climate Change, p. 29 Metrics related to Climate Change, p.41
	302-4 Reduction of energy consumption	Climate Change, p. 29
	303-1 Interactions with water as a shared resource	Water, p. 50
GRI 303: WATER AND EFFLUENTS 2018	303-2 Management of water discharge-related impacts	Water, p. 50
	303-5 Water withdrawal	Metrics related to Water, p. 52
GRI 304: BIODIVERSITY 2016	304-3 Habitats protected or restored	Biodiversity and Ecosystems, p. 53
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	Metrics related to Climate Change, p. 41
	305-2 Energy indirect (Scope 2) GHG emissions	Metrics related to Climate Change, p. 41
	305-3 Other indirect (Scope 3) GHG emissions	Metrics related to Climate Change, p. 41
	305-5 Reduction of GHG emissions	Climate Change, p. 29
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	Waste, p. 66
	306-2 Management of significant waste-related impacts	Waste, p. 66
	306-3 Waste generated	Metrics related to Resource Use and Circularity, p. 68
	306-4 Waste diverted from disposal	Waste, p. 66 Metrics related to Resource Use and Circularity, p. 68
	306-5 Waste directed to disposal	Waste, p. 66 Metrics related to Resource Use and Circularity, p. 68
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	Coty reports employee turnover. Metrics related to Own Workforce, p. 80

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	Health and Safety, p. 78
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety, p. 78
	403-3 Occupational health services	Health and Safety, p. 78
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety, p. 78
	403-5 Worker training on occupational health and safety	Health and Safety, p. 78
	403-6 Promotion of worker health	Health and Safety, p. 78
	403-8 Workers covered by an occupational health and safety management system	Health and Safety, p. 78
	403-9 Work-related injuries	Health and Safety, p. 78 Metrics related to Own Workforce, p. 80
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	Working Conditions, p. 77 Metrics related to Own Workforce, p. 80
	404-2 Programs for upgrading employee skills and transition assistance programs	Working Conditions, p. 77
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	ESG Governance & Business Integration, p. 12 Metrics related to Own Workforce, p. 80
	405-2 Ratio of basic salary and remuneration of women to men	Metrics related to Own Workforce, p. 80
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Workers in the Value Chain, p. 83
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Workers in the Value Chain, p. 83
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product health and safety, p. 91
GRI 417: MARKETING AND LABELING 2016	417-1 Requirements for product and service information and labeling	Product health and safety, p. 91

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