

BEAUTY *that* LASTS

FY25 Sustainability Report
Executive Summary

COTY

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	 <i>Iconic Relaunches</i> Boss made smarter	 <i>Artcycling Patented</i> Circularity meets creativity	 <i>1st Refillable</i> mascara
Becoming Carbon Kind	 <i>CDP Climate A-</i>	 <i>-16% Water Withdrawal</i> vs. -25% 2030 goal	 <i>99% Certified Folding Box</i> Board packaging
ESG Upgrades	 <i>Supplier Decarbonization</i> launched, earning CDP Supplier Engagement Leadership List		 <i>Pioneering Retailer</i> downstream partnerships
Trust & Transparency	 <i>Transparency Unlocked</i> New ingredient online library		 <i>Cruelty-free</i> expansion in Brazil



MSCI
ESG RATINGS



COLLABORATION & PARTNERSHIPS

To support our sustainability strategy and commitments, we take part in several 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 rating agencies. We actively engage with these agencies and were proud to be upgraded by all those listed here in FY25.

CDP Climate



Supplier Engagement Leadership



Ecovadis



MSCI



Sustainalytics



OUR MATERIAL IMPACTS, RISKS, AND OPPORTUNITIES

BEAUTY that LASTS

BEAUTY of our PLANET

BEAUTY of our PEOPLE

ESRS topic	SDG	IRO	Sub-topics	Upstream	Own Operations	Downstream	Time horizon
CLIMATE CHANGE	13 Climate action	-	Climate change adaptation	+	+	+	SHORT MEDIUM LONG
			Climate change mitigation	+	+	+	SHORT MEDIUM LONG
			Climate change adaptation	+	+	+	SHORT MEDIUM LONG
			Climate change mitigation	+	+	+	SHORT MEDIUM LONG
			Energy	+	+	+	SHORT MEDIUM LONG
			Microplastics	+	+	+	SHORT MEDIUM LONG
POLLUTION	12 Responsible consumption and production	-	Pollution of water	+	+	+	SHORT MEDIUM LONG
			Substances of concern	+	+	+	SHORT MEDIUM LONG
			Microplastics	+	+	+	SHORT MEDIUM LONG
WATER BIODIVERSITY AND ECOSYSTEMS	6 Freshwater	-	Substances of concern	+	+	+	SHORT MEDIUM LONG
			Water management	+	+	+	SHORT MEDIUM LONG
			Direct impact drivers of biodiversity loss	+	+	+	SHORT MEDIUM LONG
RESOURCE USE AND CIRCULAR ECONOMY	15 Life on land	-	Direct impact drivers of biodiversity loss	+	+	+	SHORT MEDIUM LONG
			Resource inflows, including resource use	+	+	+	SHORT MEDIUM LONG
			Resource outflows related to products and services	+	+	+	SHORT MEDIUM LONG
			Waste	+	+	+	SHORT MEDIUM LONG
			Resource inflows, including resource use	+	+	+	SHORT MEDIUM LONG
			Resource outflows related to products and services	+	+	+	SHORT MEDIUM LONG
OWN WORKFORCE	8 Decent work and economic growth	+	Waste	+	+	+	SHORT MEDIUM LONG
			Equal treatment and opportunities for all	+	+	+	SHORT MEDIUM LONG
			Working conditions	+	+	+	SHORT MEDIUM LONG
			Equal treatment and opportunities for all	+	+	+	SHORT MEDIUM LONG
			Working conditions	+	+	+	SHORT MEDIUM LONG
			Equal treatment and opportunities for all	+	+	+	SHORT MEDIUM LONG
WORKERS IN VALUE CHAIN	8 Decent work and economic growth	!	Health and safety	+	+	+	SHORT MEDIUM LONG
			Equal treatment and opportunities for all	+	+	+	SHORT MEDIUM LONG
			Working conditions	+	+	+	SHORT MEDIUM LONG
			Health and safety	+	+	+	SHORT MEDIUM LONG
			Forced labor / Child labor	+	+	+	SHORT MEDIUM LONG
			Health and safety	+	+	+	SHORT MEDIUM LONG
CONSUMERS AND END USERS	12 Responsible consumption and production	!	Forced labor / Child labor	+	+	+	SHORT MEDIUM LONG
			Working conditions	+	+	+	SHORT MEDIUM LONG
			Equal treatment and opportunities for all	+	+	+	SHORT MEDIUM LONG
			Privacy	+	+	+	SHORT MEDIUM LONG
			Access to quality information	+	+	+	SHORT MEDIUM LONG
			Social inclusion	+	+	+	SHORT MEDIUM LONG
BUSINESS CONDUCT	10 Reduced inequalities	!	Health and safety	+	+	+	SHORT MEDIUM LONG
			Access to quality information	+	+	+	SHORT MEDIUM LONG
			Access to quality information	+	+	+	SHORT MEDIUM LONG
			Social inclusion	+	+	+	SHORT MEDIUM LONG
GOVERNED Beautifully	16 Peace, justice and strong institutions	!	Managing the relationship with suppliers	+	+	+	SHORT MEDIUM LONG

OUR TARGETS

	TARGET	PROGRESS
BEAUTY of our PLANET		
CLIMATE ACTION	Reduce absolute Scope 1 and 2 GHG emissions by 50% by 2030 (SBTi approved target).	Target: 50% 79%
	Reduce absolute Scope 3 GHG emissions by 28% by 2030 (SBTi-approved target).	27% Target: 28%
	Increase annual sourcing of renewable electricity to 100% by 2030 (SBTi-approved target).	92% 100%
	Reduce energy consumption 20% by 2030.	Target: 20% 23%
WATER	Reduce water withdrawal 25% by 2030.	16% Target: 25%
BIODIVERSITY & ECOSYSTEMS	Maintain 100% RSPO-certified palm oil for our production and our third-party manufacturers until 2030.	100% 100%
CIRCULAR ECONOMY	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.
	Achieve a 20% reduction in packaging by 2030.	Target: 20% 23%
	Increase use of post-consumer recycled materials to at least 30% by 2030.	10% Target: 30%
	Reduce virgin plastic by 60% by 2030.	51% Target: 60%
	Ensure 100% of product folding board boxes are made with FSC- or PEFC-certified material until 2026.	99% 100%
	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.	0% <2%
	Recycle 80% of waste generated by Coty factories and distribution centers by 2030.	Target: 80% 80%
BEAUTY of our PEOPLE		
OWN WORKFORCE	Maintain gender balance in leadership positions until 2030.**	Women: 53% Men: 47%
	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.
WORKERS IN THE VALUE CHAIN	Ensure 100% of Indian mica is responsibly sourced by 2030.	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.
CONSUMERS AND END-USERS	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.
GOVERNED beautifully		
BUSINESS CONDUCT	Ensure 95% of associates complete annual compliance training until 2030.	95% 95%

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 (CSSO). 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.

BEAUTY *of our* PLANET

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.

CLIMATE ACTION

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. The strategy focuses on our largest sources of emissions across our operations and value chain and is shaped by the risks and opportunities identified through the climate risk assessment and scenario analysis we conducted in FY24. This process assessed our exposure to both physical and transition risks in our own operations, upstream and downstream value chain, and identified those most material to Coty.

We are committed to delivering the Paris Climate agreement and limiting global temperature rise to 1.5 degrees 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 updated net-zero targets to the SBTi by the end of 2025.

OUR OPERATIONS

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.

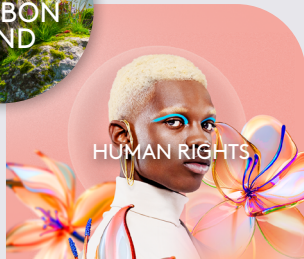
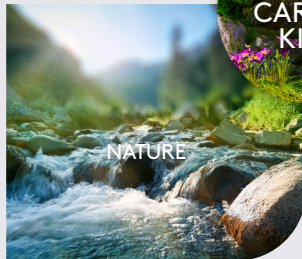
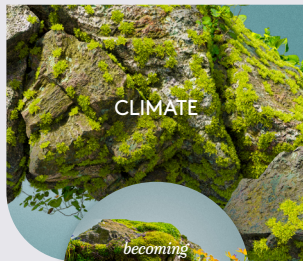
By the end of FY25, we achieved a 79% reduction in Scope 1 and 2 greenhouse gas emissions compared to our 2019 baseline. Looking just at our factories and distribution centers, we have reduced these emissions 89% vs. baseline.

This was enabled by transitioning 100% of Coty-owned factories and distribution centers to renewable electricity, alongside targeted energy efficiency improvements across multiple sites.

We are also increasing the generation of renewable electricity from our factories and distribution centers. 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.

Becoming Carbon Kind is our holistic climate strategy.

We aim to balance climate goals with nature and human rights – making conscious trade offs.



OUR VALUE CHAIN

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. For more information on how we're decarbonizing our products and packaging, see the [Eco-design section](#). At the core of our strategy, we promote transparency and traceability for key raw materials and aim to support a just transition in communities connected to our value chain.

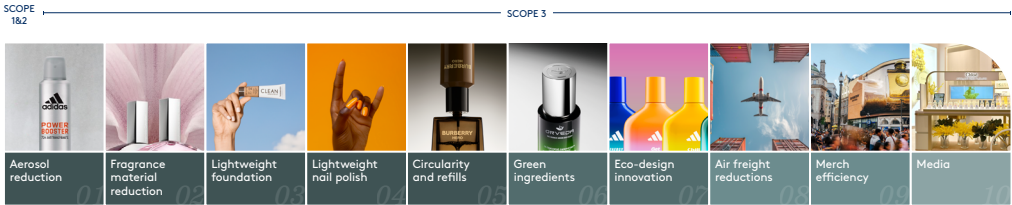
In FY25, we achieved a 27% reduction in Scope 3 emissions relative to 2019 levels.

A key contributor to this progress was a 61% decrease in emissions from air freight, achieved through improved logistics planning and a shift toward lower-carbon transport methods.

This year, we continued to partner with upstream and downstream value chain partners as strategic allies to accelerate progress.

Through our supplier decarbonization program, Coty earned a place on the CDP Supplier Engagement Leadership List, and with Gebr. Heinemann we launched our first immersive sustainability experience for consumers.

Top 10 Priorities



Supplier decarbonization & targets

Integrate in brand strategies & amplify with retailer partnerships

Supplier Decarbonisation

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 (on the right of this page) which aim to address our most significant impact areas. These were shared at our Partner Day in June 2024 and further communicated with our partners during FY25.

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

We also 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 and training to support an industry-wide transition to a lower-carbon future.

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 focus on:

- 01 Driving demand for responsible beauty:** Joint campaigns and messaging make sustainable options more visible and attractive.
- 02 Enhancing transparency and education:** We aim to increase consumer knowledge through in-store and digital education, clear labeling, and co-branded communications on refillables, cruelty-free formulations, and sustainable ingredients.
- 03 Promoting innovation:** Highlighting refillable formats and low-carbon products.
- 04 Aligning on ESG goals:** Working with retailers on shared objectives like GHG reduction, responsible sourcing, and ethical practices. 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.



"My Fragrance Garden" Sustainability Installation

Coty Travel Retail, in partnership with Gebr. Heinemann, launched My Fragrance Garden, an experiential installation at Copenhagen and Berlin Brandenburg Airports, with Frankfurt to follow in 2026. The activation combines 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 with near-zero water use, 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.



Gebr. Heinemann SE & Co. KG
Gegründet 1879

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 - tackling the climate crisis must go hand in hand with protecting nature. Our nature commitment is embedded in our Becoming Carbon Kind strategy, which reflects this interdependence.

In 2024, we conducted our first group-wide Nature Impacts and Dependencies Assessment. Covering both our operations and upstream value chain, this helped us identify where our impacts and dependencies on nature are most significant. For more, see our full [FY25 Sustainability Report](#).

BIODIVERSITY

Our approach to biodiversity combines minimizing our environmental footprint with promoting responsible sourcing and supporting the communities that depend on our supply 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 impacts on biodiversity through EcoVadis scorecards and Sedex self-assessment questionnaires, assessing both policies and actions to drive continuous improvement. Through our partnership with Action for Sustainable Derivatives (ASD), we trace our palm oil and have supported community programs such as the Kaleka Mosaik Initiative.

For more information on our approach to key commodities including palm oil, see the [Sustainable Sourcing section](#).

WATER

Water is essential to our product innovation and development and is often a key ingredient in our products. In FY25, we continued to work to strengthen water management across our operations. As part of this, all manufacturing sites and distribution centers have now developed three-year roadmaps to reduce water withdrawal. Measures include on-site recycling, equipment upgrades, employee engagement, and monitoring through our Environmental Management System.

In FY25, we reduced water withdrawal by 16%, making strong progress against our 25% by 2030 target.



Water System Optimization and Real-Time Monitoring at Hunt Valley

Our Hunt Valley team partnered with an external expert to improve the efficiency of the site's Reverse Osmosis (RO) water system. They repaired leaks, reduced ozonation levels, upgraded the sodium bisulfate dosing system, and recalibrated operating parameters, cutting RO water use by 30% year-on-year. The team installed 25 new water meters, giving real-time visibility into usage and enabling quick action on high-consumption activities.

Total site water consumption fell 12% in FY25 versus FY24, while meter readings since April 2025 also indicate a 30% reduction compared to the same period last year. Continued optimization is projected to deliver a further cuts in FY26.

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.

In FY25, less than 2% of our waste was disposed to landfill from our factories and distribution centers via third party waste handlers. We also continued to meet our target of recycling 80% of waste generated by Coty factories and distribution centers by 2030.



ECO-DESIGN

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.

In our products, we strive to balance desirability, profitability and sustainability as equal priorities. We call this eco-desirability.

For new product innovations, we apply principles of eco-design. 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.



Biotechnology underpins our prestige skincare line, Orveda, which has been recognized for its potent, vegan, biotech-led formulas.



GREEN FORMULATION

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.

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 and desirability through thoughtful innovation and multisensory storytelling.



PACKAGING

Our packaging is key to desirability and important for transporting our products, protecting our formulas, and communicating important product information.

Our strategy is centered on reducing dependence on virgin resources, promoting circular solutions, and protecting nature. At its heart is the Four 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. Our diverse packaging portfolio necessitates a multi-material strategy. Within our ten decarbonization priorities, areas of focus include reducing aerosol aluminum, lightweighting glass in nail polish and foundation, and enhancing circularity.

This year, 99% of our product folding board boxes were made with FSC or PEFC-certified material. We also exceeded our packaging reduction target, with a 23% reduction compared to the baseline and, in the first year of our target, we reduced our use of virgin plastic by 51%.

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. 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.

Refillable and Lightweighted Hugo BOSS The Scent Fragrance Bottles

In January 2023, Marketing, R&D Packaging and Procurement teams began work to repack one of Hugo Boss's most important fragrance franchises — BOSS The Scent. The goal was to create a durable, refillable bottle that reduces material use while preserving its premium appeal. The new design features a 17% lighter glass bottle, a screw neck for easy refilling, and a polypropylene cap.

Using a 150ml refill instead of four 50ml bottles can cut packaging weight by up to 67%, and a 200ml refill instead of three 100ml bottles by up to 55%, reducing glass, plastic, and paper use. The project launched in February 2025, with refill performance verified through a SPICE-compliant LCA in line with ISO 14044 standards.



Max Factor Refillable Mascara

In March 2023, a cross-functional team began developing the Max Factor False Lash Effect Supreme Reloadable Mascara. The easy-to-use refill cartridge is 70% lighter in plastic than the original and uses 37% post-consumer recycled content. Collaboration across teams ensured a simple, intuitive, and appealing refill design. The product launched in March 2025.

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.



Aerosol Lightweighting

Since 2019, Coty's lightweighting program has been reducing the aluminum used in aerosol cans. In FY25, efforts also included a focus on 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% and built on earlier lightweighting achievements, which have already avoided 11,980 tonnes of CO₂e since 2019.



BEAUTY *of our* PEOPLE

Coty is dedicated to creating a more inclusive business and society, guided by our mission to #UndefineBeauty. We are helping to build a beauty industry that respects and protects human rights across the value chain.

EQUAL TREATMENT AND OPPORTUNITIES FOR ALL

At Coty, we believe beauty should bring joy to the people and communities we touch. This starts with our people, who create products to unleash every vision of beauty and so must understand the communities we serve. We work to create an environment where our teams feel supported, included, and inspired to grow.

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 have strong female representation in our Board and Executive Committee, and our wider leadership positions are gender balanced (53% women and 47% men). Our gender pay equity gap was 5% or below in every management category.

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. 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.

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.

Globally, we support inclusive development and equal access to opportunity. Our benefits package includes our global gender-neutral parental leave policy - with a minimum for 14-weeks fully paid - and our performance approach, which is underpinned by gender pay equity analysis.



#UndefineBeauty campaign

At Coty, we believe that no one can control or dictate what is or is not beautiful. Our #UndefineBeauty campaign and petition calls for action to change the current English language definitions of the term 'beauty', which are both limiting and exclusive, and no longer reflect the values of today's society. Join us, and [sign the petition](#).



SUSTAINABLE SOURCING

Our iconic portfolio of brands uses materials produced by communities all over the world. We pay close attention to supply chains that pose the highest risk, developing tailored action plans for identified risks. 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.

We recognize that the greatest likelihood for human rights challenges lies beyond Tier 1—in our upstream value chain. To enhance our identification of potential sensitive supply chains, together with third-party experts BSR we conducted a human rights risk mapping of all Coty’s procurement functions against leading recognized indicators. 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 resulting risk scores allow us to better prioritize risks by country, category, and issue. The assessment confirmed that agriculture, such as fragrance naturals, and mining, including mica, are priority categories and identified supply chains needing further review, such as informal and outsourced labor. This work guides us to further assess potential impacts and in the development of roadmaps on priority areas. Find out more on our active programs on the table to the right.



	PALM OIL	MICA	FRAGRANCE OIL NATURALS
APPROACH	Maintain 100% RSPO-certified palm oil for our production and our third-party manufacturers until 2030.	Ensure 100% of Indian mica is responsibly sourced by 2030.	Develop and implement targeted action plans for priority high-risk naturals.
TRACEABILITY	We partner with Action for Sustainable Derivatives (ASD) and participate in their annual transparency mapping initiative to trace our upstream value chains to the mill and plantation level.	100% of mica used at our production sites is traced to country of origin. 34% of this comes from India, and 97.7% of Indian mica used in our sites is traced to mine.	In FY25, we had traceability for all fragrance naturals to country level.
PROGRAMS	In FY25, 100% of the palm oil purchased for our own operations and Third-Party Manufacturers was RSPO-certified (95% Mass Balance and 5% Independent Smallholder Credits). 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 Mosaic Initiative in Indonesia.	We are a founding member of the Responsible Mica Initiative (RMI) and 100% of our Tier 1 Indian mica suppliers are RMI members. 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.	Our BSR risk assessment paid particular attention to these supply chains. We have since worked with Fair Labor Association to combine these findings with sectoral insights, prioritize our approach and present this to our strategic fragrance suppliers. In partnership with Fair Labor Association’s cross-sector ‘Harvesting the Future – Fragrances’ project, we are supporting programs in Turkey and Egypt to improve working conditions for agricultural workers and their families.

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.



PRODUCT SAFETY AND INGREDIENTS

Consumer safety is a top priority. 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 also governed by a proactive and tiered strategy built on regulatory compliance, recent scientific data, consideration of consumer concerns, and anticipation of emerging topics – shown on the right of this page.

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.

We aim to make product information clear, consistent, and easy to compare so consumers can choose with confidence.

In 2025 we launched an [online ingredients resource](#) for consumers. The glossary explains what each ingredient is, and why it is used. We will use this resource as a foundation for ongoing consumer education, helping people make informed product choices.



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.

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.

COTY