



ESG Policy



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Context

Puig Brands, S.A. ("Puig"¹) is committed to being a benchmark in ESG matters in the various business segments in which it operates. To achieve this, **Puig** aims to be at the forefront of the best sustainability practices and to implement policies, practices, and control systems in the three main axes of sustainability: environmental, social and governance.

Puig wishes to promote a culture based on ethics and a commitment to sustainable development, and to grow by meeting the needs of the present without compromising those of future generations.

¹ "**Puig**" refers to the **Puig Brands, S.A.** company and its subsidiaries and other entities that may be incorporated in the future in which **Puig Brands, S.A.** holds or may hold direct or indirect control, according to article 42 of the Spanish Commercial Code.

Purpose

This ESG policy (the "Policy") aims to act as a global framework for all aspects of ESG in **Puig**. It is aligned with the company's Ethical Code and other policies related to ESG are derived from it.

Scope

This Policy applies to all companies that make up **Puig**, which is understood to be **Puig Brands S.A.** and its subsidiaries and any other entities that may be incorporated in the future in which **Puig Brands, S.A.** holds or may hold direct or indirect control.

Global Commitments

To position itself as a global benchmark in ESG, **Puig** works to make a positive contribution to reaching two ambitious global key commitments:

- Contribute to limiting the increase in global temperature to 1.5°C in 2030.
- Be a net zero organization in 2050.

To do this, ESG criteria are integrated into the **Puig** culture, business model, strategy, and day to day operations.

Without prejudice to these key commitments, the following section refers to the rest of the **Puig** objectives relating to social issues, diversity, fiscal responsibility, respect for human rights, and the prevention of corruption and other illegal conduct.



Objectives

The **Puig** sustainability objectives are defined in its 2030 ESG Agenda, which is the roadmap for the coming years.

The 2030 ESG Agenda goes beyond legal requirements and is aligned with the most demanding international commitments, standards, and certifications to maximize the **Puig** contribution to the United Nations Sustainable Development Goals (SDGs).

Additionally, to meet its objectives **Puig** has developed other policies and/or internal standards linked to ESG.

TRANSVERSAL ESG OBJECTIVES		
<ul style="list-style-type: none"> Integrate sustainability in all business segments, areas, and organizational levels of Puig. Promote best practices in environmental, social and governance matters. Maximize the positive impact of Puig activity in ESG terms. 		
E OBJECTIVES FOR THE PLANET	S OBJECTIVES FOR PEOPLE	G OBJECTIVES FOR GOOD GOVERNANCE
<ul style="list-style-type: none"> Decarbonize Puig activity throughout the whole value chain. Operate with respect for nature and biodiversity to contribute to the global nature positive objective. Promote circularity and efficiency in our products and operations. 	<ul style="list-style-type: none"> Total respect for human rights. Ensure fair and equal treatment for Puig employees in all areas of their professional development. Promote employees' commitment to the Puig ESG objectives. Maximize impact in the communities in which Puig operates. 	<ul style="list-style-type: none"> Compliance with the regulations applicable to Puig, including those which relate to fiscal responsibility and the prevention of corruption and other illegal activity. Manage the business in an ethical and responsible way by putting into practice the necessary application and supervision mechanisms for business conduct. Monitor progress regularly. Identify and manage ESG and regulatory risks. Promote the ESG commitments to the entire organization and value chain, especially to suppliers.



ESG Governance Structure

Board of Directors
ESG Committee
Chief Sustainability Officer (CSO)
ESG Team Made up of managers with responsibility for ESG and managers from other organizational areas with an impact on aspects of ESG and led by the CSO
CSO Office Made up of members of the ESG Department

Communication

Puig undertakes to communicate its progress annually, both internally and externally through its corporate channels, in accordance with applicable legislation and standards of application, and to publish it following international reporting standards. It will also promote spaces for participation and dialogue with interest groups.

In all circumstances, **Puig** is committed to ensuring that its communication practices are responsible in order to avoid any type of manipulation of information and to protect the integrity and honour of the persons involved.

Approval

This Policy has been approved, following a favourable report from the ESG Committee, by the Board of Directors of Puig Brands, S.A. on April 5, 2024, and came into force at that time.

Responsibility for the publication, communication and review of this Policy is assigned to the Chief Sustainability Officer.