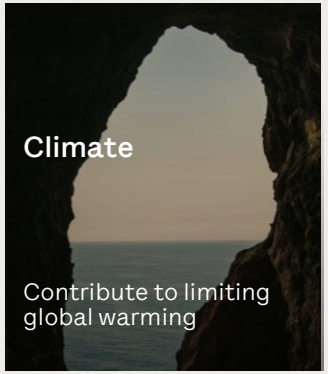
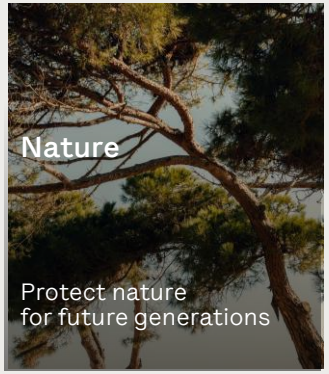
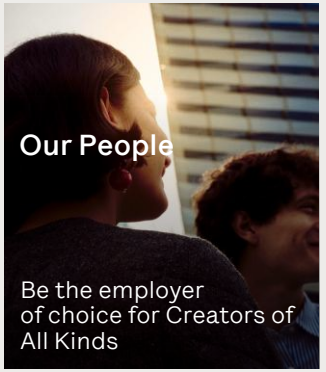
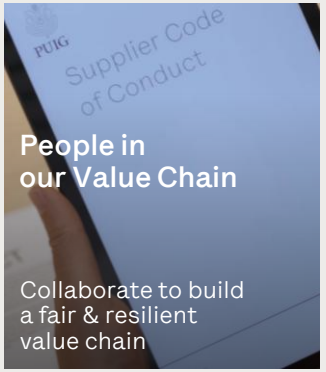
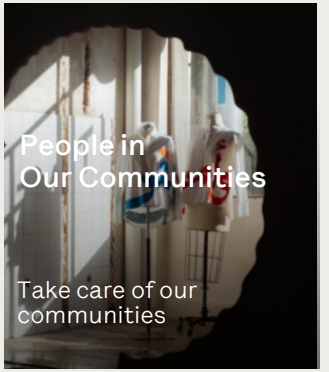
PUIG

Nurture Positive Impact
2032 Sustainability Strategy

	Planet		People		
Key pillars	 **Climate**	 **Nature**	 **Our People**	 **People in our Value Chain**	 **People in Our Communities**
Ambition	Contribute to limiting global warming	Protect nature for future generations	Be the employer of choice for Creators of All Kinds	Collaborate to build a fair & resilient value chain	Take care of our communities
Main public targets *(by 2032, unless specified otherwise)*	42% reduction of Scope 1&2 GHG emissions by 2030 25% reduction of Scope 3[1] GHG emissions by 2030 Net Zero by 2050[2]	Aim for 100% of palm and kernel oil[3] RSPO certified, increasing the % of segregated palm oil over time[4] -40% water withdrawals in own factories vs 2022[5] SBTN-validated targets on land/freshwater, prioritizing Puig's highest impact areas in line with TNFD assessment, by 2028	>85% annual employee participation in learning and development to cultivate a learning organization that drives creativity and innovation across all areas Reach and maintain a gender pay-gap[6] close to zero Foster sense of belonging, measured by eNPS[7]	Aim for 100% of suppliers adhere to Puig's Supplier Code of Conduct[8] Set up of an effective program to assess, prevent, detect, and remediate human rights risks in manufacturing sites and in the value chain of the most critical raw materials and ingredients[9], by 2028	Aim for 1% of net profit over time in financial contributions to initiatives aligned with Puig Social Impact and Brands' causes >10,000 man-days/year of volunteering opportunities granted to our people to take care of our communities Set up a structured system to monitor the number of people reached
Compliance & Performance	Ongoing and Incremental initiatives for improvement of Reporting, ESG Ratings and overall Sustainability Performance				
Enablers	Clear Governance throughout the organization / Measurable and reliable Data / Processes / Capabilities				

Note: 1. Only includes category 1; 2. Includes categories 1, 4, 6 and 12; 3. Including derivatives of palm and kernel oil or palm and kernel oil included in pre-processed goods purchased; 4. While also pursuing complementary measures to ensure no deforestation and no conversion in the supply chain; 5. Excluding water included in products 6. Calculated comparing the remuneration of men and women holding positions with the same level of responsibility (equal pay for equal work); 7. Employees Net Promoter Score calculated as % of respondent 9-10 minus % of respondent 0-6 to the question "On a scale from 0 to 10 how likely are you to recommend Puig as a place to work?"; 8. Perimeter to be defined; 9. To be defined through a dedicated risk assessment analysis.