



Waste Management and Circularity Policy



Context

The increasing volume and complexity of resource waste associated with the modern economy is posing a serious risk to ecosystems and human health. Inadequate waste management contributes not only to air, water and soil pollution but also drives climate change and accelerates biodiversity loss.

As outlined in the **Puig** Ethical Code and in line with the UN Sustainable Development Goals, **Puig**¹ is committed to conducting business responsibly and growing sustainably, preserving the environment, and respecting the communities in which it operates. At **Puig**, we are aware that waste is generated throughout our upstream and downstream activities. Hence, we acknowledge there is not one single solution, but multiple that require collaboration at different levels.

Adopting a circular model is key in delivering our goals. **Puig** follows the waste hierarchy approach, therefore we strive to reduce the waste generated throughout our own operations and, when waste cannot be avoided, our priorities are to promote recycling and to recover materials with the aim to extend the life of our products and transform waste into valuable resources.

We understand the circular economy as a model that goes beyond production, and so we also encourage shifts in consumer behavior to integrate a full circularity.

Puig is committed to advancing circularity and waste management through three core pillars: sustainable product design and sourcing, responsible operations that prioritize recycling and water reuse, and collaboration across the value chain to promote proper disposal and material reintegration. These efforts are aligned with regulatory standards and aim to reduce environmental impact at every stage.

Purpose

The Waste Management and Circularity Policy (the ‘Policy’) reflects the commitments adopted by **Puig** to manage our impacts, dependencies, risks and opportunities related to waste and circular economy, along our direct operations and value chain.

¹ “**Puig**” refers to Puig Brands, S.A. 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.



Scope

This Policy, proposed by **Puig** Chief Sustainability Officer, applies to all **Puig** employees, entities (as defined above), and activities.

The standards set out in this Policy may sometimes exceed those required by local law. When this happens the standards of this Policy will apply. However, following our commitment to strict compliance with applicable law, should local law require higher standards than those established in this Policy, local law will always prevail.

Commitments

To continue improving our waste management and circularity principles towards the highest standards, we reinforce our stance through more specific and action-oriented commitments.

A. Designing and Sourcing with Purpose

At **Puig**, sustainability is integrated from the earliest stages of project development, beginning with the design phase.

We apply eco-design methods² that are both science-based and data-driven and which align with the European Commission's Product Environmental Footprint (PEF) method. These methods enable our teams to improve the sustainability performance of our product portfolio. We evaluate each new product's material efficiency, recyclability, and end of life impacts, ensuring continuous improvement and comparability across product lines. Key areas of focus include optimizing packaging volume and weight, comparing different materials, measuring the environmental footprint, and minimizing the impact of disposal and recycling.

Puig also strives to select and source environmentally renewable and/or recycled materials and ingredients for our products, prioritizing post-consumer recycled (PCR), and certified alternatives. We recognize that by employing this business model, we help mitigate biodiversity loss and reduce

² Puig leverages the SPICE Tool to support sustainable packaging innovation within selected product categories. As a corporate member of the SPICE initiative, Puig contributes to industry-wide advancements in sustainable packaging.



greenhouse gas emissions associated with the extraction, processing and manufacturing of virgin materials for our products.

Puig products are also designed considering the environmental impact of end-of-life phases and to facilitate proper sorting and increase recyclability. Part of these efforts include eliminating disruptors to optimize waste processing, facilitating pictograms on all product packaging and implementing refillable models.

Aware that the post-use phase has a great impact on sustainability, **Puig** introduces programs to promote consumers to recycle. In addition, **Puig** aligns with the Extended Producer Responsibility (EPR) regulations to ensure collection, treatment and disposal of post-consumer products, with the ultimate aim of reducing waste. We explore innovation in packaging design to ensure we drive design for easy disassembly to improve end-of-life recyclability.

In retail projects, markets also aim to reuse furniture whenever possible in other points of sale. We work to establish partnerships in key markets so that, when reuse is not feasible, our partners can manage such projects in a sustainable and responsible way.

B. Own Operations and Facilities

Conscious of the crucial role waste management plays in reducing pollution—which directly impacts both ecosystem and human health—we employ a cohesive strategy through our Integrated Management System (IMS)³. One of the fundamental pillars of this system is environmental management, where compliance with legal requirements and the associated documentation is mandatory, as reflected in our internal Statement⁴.

Environmental concerns are continuously monitored and evaluated – including waste management, soil pollution, water and sewage issues, climate change mitigation and adaptation, and resource use and efficiency—with the ultimate aim of improving them.

The disposal and segregation, as well as the transportation and management of solid waste and wastewater are also an integral component of our

³ The IMS unifies Puig approach to quality, good manufacturing practices (GMP), occupational health and safety (OHS) and environmental management under a cohesive strategy.

⁴ Internal document - Integrated Management System Statement.



circularity strategy. The actions implemented, tailored to the specific needs of each location, include:

- The deployment of integrated waste collection and sorting facilities to enable proper segregation by employees.
- A continuous update with the best available techniques to transform waste into resources, prioritizing waste valorisation such as recycling and energy recovery.
- Avoiding incineration and landfill disposal, when possible. Energy recovery is a last resort after prevention, reuse, and recycling.
- A continuous monitoring and reporting of hazardous and non-hazardous waste performance.
- The minimization of consumption and responsible use of water to reduce wastewater discharge, in compliance with **Puig** Water Policy⁵.
- The promotion of initiatives to reuse in closed-loop systems recirculation of wastewater⁶.
- Prioritization of irrigation projects with wastewater discharge.

C. Collaborative Circularity

To properly manage waste across our upstream and downstream business activities, **Puig** collaborates with different stakeholders at different levels.

Puig invests in research and development to continuously improve product and projects' sustainability and partners with leading industry groups, including SPICE, the EcoBeauty Score Association⁷, the EcoDesign Cloud⁸,

⁵ Puig's Water Policy.

⁶ The Dry Factory is Puig's flagship water management project, designed to achieve 100% industrial wastewater reuse in a closed-loop system.

⁷ Puig is member of the EcoBeauty Score Association, an industry coalition developing a standardized methodology to assess the environmental impact of cosmetic products.

⁸ Puig uses the EcoDesign Cloud tool to calculate the life cycle assessment (LCA) of our permanent retail projects.



Sustainable Market Initiative (SMI)⁹, Cosmetics Europe¹⁰ to drive innovation and create solutions that benefit the entire sector.

We want to be a driving force throughout our value chain and inspire other organizations, that is why **Puig** works with its suppliers to enhance proper waste management and drive circularity practices. To do that, **Puig** requests its suppliers to comply with the minimum requirements established by **Puig**, in regard to waste storage, segregation and disposal, and in line with the applicable environmental laws, and internal requirements.

As part of our strategy is also to engage with consumers to drive circularity. **Puig** promotes consumer education on sustainability and responsible disposal of products to ensure materials are reintegrated into new production cycles.

Approval, Publication and Review

The Chief Sustainability Officer (CSO) is responsible for **Puig**'s waste management strategy and is tasked with reviewing all environmental indicators related to their potential impact linked to our direct and indirect activities.

The implementation of this Policy is monitored through quantitative performance indicators set up in *Nurture Positive Impact*, our 2032 Sustainability Strategy, audits and processes, and through regular reviews by the respective departments in charge. Metrics are reported transparently in **Puig** Annual Report each year.

This Policy supersedes any previously published policy relating to the same subject matter. This Policy is available on the intranet, on the **Puig** website and will be communicated to **Puig** employees and other stakeholders where appropriate.

This Policy has been proposed by the Chief Sustainability Officer and approved on the 22nd of December 2025, by the Chief Executive Officer within the framework of **Puig**'s policies and Ethical Code, and came into force at that time.

⁹ Puig is an active member of SMI Fashion Taskforce, which aims to accelerate the transition to a sustainable future in the global fashion, textile and apparel sector.

¹⁰ Puig is a member of Cosmetics Europe, an association that aims to work closely with policy makers to ensure that regulation is appropriate and effective.

