

BEAUTY *that* LASTS

FY24 Sustainability Report

COTY

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This is Coty's fifth sustainability report under our Beauty that Lasts strategy, covering our Fiscal Year 2024 (FY2024) from July 1, 2023 to June 30, 2024.

CEO STATEMENT



This year, we celebrate Coty's 120th anniversary.

Our incredible journey has taken us from a small Parisian perfume house to being a global leader in the beauty industry.

Throughout our history, innovation and sustainability have shaped our evolution.

Our cosmetics from the 1930s featured refillable lipsticks. CoverGirl was an early advocate of inclusivity and Calvin Klein promoted minimalist packaging for the launch of CK One.

Our aim is to create products that ignite desire and capture the essence of sustainability - our ultimate driver of innovation.

Infiniment Coty Paris – our newest and most ambitious project to date – continues our legacy of groundbreaking fragrance innovation with carbon-captured ethanol formulations and packaging that is designed to be artcycled.

Our mission of Becoming Carbon Kind is transforming how we do business by overdelivering on Scope 1 and 2 targets and reducing air freight emissions by 65%*. We are committing to net-zero targets, and are finalizing risk assessments to ensure our approach to climate, nature, and human rights is as ambitious as possible. Coty's portfolio of iconic brands is working to promote a more inclusive world, while we continue to campaign for #UndefineBeauty in our belief that no one can dictate what is, or is not, beautiful.

Crafting beauty that serves our diverse consumers requires that our people reflect our communities. In the past year, we reached an important milestone through gender-balanced leadership.**

While we celebrate these and the many other achievements in our longstanding history, we humbly acknowledge that there is more to be done.

I want to thank all of my colleagues at Coty who have supported our efforts this year and who are helping us to innovate and evolve for the next 120 years.

Sue Nabi
Chief Executive Officer

* Versus 2019 baseline.

**This category encompasses Senior Director to Senior Vice President roles.



BEAUTY *that* LASTS

AT A GLANCE



Our *APPROACH* and PHILOSOPHY

OUR BUSINESS

Coty is one of the world's largest beauty companies, with a portfolio of iconic brands across fragrance, color cosmetics, skin and body care. We serve consumers around the world, selling prestige and mass market products. Coty and our brands empower people to express themselves freely and create their own visions of beauty.

OUR MATERIAL TOPICS

To ensure our sustainability strategy accurately reflects our impact on the world, the views of our stakeholders, and the risks and opportunities sustainability issues have for our business, in FY24 we initiated a double materiality assessment in line with European Sustainability Reporting Standards (ESRS) guidance.

The double materiality concept considers two perspectives: financial materiality (the outside-in view of how ESG issues may influence the performance of the company) and impact materiality (the inside-out view of the impact a company's activities may have on people and the environment).

Our double materiality assessment involved several steps. First, we mapped out an overview of the Coty business and its activities, looking at geographical areas of operation, the upstream and downstream value chain, market position, and business relationships. The process included input from our key internal stakeholders, including employees, senior leadership, and internal topic experts, to obtain a broad and informed view. We also incorporated insights from a variety of internal functions who engage in continuous dialogue with external stakeholders and therefore have a strong understanding of their interests and views. These stakeholders include customers, retailers, suppliers, investors, academics, and local communities (see Stakeholder Engagement for further details).

Through desk-based research, we then created an extensive list of potential material topics using a wide range of sources such as the ESRS topic list, the results of our previous materiality assessment, ESG ratings, industry standards, such as the Sustainability Accounting Standards Board, and peer analysis. We identified the significance of each topic by assessing the scale, scope, and likelihood of impacts, and the likelihood and magnitude of risks and opportunities. This resulted in an overview of impacts, risks, and opportunities and their categorization as low, medium, or high materiality, which was used to create a prioritized topic list that we validated with the Coty senior leadership team. The preliminary results have been reviewed by the Board and will be finalized in FY25.

01

We market, sell and distribute our products in approximately 121 countries.

02

Our iconic portfolio of over thirty owned and licensed key brands sells some of the world's most loved prestige and consumer beauty products.

03

As of the end of FY24, we had approximately 11,791 full-time employees in over 36 countries.

04

6,118m USD of net revenues in FY24.



ESG GOVERNANCE AND BUSINESS INTEGRATION

At Coty, we believe that sustainability needs to be integrated into the business, with each area of impact led by the relevant business functions. The Executive Committee and Senior Leadership Team is responsible for the development of strategy, targets and driving progress for their respective material topics. The global Sustainability Office develops the transversal sustainability strategy and is responsible for ESG reporting and governance, under the oversight of the Chief Scientific & Sustainability Officer. The Sustainability Office provides formal updates to both the Executive Committee and the Board at least once a year. Our Board provides oversight, including through its committees and our Board member for ESG.

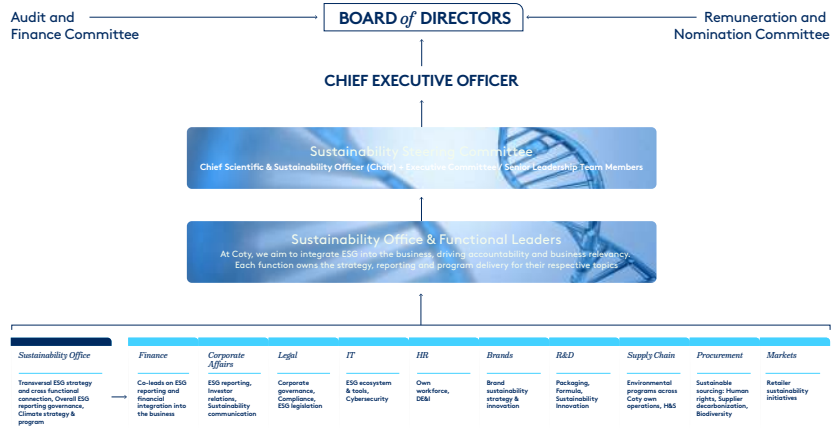
In FY24, we have matured our business integration, focusing on value creation, and are moving from a Sustainability Taskforce to ESG being integrated within the entire business. The Sustainability Office and our business leaders work to drive change and lead our reporting and due diligence efforts. Our Sustainability Office also works closely with Coty's brands and external partners to implement, evolve, and communicate Beauty that Lasts.

Another step in making sustainability business-as-usual is integrating it into remuneration, with the Remuneration and Nomination Committee adopting an ESG Ratings Improvement metric for senior leaders in FY24.

This is designed to measure our resilience to long-term, industry-material ESG risks and evaluate exposure to and management of ESG risks relative to peers.

We are embedding sustainability into our key business decisions through the introduction of KPIs for key leaders and within our product innovation process.

As we roll out these KPIs, we are engaging with key stakeholders, providing an effective way of upskilling and educating our teams on sustainability. Additionally, we are conducting new risk assessments on climate, nature and human rights to ensure effective management of our ESG risks. The findings will be integrated into business risk management processes.



COLLABORATION AND PARTNERSHIPS

To support our sustainability strategy and commitments, we engage 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



OUR POLICIES

We have dedicated policies in place to govern our business practices in relation to key environmental and social impact areas.

This year, we have updated our Environmental Policy, Sustainable Sourcing Policy, and published a Product and Ingredient Policy to strengthen our oversight of the topics and align with best practice. These policies are available through the new [Reporting Hub](#) page of our website, which acts as a repository for our ESG reporting documents and policies.

COTY

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BEAUTY *that* LASTS

Beauty that Lasts is Coty's sustainability strategy. Guided by the UN Sustainable Development Goals, it sets out our ESG ambitions. Over the past year we have revised this strategy to accelerate our pathways to change. Coty aspires to produce new, different and simply better products that embody desirability and sustainability. In this journey, we collaborate with all our stakeholders striving to be a disruptive force in the industry's transformation.

Our products are at the heart of everything we do. They are key to reducing our environmental footprint and unleashing infinite visions of beauty.

Our own operations come next, because we can only deliver positive impact if we deploy processes and practices that create change in our own organisation and for our associates, working to reduce our footprint and create a working environment that is fearlessly kind.

The network of partners and suppliers that run through our value chain are our third lever of change. We partner to achieve our goals and, together, unleash a better world of beauty. Our products, our operations and our value chain provide the means through which we will achieve the ambitions we have set out.

Our ambitions are defined in our areas of impact: the Beauty of our People, the Beauty of our Planet, with Governed Beautifully as a crucial foundation. We monitor and manage the topics within each area, guided by ambitious targets.



Our TARGETS

BEAUTY *of our* PLANET

	TARGET	OUR PROGRESS IN FY24	
 CLIMATE ACTION	Reduce absolute Scope 1 and 2 GHG emissions by 50% from calendar year 2019 base year by 2030 (SBTi-approved target). ¹	Target: 50% 82% →	→
	Reduce absolute Scope 3 GHG emissions by 28% from a calendar year 2019 base year by 2030 (SBTi-approved target). ²	23% ³ → 28%	→
	Increase annual sourcing of renewable electricity from 5% in calendar year 2019 to 100% by 2030 (SBTi-approved target).	95% ✓ 100%	→
	Reduce energy consumption by 20% by 2030 compared to our base year of calendar year 2019.	Target: 20% 32% →	→
 WASTE	Send zero waste to landfill from Coty factories and distribution centers by 2030.	0% ✓ ←	→
	Recycle 80% of waste generated by Coty factories and distribution centers by 2030.	Target: 80% 85% ✓ →	→
 WATER	Reduce water withdrawal by 25% by 2030 against a calendar year 2019 baseline. ⁴	New Target: 25%	→
 NATURE & BIODIVERSITY	Purchase 100% RSPO-certified palm oil for our production sites by 2024 and our third-party manufacturers by 2025.	100% ⁵	→
 ECO-DESIGN	As of 2020, include sustainability criteria in the conception of all new products.	91% ⁶ → 100%	→
 PACKAGING AND CIRCULARITY⁷	By 2030, achieve a 20% reduction in packaging against our calendar year 2019 baseline.	Target: 20% 26% ⁸ →	→
	By 2030, increase our use of post-consumer recycled materials to at least 30%. ⁹	7.7% → Target: 30%	→
	By 2030, reduce virgin plastic by 60% from 2019 baseline.	New Target: 60%	→
	By 2025, ensure that 100% of our folding board boxes are made with FSC- or PEFC-certified material. ⁹	65% → Target: 100%	→
	By 2030, ensure that 90% of all fiber-based materials come from certified sources. ¹⁰	New Target: 90%	→

¹We engaged KPMG to provide limited assurance on selected data in Beauty that Lasts - FY2024 Sustainability Report, using the International Standard on Assurance Engagement (ISAE) 3000. Data assured in FY24 is indicated with the symbol ✓

BEAUTY of our PEOPLE

	TARGET	OUR PROGRESS IN FY24	
 DIVERSITY, EQUITY, AND INCLUSION	Achieve gender balance in leadership positions by 2025. ¹¹	50% ✓ →	→
	Until 2030, continue to pay equitably (with a gap of 2% or less) for similar roles and performance, regardless of gender. ¹²	We met our pay equity target within the leadership category with a gap below 2%. For Coty's other three management categories, the gap was between 2-5% and we are working to bring this below 2% in 2025.	→
	Roll out DE&I training for all employees by 2025.	Our 'Change the Conversation' DE&I curriculum is available for all associates that have access to a laptop, via Coty Academy.	→
 HUMAN RIGHTS	Ensuring 100% of Indian mica is responsibly sourced by 2030.	97% of Indian mica for our production sites is traced back to mine level.	→
 PRODUCT SAFETY	As of 2020, share progress on our High Profile Ingredients and Materials (HPIM) management process annually.	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.	New target.	→

GOVERNED beautifully

	TARGET	OUR PROGRESS IN FY24	
 COMPLIANCE AND ANTI-CORRUPTION	95% of associates to complete annual compliance training by 2025.	91% ¹³ ✓ 95%	→

¹¹ The target boundary includes biogenic emissions and removals from bioenergy feedstocks.
¹² The base year for the target excludes Category 11 Use of solid products from the target as we do not have direct emissions in that category. This exclusion was done as part of the SBTi validation process.
¹³ The majority of this reduction is a result of volume decline. As we anticipate growth towards 2030, this target continues to be a key focus.
¹⁴ This target applies to Coty-operated factories, distribution centers, offices and laboratories.
¹⁵ 66% RSPO Mass Balance and 4% covered via Independent Smallholders' Credits.
¹⁶ This data set excludes joint venture inventory and has been expanded in FY24 to include gifts.
¹⁷ All packaging targets include packaging materials required to take products to the customer (primary, secondary & tertiary) but excludes tertiary packaging materials used for last mile distribution. Coty produces some products on behalf of another company. This is a standalone company, and the products are produced in line with that company's strategy. Therefore, we have excluded the packaging materials quantities we purchase for the products we manufacture on their behalf.
¹⁸ The result is mainly driven by reduced product volumes in the Consumer Beauty business and thus fewer material inputs since 2019. Coty does not consider this target achieved and will continue to drive purposeful action to reduce the weight of packaging materials.
¹⁹ Scope of the targets includes all packaging materials required to take products to the customer (primary, secondary & tertiary) but exclude tertiary packaging materials used for last mile distribution. Due to data limitations in our systems, the calculation for FY24 does not include packaging materials from products where Coty acts as a Third-party manufacturer.
²⁰ Fibre based materials include paper, paper pulp, wood, cotton, or cork origin.
²¹ A leadership position is defined as Senior Directors, VP and above.
²² We determined that this target would be achieved when we achieved a gap of 2% or less. Our methodology uses base salary, and the data pool reflects the majority of our employees. We included all full time, salaried employees across our 30+ countries, apart from countries where specific union agreements dictate base salary, and our Executive Committee and Senior Leadership Team. Our methodology was qualitatively reviewed by KPMG, who we engaged to provide limited assurance on selected data.
²³ Of employees trained in one or more compliance modules delivered through Coty Academy.

STAKEHOLDER ENGAGEMENT

Coty's Beauty that Lasts strategy is shaped by the needs of our stakeholders, with whom we engage in continuous dialogue through various channels.

Licensors:

We aim to form long-term relationships built on transparency and collaboration. We work closely with licensors to uphold the integrity and values of their brands while developing products that meet both of our high standards. Through regular communication and adherence to licensing agreements, we ensure that our products reflect the brand's identity, quality, and reputation.

Suppliers:

Cultivating long-lasting partnerships with our suppliers and collaborators ensures business resilience and enables us to drive improvements throughout the value chain. We engage with and assess suppliers to generate improved social and environmental outcomes, greater transparency, and innovative new solutions.

Employees:

Our workforce is essential in delivering our Beauty that Lasts strategy, and we champion an inclusive environment in which our employees are supported to do their best work. We connect regularly through internal platforms and initiatives that drive engagement, offer development opportunities, and ensure safety and wellbeing.

Local communities and NGOs:

We seek opportunities to support those in need through and strategic engagement. We focus on those areas where we can make a meaningful impact through brand engagement and product or financial donations, supporting areas of health, emergency support, and female empowerment.

Trade associations and peers:

We collaborate with industry peers and associations to promote innovation and process improvements. In exchange, these collaborations provide us with valuable insights, enhancing our strategies and influencing broader progress in the cosmetics industry.

Consumers:

Prioritizing our consumers is central to how we operate. They seek products that are safe and effective, and, increasingly, reassurance that products are ethically sourced, with attention to both human and environmental wellbeing. Insights from consumers shape our innovation efforts, enabling us to deliver quality, trustworthy products that address their needs. We connect with consumers to discuss the impact of our brands and products through various channels, including market research, advertising, and social media. Consumers can share enquiries or feedback using the [contact details](#) on our website or through our brands' websites.

Investors:

Our investors supply the financial resources that drive our business operations and, in return, expect competitive performance. We maintain open dialogue with investors to keep them up to date on our strategy and share business performance updates through our annual and quarterly reporting. We regularly disclose ESG information through multi-stakeholder platforms, such as CDP, and hold ad-hoc calls with investors to discuss ESG topics.

Government and regulators:

Through industry trade associations, we actively engage in policy discussions to anticipate regulation changes and ensure compliance with relevant laws. We also foster a transparent and cooperative relationship with authorities and regulators. Through these interactions, we not only meet regulatory requirements, but also contribute to shaping policies that promote sustainable practices and industry-wide progress.



Customers and retailers:

Our relationships with retail partners and distributors are crucial in bringing our products to consumers. We aim to establish robust and productive partnerships based on shared goals, ultimately driving business growth. We maintain ongoing dialogues with an aim to form strategic partnerships on social and environmental factors, ensuring progress towards more sustainable products.

BEAUTY
of our
PLANET

BEAUTY *of our* PLANET

Our OPERATIONS

Climate Action

Waste

Water

Coty is committed to playing our role in protecting the natural environment, while disrupting the beauty industry with new, different and simply better products.

Becoming Carbon Kind, our new climate strategy lays out our plan to achieve SBTi-approved 2030 greenhouse gas (GHG) emissions reduction targets and validate net-zero 2050 targets*. We recognize our role in delivering the Paris Agreement and limiting global temperature rise to 1.5° Celsius. We are embedding this by setting the right priorities across our business and value chain.

This year, our Scope 1 emissions increased slightly against FY23 levels, but we continue to be ahead of our 2030 target for Scope 1 and 2. This is thanks to reducing our consumption of fossil fuels, and total energy consumption, and increasing the share of renewable electricity we use. On Scope 3 emissions, we are guided by our ten Becoming Carbon Kind priorities, which focus most on our product packaging and formulas. FY24 marks the first year we are reporting Scope 3 emissions in this annual sustainability report, in addition to our annual CDP disclosures.

Our VALUE CHAIN

Climate Action

Nature and Biodiversity

Circularity and nature preservation underpin our Planet strategy.

We rejoined the Ellen MacArthur Foundation Network as a Member and share ambitious new packaging targets to promote circular design. We use upcycled ethanol within our formulas and ensure proper waste management within factories and distribution centers. We are also taking the first steps to understand our impact on biodiversity through a nature impact assessment. We have new water withdrawal target to guide water reduction efforts in Coty operated factories, distribution centers, offices and laboratories.

Coty received a B score in the CDP 2023 Climate Change disclosure, reflecting our actions to reduce our climate impact. We continue to include an overview of our material climate-related physical and transition risks in our CDP Climate disclosure. For the first time this year, we conducted a climate risks assessment in line with TCFD framework to improve our risks and opportunities assessment. For more details, see Coty's CDP report and the summary of Climate Risks and Opportunities Assessment.

Our PRODUCTS

Eco-design

Packaging and Circularity

Green Formulation

Governance Approach

The responsibility of delivering our environmental impacts is company-wide, with primary oversight driven by our Chief Scientific & Sustainability Officer, supported by Coty's Executive Committee and Senior Leadership Team, including the Chief Supply Chain Officer, Chief Procurement Officer, Chief Brand Officers, and Chief Commercial Officers.

Our Environmental Policy and Greenhouse Gas Program governs the way we manage our environmental and climate impacts, including across our supply chain, setting out our commitments to comply with all applicable environmental legislation in the countries we operate in. Our Code of Conduct for Business Partners and our Sustainable Sourcing Policy set out the environmental considerations that we measure suppliers' sustainability performance on.



SCIENCE
BASED
TARGETS

(46776) AMB TO US 01/24/24 WASTE-CLIMATE-ACTION

Committing to validate our Net Zero 2050 Target with SBTi

* As per SBTi target-setting process, targets will be set within 24 months of November 2023.

← SCOPE 1 & 2 SCOPE 3 →

OUR OPERATIONS 1.3%

OUR VALUE CHAIN 98.7%



TOP 10 WORKSTREAMS



Supplier engagement

Integrate in brand strategies & amplify with retailer partnerships

Percentages are based on FY24 Scope 1, 2, 3 data which can be found in Performance Data section of this Report.

Our OPERATIONS

CLIMATE ACTION

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.

TARGET

FY24 UPDATES

Target: 50%

82%

Reduce absolute Scope 1 and 2 GHG emissions by 50% from calendar year 2019 base year by 2030 (SBTi-approved target).

We continued to surpass our 2030 target, achieving an 82% reduction in Scope 1 and 2 emissions against our baseline.



95% 100%

Increase annual sourcing of renewable electricity from 5% in calendar year 2019 to 100% by 2030 (SBTi-approved target).

95% ✓ of our electricity was sourced from renewable resources.



Target: 20%

32%

Reduce energy consumption by 20% by 2030 compared to our base year of calendar year 2019.

We achieved a 32% reduction in energy consumption against our baseline.



We are proud that our effective energy strategy, which aims to reduce emissions in our own factories and distribution centers, has ensured we continued to exceed our 2030 target for Scope 1 and 2 emissions. In FY24, we maintained an 82% reduction of Scope 1 and 2 emissions against our baseline, well above our 50% reduction target.



ENERGY

Our energy strategy is centered around reducing energy consumption, transitioning to renewable electricity, and exploring opportunities for on-site renewable energy generation. We first exceeded our 2030 energy consumption reduction target in FY23, and in FY24 we continued to make reductions, achieving a 32% reduction in energy consumption against our baseline.

We are implementing energy and carbon reduction programs across our sites*. These are reviewed and shared as best practice among our various Coty locations. We have made considerable progress, with eight of our sites now carbon neutral for Scope 1 and 2. By the end of FY24, we sourced 100% renewable electricity in our distribution centers and factories with the purchase of globally recognized Energy Attribute Certificates.

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 four plants with rooftop solar panels: Granollers, Ashford, Hunt Valley and Wujiang, while Senador Canedo, and Chartres are currently under feasibility review. These projects aim to meet between 10-20% of the sites' electricity needs.

*32% reduction in energy
consumption against our baseline.*

With these measures, we are on track to meet our 2030 renewable electricity target, currently sourcing 95% overall renewable electricity across our sites and offices.

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

RE100
CLIMATE GROUP



* Sites as defined here includes production facilities, distribution centers, offices, and labs.

Solar installation at our Hunt Valley site

At our Hunt Valley site, we have installed over 2,100 solar panels and 11 inverters on a roof-mounted solar array, which will provide approximately 12% of the site's electricity needs. This is Coty's largest and first North American solar array, and the project went live with the local utility in May 2024.



HEATING, REFRIGERANTS, AND COMPANY FLEET

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.

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.



Zero-carbon heating at our Bournemouth site

In FY24 we introduced zero-carbon heating at our Bournemouth, UK, site. We made operational layout changes to minimize the space and time it takes to heat the warehouses and replaced the gas heating with renewable electric heating. We are also testing thermal and heated clothing for our workers.

EMPLOYEE ENGAGEMENT

We carried out several employee engagement campaigns on environmental topics throughout the year, including Climate Fresk workshops and a global campaign for Earth Day.

Employee climate change training

We held Climate Fresk training sessions with our employees in France, the UK, and Switzerland. These interactive workshops teach participants about the scientific foundations and impacts of climate change and empower them to take effective action. The sessions foster a more informed and proactive workforce committed to addressing climate change.



Earth Day 2024

On Earth Day 2024, Coty's teams participated in over 19 activities across several countries to celebrate their commitment to Becoming Carbon Kind. The Coty Germany team in Darmstadt planted 35 trees and bushes, fenced forest areas, and installed nesting boxes for birds and bats. The Coty Paris office gave a second life to unused furniture and IT hardware through recycling programs, and our teams in Granollers and Monaco used apps to find colleagues with the same commute to car share.



WASTE

Our factories and distribution centers inevitably produce waste. We are committed to reducing the waste we generate, including solid and hazardous waste, maximizing the recycling of resources, and disposing of unavoidable waste in a way that has the lowest impact on the environment.

TARGET

FY24 UPDATES

0% ←

Send zero waste to landfill from Coty factories and distribution centers by 2030.

We continued to send zero waste ✓ to landfill from our factories and distribution centers.



Target: 80% 85% →

Recycle 80% of waste generated by Coty factories and distribution centers by 2030.

We continued to surpass our target, achieving a recycling rate of 85% ✓.



Reducing, reusing and recycling our waste is part of our environmental responsibility and offers opportunities for more efficient use of resources. Through our Environmental Management System, we monitor and manage our waste and work towards our targets to reduce adverse impacts.

We have continued to send zero waste to landfill from our factories and distribution centers. In FY23 we exceeded our target to recycle 80% of waste generated by Coty factories and distribution centers by 2030, and in FY24, we improved even further by recycling 85% of this waste.

Hazardous waste management is a key focus of Coty's waste strategy. Solvents, such as ethanol, which is used in products and to clean our equipment, are the biggest portion of our hazardous waste. In sites that manufacture fragrances, we collect spent ethanol and recycle it for other industries' use through partnerships with third-party vendors. In our nail lacquer production, we use solvents such as acetone to clean our equipment, and through a third-party partnership, this spent solvent is re-blended into an alternative fuel source.

85% of the waste generated by Coty factories and distribution centers is recycled.



WATER

Water is integral to our product development and manufacturing processes and is a key ingredient in many of our products. We also discharge water used in our operations. We recognize our responsibility to reduce our overall water consumption, improve water efficiency, and monitor water discharge.

TARGET

FY24 UPDATES

New Target: 25%

Reduce water withdrawal by 25% by 2030 against a CY19 baseline.

We are setting a company wide target on water withdrawal reduction and will start tracking performance against this target starting FY25.



Our water withdrawal* is monitored and managed through our Environmental Management processes. With measures such as on-site water recycling, equipment upgrades, and employee engagement, we are improving our water use efficiency and reducing withdrawal.

We conducted an initial water stress review through Water Action Hub across all our Coty manufacturing sites to inform the development of a basic action plan. Four of our factories are in areas of medium to high water stress, and we have identified purification of water and use of water in cleaning and sanitization as priority areas.

For this reason, we have introduced a new target to reduce water withdrawal by 25% by 2030 against a CY19 baseline.

In FY24, we reduced our water withdrawal at our factories, distribution centers, offices, and labs versus last year. In the coming year, we are developing a water management strategy including ambitious targets.

In June 2024, we commenced a climate risk assessment which helps us understand the exposure to material risks such as water stress for our own sites and in our value chain.

We conduct annual compliance assessments at our factories and distribution centers to monitor the quality of the water that we discharge. At our larger manufacturing sites, we have on-site wastewater treatment and remediation where needed to ensure water that leaves our sites meets our quality requirements. We have also initiated a nature assessment (see the Nature & Biodiversity section for more information) and plan to assess our water impact in vulnerable areas.

*In previous reports, Coty referred to water withdrawal as water consumption.



Improving water management at our Granollers site

At our Granollers site, our site leadership team monitors daily water usage and ensures it is within the limits required from the site. Measures to reduce water consumption include an employee awareness campaign to reduce water consumption. For manufacturing processes, we shut down an oversized Reverse Osmosis system which eliminated 40%-60% of its in-take water. Now we purchase purified water and utilize 100% of it in our production and cleaning processes.

Our VALUE CHAIN

CLIMATE ACTION

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.

TARGET

FY24 UPDATES

23% → Target: 28%

Reduce absolute Scope 3 GHG emissions by 28% from a calendar year 2019 base year by 2030 (SBTi-approved target).

We achieved a 23% reduction in Scope 3 emissions against our baseline.



As we mature in our climate journey, we are expanding the focus to decarbonizing our value chain emissions. In FY24, 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.

Despite our revenue growth since 2020, product volumes remain below 2019 level, impacting our value chain emissions that have decreased by 23% compared to our 2019 baseline. Additionally, progress on supplier decarbonization, and air freight reduction all played a part in our Scope 3 reduction in FY24.

On upstream and outbound transport, we have reduced emissions by 39% in FY24 against our 2019 baseline, including a reduction of 65% of air freight emissions against the baseline. This is partly due to the product volume decrease since 2019, alongside efforts to reduce air freight and optimize our transport by sea and road.

Air freight reduction remains our main transport priority, accounting for less than 1% of our outbound volume but contributing to 38% of emissions. We have established a governance to reduce air freight from all shipments and keep it as a last resort. For travel and retail customers, we are updating our contractual terms to allow the use of more sustainable transport modes (sea or road).

Through our Global Transport Community of Best Practice, we have also implemented several initiatives to improve our outbound transport by road and sea including monitoring vehicle utilization rates and optimizing network design. We continue to track our outbound shipments and emissions from different modes of transport using the EcoTransIT tool.

In FY24 we commenced workstreams on merchandising and media, evaluating emissions to identify key hotspots for reductions. Our UK subsidiary led the way with their collaboration with Climate Partner on merchandising, and we plan to expand this project to other markets.

We have also enhanced our supplier decarbonization efforts. 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. In FY24, we hosted a summit with all our strategic suppliers, during which we shared more details of our responsible sourcing and decarbonization program. In the next phase, we aim to collaborate with suppliers to create KPIs and action plans to reduce emissions across all our procurement categories. Key focus areas are suppliers of aluminum, glass, plastic, wood, ingredients and paper board.



Decarbonizing visual merchandising with Climate Partner

In collaboration with Climate Partner, our UK subsidiary's visual merchandising team developed a bespoke Coty tool to calculate the carbon footprint of our temporary merchandising in the UK. In FY24, the team measured the product carbon footprint of over 200,000 units, providing information on the footprint of various merchandising units as well as per retailer.

The results informed emission reduction workshops with our suppliers and will inform future strategies. We have already seen an estimated 15% reduction in GHG emissions from actions taken by our suppliers, such as lightweighting, switching to renewable energy, and using more recycled content.



NATURE AND BIODIVERSITY

From the materials we source to the operation of our sites, our business is intrinsically connected to nature. While we are in the early stages of our journey, we have initiated a nature impact assessment, recognizing that safeguarding nature and biodiversity is crucial for securing the long-term future of our business.

TARGET

FY24 UPDATES

100%

Purchase 100% RSPO-certified palm oil for our production sites by 2024 and our third-party manufacturers by 2025.

100% of palm oil for our production sites was RSPO sourced (96% RSPO Mass Balance and 4% Independent Smallholder Credits)



In FY24, Coty initiated a nature impact assessment in line with the Science Based Targets Network guidance. We expect to complete steps one and two of this assessment by the end of the 2024 calendar year. This will give us insights into our supply chain's impacts on indicators such as land-use and deforestation, water withdrawal, and water and soil pollution. Preliminary results show that our raw materials (especially ethanol, palm oil derivatives, fragrance natural compounds) and packaging materials have the highest nature impact. We will use the assessment to build our nature strategy, and we aim to monitor and reduce our impact.

Our responsible sourcing principles are essential to reducing biodiversity loss in our value chain, especially on high-risk commodities such as palm oil. We monitor the impact of our suppliers on biodiversity through EcoVadis scorecards and Sedex self-assessment questionnaires, evaluating suppliers' actions and policies. See Supplier Relationships for further information on our supplier assessments. We also have an existing Deforestation Policy.

PALM OIL

Recognizing the impact of the palm oil supply chain on biodiversity and the environment, Coty is a member of the Roundtable for Sustainable Palm Oil (RSPO). We are committed to purchasing palm oil-based ingredients from RSPO-certified sources and have achieved supply chain certification for all our Coty-operated production sites under the RSPO Supply Chain standard.

In FY24, we met our production site RSPO target, with 100% of the palm oil we purchased for our own production sites being RSPO-sourced (either physical or with credits). We also engaged all our Third-Party Manufacturers (TPMs) in our palm oil ambition. Most of our supplier data has been captured, and we are now gathering the remaining data whilst working towards our 2025 TPM target.

In FY23, we joined Action for Sustainable Derivatives (ASD), an industry-led collaboration that seeks to achieve the responsible production and sourcing of palm oil derivatives. As a member of ASD, we are working to increase transparency and collectively monitor risks and activities within the global derivatives supply chain. In FY24, Coty participated in ASD's annual transparency mapping exercise to trace our palm oil derivatives supply chain. In FY23, palm oil derivatives for Coty production sites were over 90% traceable up to refineries* and mills, and over 60% traceable up to plantations.

* Integrating crushing facilities



ASD
ACTION FOR SUSTAINABLE DERIVATIVES



4-0081-17-000-00

ASD Impact Fund at the Tides Foundation

Coty contributed to the ASD Impact Fund, which finances impact projects in palm-oil producing areas. This includes the Kaleka Mosaik Initiative in Indonesia, which supports local and indigenous communities to adopt regenerative agriculture, restore degraded lands, and protect their existing forests.

Our supplier contract, which is rolled out to all relevant suppliers, includes requirements for our suppliers around the sourcing of palm oil. Additionally, we disclose our Tier 1 palm oil derivatives suppliers on our [website](#).



Our PRODUCTS

ECO-DESIGN

With products at the heart of our Beauty that Lasts strategy, we are working to reduce their impact on climate and nature. Raw materials and packaging are the greatest contributors to our Scope 3 emissions, so our Becoming Carbon Kind strategy prioritizes our product footprint.

TARGET

FY24 UPDATES

91% → 100%

As of 2020, include sustainability criteria in the conception of all new products.

91% of our new products went through our Beauty that Lasts Index, with giftsets now included in the Index.



Eight of Coty's top ten decarbonization priorities are related to the packaging and raw materials used for our products. Within these, we differentiate between new product innovation and renovation of existing products.

For new product innovations, we apply principles of eco-design. We evaluate the sustainability profile of new products using our internal qualitative tool, the Beauty that Lasts Index, which integrates sustainability criteria into the development process for both formula and packaging. In FY24, 91% of new products were reviewed under the index. We evolve the index to reflect best practices and have incorporated additional circularity principles and assessment criteria from FY25. In FY24, we also introduced an internal product 'Carbon Kind' score, which acts as launch acceptance criteria for all new products, embedding a quantitative measure of eco-design into our design process.

For our existing product portfolio, we continue to explore alternative ingredients that are lower in carbon intensity, while also focusing on packaging renovation. We have identified priority brands based on carbon emissions and started crafting 2030 roadmaps to guide our sustainability journey with these brands. In FY24, we focused on packaging redesign, reducing material usage, and increasing recycled materials across several brands. To further integrate our climate strategy into our brand strategies, we have also introduced emissions reduction targets for Consumer Beauty and Prestige divisions.

For more on how we are reducing products' carbon footprints, refer to the [Packaging section](#).



Embedding eco-design principles into Adidas Vibes

From the outset of the development of the new Adidas Vibes fragrance collection, launched in September 2024, our objective was to apply sustainability and circularity improvements. The glass bottle is lighter and crafted with 25% post-consumer recycled (PCR) material, while the cap is made with 96% PCR plastic. The folding cardboard box is made from certified materials, and the brand is committed to using upcycled alcohol from carbon emissions.



Three Coty submitted projects won the CAFFCI ESG Environmental Protection Award in China, including our Carbon Capture Technology, Sludge Zero Landfill & Recycling, and Adidas Upgraded Range of Designs.



Chloé Rose Naturelle Intense Eau de Parfum won the DUFTSTARS Green Award in November 2023.



Infiniment Coty Paris

In early 2024, Coty launched the Infiniment Coty Paris fragrance, reintroducing Coty as a consumer-facing brand. Infiniment Coty Paris is our first full collection to be manufactured with 100% alcohol from recycled carbon emissions and is packaged in refillable bottles with an outer case made from plant fiber. To celebrate wide-ranging forms of modern beauty, Infiniment Coty Paris has partnered with 1-54, the annual African contemporary art fair, to showcase how its stackable bottles can also have a new life as a canvas for art.



**OUR FIRST FULL COLLECTION MANUFACTURED WITH 100% UPCYCLED ALCOHOL
IN A REFILLABLE BOTTLE AND AN OUTER CASE MADE FROM PLANT FIBER**



DESIGNED FOR ARTCYCLING



PACKAGING AND CIRCULARITY

Our packaging is key to desirability and important for transporting our products, protecting our formulas, and communicating important product information. Yet packaging is a significant contributor to global resource consumption, waste and our carbon footprint. We aim to use less and better packaging and promote circular solutions.



TARGET

FY24 UPDATES

Target: 20% **26%** →

By 2030, achieve a 20% reduction in packaging against our calendar year 2019 baseline.

We exceeded this target with a 26% reduction in packaging compared to the baseline.* →

7.7% → Target: 30%

By 2030, increase our use of post-consumer recycled materials to at least 30%.

We used 7.7% post-consumer recycled materials. →

New Target: 60%

By 2030, reduce virgin plastic by 60% from 2019 baseline.

New target. →

65% →

Target: 100%

By 2025, ensure that 100% of our product folding board boxes are made with FSC- or PEFC-certified material.

65% of our product folding board boxes were made with FSC or PEFC-certified material. →

New Target: 90%

By 2030, ensure that 90% of all fiber-based materials come from certified sources.

New target. →

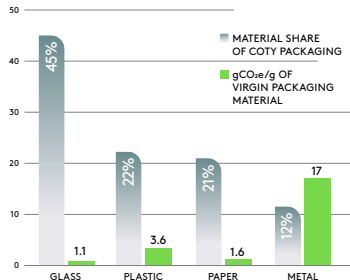
*The result is mainly driven by reduced product volumes in the Consumer Beauty business and thus fewer material inputs since 2019. Coty does not consider this target achieved and will continue to drive purposeful action to reduce the weight of packaging materials.



In October 2024, we rejoined the Ellen MacArthur Foundation Network as a Member and are sharing 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.

Our diverse packaging portfolio necessitates a multi-material strategy. Within our ten decarbonization priorities, we have established reducing aerosol aluminum and lightweighting glass in nail polish and foundation as areas of focus. We are equally committed to addressing the broader environmental impact of packaging by enhancing circularity across all categories. For plastics, this means reducing virgin plastic usage, increasing post-consumer recycled content, and advancing toward reuse models.

OUR PACKAGING FOOTPRINT



Our approach to reducing the environmental impact of our packaging maintains our focus on the four 'Rs':

Reduce the weight of packaging

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

Incorporate Recycled materials to the highest feasible level

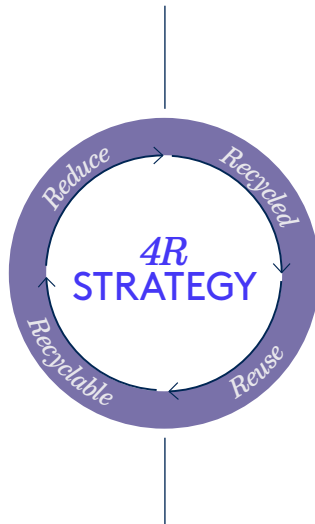
We are committed to increasing PCR materials and promoting responsibly sourced, FSC- or PEFC-certified fiber-based materials. We continually monitor new innovative materials as well as those facing regulatory restrictions.

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.

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 MacArthur Foundation principles for circular economy.



Our Products | Packaging and Circularity

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.

In FY24, we made improvements in our data systems to allow for better recording and tracking of the consumption of each of our packaging components, from the material of construction down to the specific impact on the consumer product.

We have exceeded our target for packaging reduction, achieving a 26% reduction versus our 2019 baseline compared to our target of 20%. While this is largely a result of our Consumer Beauty volume decline, it also reflects a 'Less, Better and Different' mindset within our packaging and brand teams. Using fewer materials while providing the same consumer experience is key in our packaging strategy, while changing formats of existing products can be more challenging.

Against our target that 30% of product packaging should comprise PCR materials by 2030, at the end of FY24 PCR levels were 7.7% for all materials and 13.9% for plastics. Collaboration with our suppliers is essential, particularly to increase our use of PCR, and this year, we hosted a full day innovation session with packaging suppliers to review new solutions and identify opportunities for collaboration.

At the end of FY24, 65% of our product folding board boxes were FSC- or PEFC-certified. We are now expanding this target to commit to 90% of all fiber-based materials coming from certified sources by 2030, while maintaining our 100% ambition for our product folding board boxes by end of 2025.

Finally, we continue to promote circularity by increasing our reusable and refillable products. We are implementing screw neck caps for new prestige fragrance bottle designs to enable the transition to refillable bottles. Our bottle designs remain a key part of our proposition to consumers, and so we aim to create beautiful bottles that our consumers will want to keep, coupled with practical refill solutions. In FY24, we introduced refill solutions for major fragrance launches including Infiniment Coty Paris, Burberry Goddess, and Cosmic Kylie Jenner and began the expansion to color cosmetics.

In FY24, we have also focused on collaboration with retailers, piloting initiatives that reduce packaging materials in the products we place on their shelves.



CoverGirl's Lash Blast Cleantopia mascara was recognized by Paris Packaging Week for using PCR material.

Creating joint sustainability plans with Superdrug, THG and Carrefour

Coty's subsidiary in the UK and Ireland has created a joint sustainability plan with Superdrug, with the shared ambition of reducing GHG emissions by identifying emissions hotspots, improving circularity, and optimizing efficiencies by combining shipments.

Coty's subsidiary in the UK and Ireland has also created a joint sustainability plan with THG, which has a particular focus on circularity, including product refill solutions and take-back schemes.

Coty's subsidiary in Spain has partnered with retailer Carrefour through their 'Food Transition Pact' to encourage consumers to recycle.

IMPROVEMENTS IN OUR PRODUCT PACKAGING*

As per our top 10 workstreams we are aiming to reduce the weight and impact of packaging

Adidas deodorant

In FY24, we redesigned the packaging for our Adidas Male deodorants in Brazil to use a new lighter aluminum alloy, which reduced weight by 1.5g per product. The new alloy is also made with up to 25% recycled materials. We are currently assessing the emissions benefits this change will have.



CoverGirl Foundation

In August 2024, CoverGirl relaunched its Clean Invisible Foundation in a squeezable tube made of 30% PCR plastic, reducing packaging weight by 94% compared to the previous bottle.



Calvin Klein Euphoria

We redesigned our Calvin Klein Euphoria 100ml fragrance bottle to eliminate the metal plating, replacing it with a special decorative redesign that keeps the original perception of this iconic product. The change has resulted in an estimated 23% reduction in packaging emissions.



Lancaster Sun Limited Edition Milk SPF50

Our Lancaster Sun Limited Edition Milk SPF50 range now features an ultra-thin cap, 54% reduced packaging weight and 49% PCR material, with tubes also recyclable in selected regions.



*Refers to packaging emissions only and is estimated using the SPICE Lifecycle Analysis Tool.

As per our top 10 workstreams we are aiming to improve circularity and are working with more sustainable materials

philosophy's bath and body range

We have increased the use of PCR material in our iconic philosophy bottles, with our 16oz bottle now featuring 86% PCR content resulting in what we have estimated to be a 14% reduction in GHG emissions.



Monange Facial Gel

Monange Facial Gel's new packaging uses 100% sugarcane-derived resin, cutting estimated emissions by 74%.



Mexx fragrance

In August 2024, Mexx launched the Mexx Scenting Experience, a vegan and mood-boosting collection designed with up to 96% natural ingredients. The glass fragrance bottles are made with 25% post-consumer recycled material while the body care and home care ranges are packaged using up to 85% recycled plastic. For the first time, Coty has also incorporated a bio-based low-carbon* material composed from wood chips and plant-based binders in a selection of the product caps.



Bourjois Paris little round pot

Bourjois Paris' little round pot is now 100% PET plastic and magnet-free.



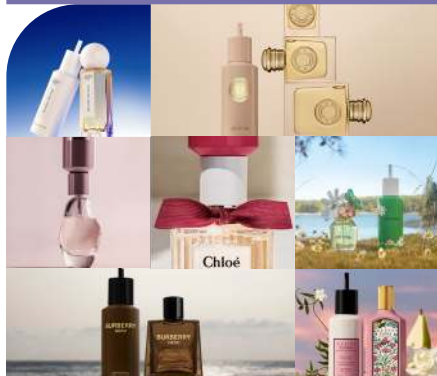
*Refers to packaging emissions only and is estimated using the SPICE Lifecycle Analysis Tool.

*ISO 14067:2018 Life Cycle assessment. Based on comparison vs typical carbon footprint values for PP and HDPE.

As per our top 10 workstreams we are aiming to increase our refillable options

Fragrance Refills

We have launched several refill solutions across our fragrance portfolio. We are implementing screw neck caps for new prestige fragrance bottle designs to enable the transition to refillable bottles.



Color Cosmetics Refills

The Max Factor Facefinity Compact Foundation is now refillable, resulting in a 17% reduction in packaging weight and an estimated 8% reduction in GHG emissions.



Bozzano Shower Gel

We launched our Bozzano soap in a refillable format with 76% less plastic per ml compared to the regular version.



*Refers to packaging emissions only and is estimated using the SPICE Lifecycle Analysis Tool.

GREEN FORMULATION

Our ingredients and the raw materials from which they are sourced have important environmental considerations. Through our green formulation strategy, we aim to reduce our impact on climate and nature.

In our formulas, we strive to leverage the best that nature and science have to offer. Our strategy focuses on removal of carbon-intensive materials, finding alternative materials and relying on Green Science to minimize the pressure of our products on natural resources.

Green Science continues to become more central to our innovation process through its pillars: Green Chemistry, Biotechnology and Biomimicry, and Green Extraction. Biotechnology, for instance, enables us to create skincare ingredients in a laboratory that are largely identical to their natural state, and even adapt them to create a more potent active ingredient. We use this technology across our Prestige skin care line Orveda, which has been highly accredited for its potent, vegan, and biotech-led formulas.

We have identified a number of carbon-intensive ingredient categories which are a focus of our Scope 3 emissions reduction efforts. D5 silicone (Cyclopentasiloxane) is commonly used in beauty products but has been determined by regulators to have persistent, bioaccumulative properties, and is also an emissions hotspot. Coty is working ahead of regulations to remove D5 from products across our portfolio, which includes aerosols, body care and color cosmetics. This included the reformulation of our iconic Rimmel Lasting Finish foundation to remove D5.

Ethanol is a key ingredient in our fragrances making up approximately 73% of the formula volume. Natural ethanol is sourced from a variety of sources, including sugar beet, sugar cane, and wheat, and can be a GHG emissions hotspot, particularly at high volumes.

Coty has partnered with carbon recycling experts LanzaTech to introduce their innovative ethanol from recycled carbon into our fragrances.

In FY24, we conducted a new environmental assessment to better understand the footprint of all our ethanol sources and guide our future sourcing strategy.

We continue to investigate new solutions to reduce the footprint of our formulas. One example is the use of Coty's proprietary and patented Cyclodextrin technology in fragrances. This delivers long lasting freshness in specific fragrance constructions and also allows us to significantly compact the amount of fragrance oil needed in each bottle—using a 5% concentration compared to the usual 8-9%. A recent analysis revealed that this reduction in the fragrance oil volume lowers the overall carbon footprint, making it a valuable tool in our emissions reduction efforts. The Cyclodextrin technology is used in the Adidas UEFA special edition fragrance and in FY25 is being introduced in our new Mexx fragrances and the Adidas Vibes 'Happy Feels' fragrance.



Gucci The Alchemist's Garden Collection

In FY24, we expanded the use of 100% carbon-captured ethanol to more products in the Gucci The Alchemist's Garden collection in partnership with LanzaTech. This novel technology captures carbon from industrial emissions and transforms it into ethanol for use in fine fragrances. Currently, two products featuring this innovative ingredient are available, with four more targeted by the end of FY25. Our eventual aim is for the full collection to be manufactured using 100% carbon-captured ethanol.



Orveda won the prestigious Morisot R&D green biotechnology award, an artistic tribute to innovation and creativity at La Vanguardia.



Orveda's awards in Biotechnology

At the ELLE Spain Beauty Awards, Orveda won a special prize for its Excellence in the Use of Biotechnology, and the Omnipotent Concentrate received the Instyle Belleza Con Influencia Award 2024 for its vegan commitment.

BEAUTY
of our
PEOPLE

BEAUTY *of our* PEOPLE

Our OPERATIONS

Diversity, Equity and Inclusion
Training and Development
Labor Practices
Health, Safety and Wellbeing

Our VALUE CHAIN

Human Rights
Community Giving

Our PRODUCTS and BRANDS

Responsible Marketing
Product Safety
Data and Digital Security

Coty is dedicated to creating a more inclusive business and society guided by our mission to undefine beauty.

This starts within our business, where we champion diversity, foster equity, and prioritize employee wellbeing, creating an inclusive culture in which our employees are supported to do their best work. We continue to offer gender-neutral parental leave, and this year we proudly achieved our goal of gender balanced leadership, a step forward in our gender equality path. Our brands also have a role to play in both challenging conventional definitions of beauty and celebrating individuality, with our refreshed Responsible Marketing Policy as their essential guide.

We are helping to build a beauty industry that respects and protects human rights across the whole value chain. We are engaging our suppliers and strengthening our approach through a human rights risk assessment with our expert partner, BSR. We look for opportunities to support social causes through our expertise and product offering, creating societal value in our communities.

When it comes to our consumers, safety is our top priority. Each of our products undergoes a rigorous assessment to ensure safe and environmentally responsible ingredients. Meanwhile, we maintain trust and security through our privacy and data protection program.



Our OPERATIONS

DIVERSITY, EQUITY AND INCLUSION (DE&I)

Our people create products to unleash every vision of beauty, so they must reflect the communities we serve. We are committed to creating a diverse, equitable and inclusive environment where individuals are seen, valued, and empowered.

TARGET

Achieve gender balance in leadership positions by 2025.

Until 2030, continue to pay equitably (with a gap of 2% or less) for similar roles and performance, regardless of gender.

Roll out DE&I training for all employees by 2025.

FY24 UPDATES

We proudly achieved a gender balanced leadership team (50%✓) in FY24. Our Board is also evenly gender split, while our Executive Committee is majority female.

We met our pay equity target within the leadership category with a gap below 2%. For Coty's other three management categories, the gap was between 2-5% and we are working to bring this below 2% in 2025.

Our 'Change the Conversation' DE&I curriculum is available for all associates that have access to a laptop, via Coty Academy.



We strive to weave DE&I into all aspects of our operations with three priorities: building a diverse workforce, creating an equitable and inclusive workplace, and measuring our progress.

Recognizing the full spectrum of DE&I priorities across our diverse markets, our DE&I program is driven by both global and local taskforces, ensuring a comprehensive and employee-powered approach. These taskforces are dedicated to developing and implementing progressive action plans relevant to the local markets' needs.

Governance Approach

Our DE&I efforts are overseen by Coty's Chief People and Purpose Officer and facilitated by HR.

The program benefits from the support of several key executives, including the Chief Brands Officer, Chief Financial Officer, Chief Procurement Officer, Chief Supply Chain Officer, Chief Corporate Affairs Officer, and the Chief Legal Officer. We engage in regular strategic reviews with the CEO to assess our progress and plan future actions.

Additionally, our Board provides oversight, directly and through its committees and a dedicated ESG Board member. The Board Remuneration & Nomination Committee, as specified in its charter, reviews and evaluates strategies and policies regarding company culture, human capital, and talent management and also, focusing especially on diversity and inclusion. This committee oversees strategic people and culture initiatives to ensure our goals and disclosures are well-aligned. Our Board provides direct oversight on the diversity and inclusion strategy.



BUILDING A DIVERSE AND EQUITABLE WORKFORCE

This year, we achieved our target to increase the proportion of women in leadership to 50%. Additionally, our Board of Directors is evenly gender split, and our Executive Committee is majority female. Coty's gender pay equity and gender-neutral parental leave programs also work hand-in-hand with these efforts. We are proud to have strong female representation in our scientific community; the majority of named Coty patent inventors are women, significantly above the average percentage of female inventors.

We are prioritizing local partnerships that help us to attract a more diverse talent pool.

- Coty UK&I partners with Brixton Finishing School, an organization helping people from under-represented communities enter the workforce, while Coty Argentina offered new work experience opportunities for pupils of Mocha Celis, the first trans school in Latin America.
- In the US, we initiated a new partnership with STEMcx, an organization committed to putting under-represented students into STEM careers through exposure and mentoring.



Hosting students from North Carolina State University's group of Women and Minority Engineers

Coty Sanford hosted a visit from 150 engineering students from the North Carolina State University group of Women and Minority Engineers as part of their Summer Exploration Experience program.

Brazil's Identidades Program – Racial Equality and Inclusion Journey

Coty Brazil's Identidades comprehensive program provides anti-racism training, ensures functional accountability for inclusivity, and aims to increase diverse representation.

Company-wide DE&I trainings were offered to all Coty Brazil employees, reaching approximately 2,000. A series of podcasts and talks were also launched, and Employee Resource Groups (ERGs) have been established to provide forums for diverse communities.

Following the program, 87.7% of employees surveyed considered it important to have a racial equality and inclusion program at Coty.



CREATING AN EQUITABLE AND INCLUSIVE WORKPLACE

We educate our employees to foster a culture of inclusion. Coty's Change the Conversation DE&I curriculum, available to employees with access to the Coty Academy since its launch in 2021, covers DE&I fundamentals, unconscious bias, and cultural awareness. Our Beauty that Lasts training, which includes three DE&I modules, was rolled out across Coty in FY23 and we continued to push this training in FY24. Our local learning festivals feature DE&I content - see the Learning and Development section of this chapter for more information.



Disability Confident Employer

Coty UK is certified as a Disability Confident Committed Manufacturer, indicating our commitment to inclusive and accessible recruitment practices. The Disability Confident Scheme encourages employers to think differently about disabilities and take actions to improve how they recruit, retain, and develop individuals with disabilities. Coty UK&I has also introduced an Adjustment Passport to encourage conversations about (dis)ability and remove inequity in a targeted way.

Several Coty markets have ERGs in place, which are voluntary employee-led spaces for supporting and empowering employees of all different backgrounds. Some of Coty's ERGs include Out+, Belleza LatinX, Women's Leadership Network, and Asian Inclusion Movement.

We seek to embed inclusive policies for an equitable workplace and in FY24 introduced a 14-week minimum to our global gender-neutral Parental Leave Policy. Employees, regardless of gender or location, will receive a minimum of 14 weeks of fully paid leave, whether expanding their family or starting parenthood.

We also champion diversity within our workforce globally and locally through four key DE&I moments: International Women's Day, World Day for Cultural Diversity, PRIDE month, and International Day of People with Disabilities. During these moments, many local taskforces conduct face-to-face education sessions tailored to regional needs. We provide specific programs like LGBTQIA+ YOU training during PRIDE Month, and Women of Coty during Women's History Month. Local taskforces may choose to celebrate additional locally relevant moments.

Several of our brands have been pivotal in supporting and driving awareness by collaborating with NGOs, leading campaigns to advance the non-traditional Beauty movement. Read more in the [Responsible Marketing](#) section of this chapter.



TSIBA x Youth Development Program in South Africa

In January 2024, we partnered with TSIBA Business School to expand our Youth Development Program in South Africa, following a pilot in FY23. TSIBA is a non-profit school offering tertiary education to students with high potential but no means to study after school. Through the partnership, Coty offers internships, mentoring, and work readiness masterclasses. From our Youth Development Program intake last year, four interns progressed to trainees with their own small portfolio. Our very first two interns now hold the roles of Junior Brand Manager and Junior Demand Planner with our distributor partner.

This year we took on three students, two of which have now been placed on our six-month graduate internship program. We are taking on a further six students in August 2024.

MEASURING OUR DE&I PROGRESS

Coty is committed to hiring and developing talent of all genders, ethnicities, abilities, backgrounds, gender identities, and sexual orientations. To better understand our workforce and tailor initiatives to them, we use confidential self-identification, giving candidates and new hires the opportunity to voluntarily share information related to their identity. The self-identification program was launched in 2021 in the US, UK, France, the Netherlands, Monaco, and Canada.

We are committed to paying equitably for similar roles and performance, regardless of gender and first achieved this target in 2022. Since then, it has been a rolling commitment for Coty. 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 therefore evaluated that our pay equity commitment would be met when we achieved a pay equity gap of 2% or less. As of October 2024, we met our pay equity target within the leadership category with a gap below 2%. For Coty's other three management categories, the gap was between 2-5% and we are working to bring this below 2% in 2025.

Where appropriate, we use external indices to benchmark our progress. Coty US achieved a perfect score in the Human Rights Campaign Foundation's Corporate Equality Index for the first time, receiving the Equality 100 Award. Coty UK&I has been named one of Stonewall's Top 100 LGBTQIA+ Employers in its annual Workplace Equality Index. These awards highlight leadership in implementing corporate policies and practices that promote LGBTQIA+ workplace inclusion.

TRAINING AND DEVELOPMENT

Each one of our employees is integral to the future of our business. We recognize that our success depends on our ability to identify, hire, train, and retain our employees. We focus on building knowledge, skills, and behaviors through training and mentorship.

At the start of each fiscal year, our employees set ambitious goals with their managers, and regular check-ins are held throughout the year to discuss progress. A formal mid-year review is a key moment to celebrate successes, reflect on progress, and refine development plans. This collaborative approach helps employees explore their strengths, identify opportunities, and chart their career aspirations. At the year-end, employees complete a self-assessment, which managers use to evaluate and recognize contributions.

In FY24, we re-launched the Coty Academy, our dedicated learning platform. We have consolidated and reviewed existing content to focus on strategic business priorities and essential skills such as personal effectiveness, people management, and leadership. In FY24, we hosted several Learning Festivals globally across our major sites, aiming to inspire employees to view their roles as careers rather than just jobs, fostering personal and professional growth.

Supported by our Leadership team, these festivals were designed to build capabilities aligned with Coty's strategic goals, and we utilized a global toolkit to ensure a consistent and impactful learning experience.

Guided by our values, in FY24, we launched a new performance philosophy for our leadership team, with principles including: finding shared objectives, nurturing a safe environment, listening actively, learning all the time, and embracing transformation. This philosophy, for implementation in FY25, aims to transform our approach to leadership and collaboration, and will deliver additional impact, value for stakeholders, and play a crucial role in transforming our workplace culture into one that is more inclusive and empowering.

Our Amsterdam and Asia-Pacific teams each introduced a 12-month mentoring program including training, tools, and support to maximize a sense of belonging, and empower growth from within. In FY24, over 40 mentoring partnerships were initiated in Amsterdam and 16 were kicked off in the Asia-Pacific region.



Governance Approach

Our Talent and Development team within HR is responsible for all our employee training and development initiatives, with oversight by the Chief People & Purpose Officer.



LABOR PRACTICES

With over 11,000✓ employees, Coty is dedicated to ensuring that every individual enjoys fair and supportive working conditions.

EMPLOYEE BENEFITS

We offer a comprehensive and competitive range of employee benefits that are tailored to the unique needs of each local market.

We're particularly proud of our progressive gender-neutral Parental Leave Policy, which underscores our commitment to inclusivity. See the Diversity, Equity, and Inclusion section of this chapter for further details.

NON-DISCRIMINATION

Ensuring our workforce is treated with respect and dignity is non-negotiable. We have a zero-tolerance policy against discrimination, harassment, and bullying, which is rigorously upheld by all our employees and contractors, reinforcing a culture where everyone feels safe and valued.

Our HR team manages a wide range of employment practices to ensure our values of diversity and non-discrimination are embedded throughout the organization. We regularly review our employment practices, agreements, and documentation and conduct periodic external legal reviews to guarantee compliance with regional legal standards.

Our internal Compliance team plays a vital role in handling and investigating any complaints related to workplace issues, including discrimination or harassment, to ensure employees are supported.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Coty is committed to respecting and complying with the labor laws in every country where it operates, ensuring adherence to local regulations and market practices. We commit to respect, at a minimum, the standards expressed in the International Bill of Human Rights, and the United Nations (UN) Declaration of Human Rights, and the ILO Declaration of Fundamental Principles and Rights at Work. These include: Convention no. 87 and no. 98 regarding the freedom of association and the effective recognition of the right to collective bargaining.

We recognize the importance of fair treatment and are dedicated to fostering positive relationships with employee representatives, including unions and workers' councils. By maintaining an open dialogue and closely monitoring labor relations, we aim to create a supportive and equitable work environment that aligns with both legal standards and industry norms.

Governance Approach

Coty has a robust approach to managing labor practices. Country HR Heads are responsible for managing employment practices at the legal entity level within their respective countries. Regional HR Heads oversee broader regional employment practices and ensure alignment across multiple countries. The Coty Legal team supports employment practice management across all countries. Specific topics may involve business leaders and their respective HR business partners to ensure comprehensive management and resolution of employment-related matters.



HEALTH, SAFETY AND WELLBEING

Our employee safety and wellbeing is a top priority. We strive to provide a safe and supportive working environment, whether at home or across our sites.

HEALTH AND SAFETY AT OUR SUPPLY CHAIN SITES*

Globally, we measure the overall success of our health and safety management approach in our factories and distribution centers based on Total recordable Incident Rate (TIR). Coty has no work-related fatalities on record.

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. This includes the definition and implementation of safety policies, standards, operating procedures, guidelines, and training. Employees at these supply chain sites are covered by the 6 KEA HSE Management Program, which requires sites to complete an internal safety audit annually and set out an action plan for improvement.

As part of the 6 KEA management program, a site-specific risk assessment program is implemented at all supply sites, and completed regularly, covering both working areas and tasks. We track action plans and site risk assessment completions, and report progress to top management every month through the Supply HSE Scorecard. Additionally, every site completes an internal self-assessment on a yearly basis, led by the site safety leader, and all sites are audited every three years by external auditors.

We have an established process for investigating and monitoring all recordable incidents, serious near misses, and serious first aid incidents. We also monitor that corrective actions are defined and implemented to prevent recurrence. The results of investigations are distributed to all sites to ensure relevant improvements are implemented, and this is tracked monthly.

In FY24, one of our sites developed a Digital Incident Management tool for employee-reported incident records. This tool has been redeployed to two additional sites, and we will continue redeploying this tool in FY25 to other supply sites.

We actively engage our teams in the continuous improvement of our HSE program. Employees are encouraged to provide feedback, report near misses, and identify hazards, and we ensure that every employee is empowered to halt operations if they feel that unsafe conditions are present. We recognize and reward those who excel in safety, quality, or sustainability.

Each Coty supply chain site is responsible for ensuring effective Qualified Occupational Health Services and site-specific health services. 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.

We continually strengthen our safety standards, for instance, in FY24 we have defined and deployed a machine shop standard and risk assessment.

*Supply chain sites refer to Coty-owned and operated factories and distribution centers.

HEALTH AND SAFETY IN OUR OFFICES

We recently conducted 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. We identified training opportunities for employees to recognize and respond to potential threats, fostering a culture of safety awareness throughout the organization. Implementation of recommended measures is scheduled for the beginning of FY25.



Governance Approach

Our global Health and Safety Policy governs the management of work-related health and safety risks across all sites, including manufacturing, distribution, and corporate offices. The policy sets out the principles that guide our approach to Health, Safety and Environment (HSE), as well as outlining our responsibilities to our employees and the communities where we operate. We continuously improve our processes and management systems in pursuit of zero health and safety incidents. We are committed to meeting or exceeding applicable health and safety regulations in all the places we operate.

WORKPLACE WELLBEING

Our global wellbeing learning hub on Coty Academy offers resources on managing workplace stress and mental health support. Many of our offices, R&D centers, and supply chain sites also run local wellbeing initiatives, and have access to external medical and healthcare facilities. In FY24, we ran health days at Coty DACH, offering employees two days to focus on physical and mental health through inspiring lectures, yoga, massages, and health-related activities. At our Coty Brazil site, we held a "Caring for People is the Best Prevention" Day, featuring engaging activities to reinforce the importance of these values in the workplace.

Our VALUE CHAIN

HUMAN RIGHTS

Our impact on people reaches across our entire value chain. Managing our supply chain responsibly involves paying close attention to raw materials that pose the highest potential human rights risks, such as mica and palm oil*.

TARGET

FY24 UPDATES

→ 97% 100%

Ensuring 100% of Indian mica is responsibly sourced by 2030.

97% of Indian mica for our production sites is traced back to mine level.



Our iconic portfolio of brands uses ingredients from all over the world. We recognize that our ability to provide these products depends on safe and healthy sourcing communities. Coty is committed to minimizing human rights risks for the people within our value chain through responsible sourcing practices. We have dedicated action plans in place for high-risk ingredients and sourcing origins, such as palm oil, mica, and the naturals we use in our fragrance oils. For suppliers that we work with directly, human rights is integrated into our supplier management within our Code of Conduct for Business Partners, risk assessment, and CSR performance assessment.

In FY24, we confirmed BSR as our expert human rights partner. Together with BSR we are conducting a new human rights risk mapping of all Coty's procurement functions against leading recognized indicators. The resulting risk score will allow us to better prioritize risks by country and type. The risk mapping will help us identify human rights risks related to workers in the value chain, allowing us to define tailored roadmaps on priority areas and refresh our Human Rights Policy.

*Refer to the [Nature and Biodiversity](#) section of this report for more information on our approach to palm oil, including targets.



Our Value Chain | Human Rights



MICA

We use mica, a naturally occurring mineral, in many of our products to provide a pearlescent effect. Coty sources mica from different regions, including the Eastern states of India where, due to a variety of factors, poor working conditions exist and pose human rights risks. We are a founding and Board member of the Responsible Mica Initiative (RMI), a multi-stakeholder action group aiming to establish a 100% sustainable Indian mica supply chain by 2030. This target is delivered through the three pillars of the RMI framework: Responsible workplace standards, community empowerment programs, and legal frameworks for mica workers.

We now trace 100% of mica for our production sites to country of origin, and 80% of these volumes are traced to mine level. 34% of the mica we source for our production sites is from India, and 97% of this is traced back to the mine.

Our audits against the RMI Workplace Standards are underway. As part of our 2030 commitment, we aim to have directly engaged with, trained, and audited all processing units and mines in our supply chain in Bihar and Jarkhand, the high-risk regions of India, against RMI workplace standards. Through the RMI, we are also expanding the scope of our program to conduct risk assessments in some countries beyond India, to better understand if human rights risks are present.



FRAGRANCE NATURALS

Many of the essential ingredients used within our fragrances are sourced from agricultural supply chains and regions that face greater human rights risks. In FY24, we updated our risk mapping of fragrances and achieved 100% traceability of our fragrance oil naturals to country level. Fragrance naturals will be the first area of focus for BSR, including the creation of targeted action plans for each high-risk fragrance natural.

We have begun programs on two natural ingredients through our partnership with the Fair Labor Association's Harvesting the Future project, which was extended to the fragrance sector in 2023. The project is implementing programs in Turkey and Egypt to improve rights and working conditions for seasonal agricultural workers and their families. The project brings together various stakeholders, including government, civil society organisations, processors, producers, and companies in the beauty and fragrance sector.

This year we also dedicated a half-day session during our supplier Partner Day to advancing the protection of human rights. We aligned with strategic suppliers on our fragrance naturals strategy and encouraged collaboration to protect human rights throughout our supply chains.



PALM OIL

See the [Nature and Biodiversity](#) section for information on palm oil.

For more information on how we manage our suppliers, see the [Supplier Relationships](#) section of this report.



COMMUNITY GIVING

Our community engagement and philanthropy efforts are central to Coty's commitment to driving positive social impact for the communities we operate in and for.

We collaborate with local and global partners, offering support through cash and product donations and employee volunteering, with a focus on health, access to hygiene products, and education.

For over 30 years Coty has supported DKMS, an international non-profit organization dedicated to fighting blood cancer and blood disorders, as a corporate founding partner. Over the last three decades, we have raised funds to support the cause and encouraged our audience to join the donor registry, including over 2,300 Coty employees, some of which have gone on to be donors.

Since 2021, our Monaco plant has been working with Agence du Don en Nature (ADN). ADN collects new non-food items to redistribute them to non-profit organizations across France fighting exclusion and poverty. In FY24, Coty donated over 61,000 products to ADN.

We also donated 11,921 personal hygiene products to the International Rescue Committee, a non-profit organization that helps families and communities rebuild their lives in the aftermath of humanitarian crises.

Upskilling girls

Max Factor UK has continued its two-year partnership with UNICEF to support Skills4Girls, a program that helps give young girls the tools and resources they need to reach their full potential. Worldwide, the project aims to unlock the potential of 11.5 million girls in more than 30 countries by providing training in science, technology, engineering, and mathematics (STEM), digital technologies, and social entrepreneurship—as well as life skills.

Max Factor UK was awarded Best Charity Partnership by the Fabulous Magazine Beauty Award for its support on UNICEF's Skills4Girls program.



Supporting the health and safety of flood victims in Brazil

In FY24, we came together to support the victims of the devastating floods that occurred at the end of April in Rio Grande do Sul in Brazil. For the most affected communities, we distributed 25,000 kits (about 80,000 products) with essential personal hygiene items such as toothbrushes, cotton swabs, dental floss, liquid soap, deodorant, and shampoo from the brands Monange, Bitufo, York, and Sanifil.

For our employees, we offered paid leave from regular work activities, a financial contribution to cover food, transportation, health, clothing, and other needs, and housing reconstruction assistance for each employee who had their home destroyed. We also offered continuous psychosocial support through a specific channel, via our health team, social workers, and via MMB Care.



Our PRODUCTS *and* BRANDS

RESPONSIBLE MARKETING

Our products and brands are powerful agents of change, challenging beauty stereotypes while promoting individuality and self-expression. We strive to **undefine beauty**.

Coty's brands empower people to express themselves and create their own visions of beauty. Our marketing is a reflection of Coty's beliefs and principles, and through our marketing and labeling practices, we shape consumer decisions, enhance Coty's reputation, and set a positive example for the industry.

Our commitment to inclusivity and strengthening brand equity guides every aspect of our brand expression. We believe in creating visual representations that are welcoming and inclusive of all individuals, while also being tailored to resonate effectively within different communities.

Coty's brand marketing efforts are guided by our Responsible Marketing Policy, which is complemented by a comprehensive set of guidelines for diversity and inclusion in advertising and product creation.

Our Policy was updated in FY24 to provide clearer guidance on our Responsible Marketing Principles, which are inspired by the International Chamber of Commerce's Advertising and Marketing Communications Code. The updated Policy has been deployed to all Coty employees with access to a computer. We also initiated the roll-out of facilitator-led training on the updated Policy to ensure its principles are clear and employees acknowledge it.

In FY24, Coty established a new Responsible Marketing Taskforce, which sits under Corporate Affairs and collaborates with Legal and Marketing. The team is responsible for partnering with our brands and monitoring and deploying our Responsible Marketing Policy and guidance within the company.

CoverGirl's #BeACoverGirl contest

In March 2024, CoverGirl took another step forward in advancing the non-traditional beauty movement with its #BeACoverGirl contest. Rooted in CoverGirl's heritage of discovering up and coming, barrier-breaking talent, #BeACoverGirl is an incubator for content creators instead of a traditional model search. CoverGirl looked for originality, inspiration, and ability, rather than traditional beauty ideals.



Our Products and Brands | Responsible Marketing

Marc Jacobs x The Center

Marc Jacobs Fragrances continued its advocacy for the LGBTQIA+ community through partnerships with US-based NGO The Lesbian, Gay, Bisexual & Transgender Community Center (The Center) and UK-based charity akt. Marc Jacobs supports and drives awareness for The Center and akt through campaigns including its annual Pride celebration.



Halal certifications for Rimmel & Orveda

Recognizing that everybody should feel comfortable with the products they use, Halal is a growing area of focus for Coty. In November 2023, Coty MEA received the first Halal Certificate and the Halal National Mark in the UAE for Rimmel London Lasting Finish Buildable Coverage Powder Foundation.

In FY24, we achieved our first Halal certification at our Monaco plant for our Orveda Bio-Tech Emulsion. With this certified plant, we are expanding our Halal certification efforts in FY25.



#UndefineBeauty Campaign

At Coty, we believe that no one can control or dictate what is or is not beautiful.

Last year, we launched the #UndefineBeauty campaign and petition, which shines a light on the major English dictionaries' outdated definitions of 'beauty' and calls for action. We continue to petition to change the current English language definitions, which no longer reflect the values of today's society. We believe the examples cited under the current entries for 'beauty' across the leading English dictionaries are both limiting and exclusive.

Join us, [sign the petition](#).



PRODUCT SAFETY

Consumer safety is a top priority. At Coty, we aim for our products to adhere to the latest scientific and regulatory standards. We are committed to increased ingredient transparency and aim to formulate safe, efficacious, and desirable products.

TARGET

As of 2020, share progress on our High Profile Ingredients and Materials (HPIM) management process annually.

Increase ingredient transparency by creating an online ingredients resource by 2026.

FY24 UPDATES

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. →

New target. →

Our Product and Ingredient Policy outlines the standards and procedures we follow when selecting ingredients and materials for usage in our products. Within this program, Coty's ingredients choices are governed by our ingredient policy. This is a proactive strategy built upon regulatory compliance, consideration of consumer concerns, and the anticipation of emerging regulatory topics.

We have a comprehensive approach to managing product safety, covering ingredient selection and evaluation of quality and safety, ingredient disclosures, manufacturing quality, animal welfare, and consumer feedback.



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.

RAW MATERIAL EVALUATION

We conduct detailed evaluations of the raw materials used in our products and ingredients. This includes conducting physicochemical characterization of the substance to identify its intrinsic toxicological properties and potential risks.

INGREDIENT DISCLOSURE

We disclose the ingredient lists of each of our products in compliance with applicable laws in the countries in which we sell our products. By law, all added ingredients in a product formulation must be listed on the package. When the package size is too small, and where permitted by local regulations, this information may be provided separately at the point of sale.

ENSURING QUALITY

All Coty factories are covered by a Quality Management System (QMS) certified to ISO 9001 standards or equivalent which assures that our products meet high standards of quality. All of our manufacturing sites (Coty owned and third party manufacturers) operate under Good Manufacturing Practices (GMP) and are audited (internally and/or externally) on a regular basis for GMP Compliance.

ANIMAL WELFARE

We do not test our products on animals, and we are committed to ending animal testing across the beauty industry. For more than 25 years, Coty has been developing methods that provide a clear alternative to animal testing. Several of our brands are also Leaping Bunny approved by Cruelty Free International. For more information, see our Coty Against Animal Testing policy.

CONSUMER FEEDBACK AND CORRECTIVE ACTION

We continually monitor product safety through consumer feedback, managed by our Consumer Affairs group, and respond swiftly to any health-related concerns through our global Cosmetovigilance team. We have Standard Operating Principles in place for emergencies, including incident investigation with the implementation of corrective action plans and, if needed, a recall program.



DATA AND DIGITAL SECURITY

Our business depends on virtual and digital operation which, as for all organizations, comes with the risk of data leakage, data destruction, and cyber-attacks. We are committed to maintaining transparency and trust when handling personal data through strong data protection and security measures.

DATA PRIVACY

We have implemented a range of digital tools that support the secure handling of personal data. These include digital tools for recording data incidents and conducting due diligence on suppliers, tracking privacy matters, and performing audits for IT security and data. All suppliers are screened pre-contract, and all contracts include IT and data protection provisions.

Employees receive mandatory training in IT and data protection when joining, with continued education throughout their tenure. Our training programs are integrated into the onboarding process with specialized learning paths for key functions.

Governance Approach

We have a centralized Data Privacy Framework that oversees data privacy across Coty, comprised of a specialized Legal-Privacy team and 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. This leadership ensures that data privacy and security are integrated into our sustainability practices, reinforcing our commitment to responsible and ethical operations worldwide.

To further our privacy governance, an internal Data Privacy team, consisting of senior leadership from key departments such as Legal, Compliance, Information Security, and the Global Data Protection Leader, provides strategic oversight and ensures effective implementation of our data protection initiatives. Additional governance bodies, such as the IT Security, Digital Data Hub, and AI Boards, also engage in joint privacy actions and data protection projects with the Data Protection Leader.

This governance framework ensures compliance with data protection laws across various jurisdictions, 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. By aligning our processes with these regulations, we ensure that our business operations, including those of our clients and suppliers, are compliant with applicable local laws.

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.

A blue-tinted image featuring a DNA double helix structure. In the center of the helix is a dark, textured sphere. Overlaid on this sphere is the text "GOVERNED" in a bold, white, sans-serif font, and below it, the word "Beautifully" in a white, italicized serif font.

GOVERNED
Beautifully

GOVERNED *beautifully*

Compliance and Anti-Corruption

Supplier Relationships

We are dedicated to conducting business ethically and responsibly, and expect our suppliers to do the same. At Coty, we are committed to acting in compliance with the highest standards of ethical behavior, as well as all applicable local, national and international laws. In doing so, we build trust among our associates, consumers and society.

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.

TARGET

FY24 UPDATES

95% of associates to complete annual compliance training by 2025.

91%✓ of employees trained in one or more compliance modules delivered through Coty Academy.

91% 95%



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.

Governance Approach

The Compliance Team, together with the Audit and Finance Committee of the Board of Directors, are responsible for overseeing the interpretation and enforcement of our Code of Conduct. The Global Compliance Officer meets with the Audit and Finance Committee on a quarterly basis to review all relevant compliance-related topics, including issues or concerns raised via the Coty Ethics & Compliance hotline.

This year, 91%✓ of employees were trained in one or more compliance modules, delivered through the Coty Academy.* 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.

In late FY24, we began several new global initiatives to enhance our compliance program's visibility and accessibility amongst employees. This includes the introduction of an interactive 'SMART' Code of Conduct, together with more comprehensive online training modules and courses.

*The scope includes all active employees, excluding employees who are on paid or unpaid leave and those who don't have access to a private computer.



SUPPLIER RELATIONSHIPS

Our products are made with ingredients sourced from all over the world, so we recognize that our impact extends beyond our own operations. We aim to reduce any negative environmental, social, or economic impacts through supplier assessments and ethical sourcing practices.

Our Sustainable Sourcing Policy outlines our approach to ensuring the integrity, sustainability, and ethical standards of our supply chain through sustainable sourcing practices. This includes how we consider social and environmental criteria in purchasing practices, set mandatory requirements for supplier performance, and monitor and respond to suppliers' compliance with expectations. The policy also sets out our approach to those raw materials that present the greatest potential risk, including palm oil and mica, which have dedicated action plans and targets.

To promote the integrity and sustainability of our value chain, we require suppliers to adhere to our Code of Conduct for Business Partners (CoC), which sets out our expectations for anti-corruption, data privacy, and human and labor rights, among other practices. Our Procurement team connects bi-weekly to address ethical concerns, and quarterly to review and sign off strategy presentations, with sustainability fully embedded. Buyers within our procurement team receive training in sustainable sourcing using EcoVadis and Sedex.

Coty has also introduced a contractual addendum on sustainable sourcing to supplier contracts. This specifically outlines supplier responsibilities on risk and audit, traceability, and transparency, especially for high-risk ingredients. We consider supplier sustainability performance via our CSR platform score during supplier selection and ongoing performance assessment.

We monitor supplier social and environmental performance through third-party assessments, including EcoVadis scorecards, Sedex self-assessments, and on-site audits. After signing the CoC, all sites undergo a risk assessment and receive a risk level. Low- and medium-risk sites must demonstrate sustainability performance via Sedex or EcoVadis assessments. High-risk sites are audited against the four pillars of the SMETA protocol. Suppliers found to have poor performance receive support through corrective action plans with clear timelines for improvement. These audits take place every two years.

This year, we renewed our business review scorecards to integrate specific sustainability elements related to environmental and social KPIs, including topics on DE&I, carbon, palm oil, and mica, as well as EcoVadis and Sedex scores. Key strategic suppliers are ranked and engaged according to the results of the scorecards.

Coty manages supplier non-compliance by supporting suppliers to improve their practices through corrective action plans. Coty will ultimately move business away from a partner if there is a lack of meaningful improvement over an agreed timeframe.

Governance Approach

We have a dedicated sustainable sourcing function within procurement, reporting to the Chief Procurement Officer. Sustainability is also integrated into each of our procurement category strategies to maximize our impact. In FY24, we updated our governance processes with the establishment of a formal escalation process and a monthly review of our sustainable sourcing.



PERFORMANCE DATA

Our PLANET

Climate

PERFORMANCE DATA	CY2019	FY22	FY23*	FY24
Scope 1 emissions (tCO2e)	20,860	13,912	8,037	8,825 ✓
Scope 2 market-based (tCO2e)	36,936	3,108	2,316	1,597 ✓
Scope 2 location-based (tCO2e)	32,584	25,054	20,557	18,550 ✓
Total Scope 1 & 2 emissions - market-based (tCO2e)**	57,796	17,020	10,353	10,422 ✓
Scope 3 reported (tCO2e)***	1,043,467****	13,417	16,365	801,548 ✓
SCOPE 3 SPECIFICATION:				
UPSTREAM SCOPE 3 EMISSIONS				
Category 1 of Scope 3 (Purchased goods and services) (tCO2e)	760,062****			605,197
Category 2 of Scope 3 (Capital goods) (tCO2e)	39,036****			31,082
Category 3 of Scope 3 (Fuel- and Energy-related activities) (tCO2e)	11,195	9,439	7,861	6,887
Category 4 of Scope 3 (Upstream transportation and distribution) (tCO2e)	103,232****			63,406
Category 5 of Scope 3 (Waste) (tCO2e)	7,152	552	574	468
Category 6 of Scope 3 (Business travel) (tCO2e)	13,706	3,301	7,778	9,038
Category 7 of Scope 3 (Employee commuting) (tCO2e)	20,343****			14,811
DOWNSTREAM SCOPE 3 EMISSIONS				
Category 9 of Scope 3 (Downstream transportation and distribution) (tCO2e)	55,847****			44,468
Category 11 of Scope 3 (Use of sold products) (tCO2e)	7,251			5,774
Category 12 of Scope 3 (End-of-life treatment of sold products) (tCO2e)	25,642			20,417
Carbon offset (tCO2e)			754	920

*Some FY23 office data was estimated. See Coty's FY23 Sustainability Report for the methodology.

**Coty is using a market-based accounting approach to track progress against this target, in line with SBTi criteria.

*** Categories 1, 2, 9, 11 and 12 are calculated by monetary extrapolation of the baseline. Scope 3 calculation excludes emissions from joint ventures with minority shareholding in both the baseline FY19 and actuals FY24.

****In previous reports we did not disclose full FY19 baseline but only selected categories of Scope 3.

Emissions are calculated in line with the latest GHG protocol using an operational approach to consolidation. Emissions factor sources include: EPA, IEA, Defra, Ecoinvent, and Exiobase.

Energy

PERFORMANCE DATA	CY2019	FY22	FY23*	FY24
Total energy consumption (GWh)	170.117	148.27	131.41	115.47 ✓
% of total energy consumption sourced from renewable sources		56%	62%	69% ✓
% of electricity sourced from renewable sources		91%	94%	95% ✓

*Some FY23 office data was estimated. See Coty's FY23 Sustainability Report for the methodology.

Waste

PERFORMANCE DATA*	CY2019	FY22	FY23	FY24
Waste landfill (% and metric tons)	115.69 (0.49%)	0.00 (0.0%)	0.00 (0.0%)	0.00 ✓ (0.0%)
Waste incinerated (% and metric tons)	6,169.59 (26.39%)	4,277.76 (20.2%)	3,483.79 (16.22%)	3,174.92 ✓ (14.97%)
Waste composted (% and metric tons)	732.66 (3.13%)	658.65 (3.11%)	805.11 (3.75%)	809.83 ✓ (3.82%)
Waste recycled (% and metric tons)	15,201.58 (65.03%)	14,703.80 (69.42%)	15,162.81 (70.58%)	15,390.83 ✓ (72.57%)
Waste reused (% and metric tons)	1,156.53 (4.95%)	1,539.31 (7.27%)	2,031.31 (9.46%)	1,833.50 ✓ (8.64%)
Total solid waste (metric tons)	23,376.05	21,179.53	21,483.07	21,209.1 ✓
Hazardous waste (metric tons)	3,144.42	2,965.38	2,688.86	2,677.48 ✓
Recycling rate (%)	73.11%	79.80%	84%	85% ✓

*Performance data refers to Coty supply chain sites - factories and distribution centers managed by Coty.

Water

PERFORMANCE DATA	CY2019	FY22	FY23*	FY24
Total water consumption** (m3, 000s)	572.801	486.264	466.31	463.34 ✓

*Some FY23 office data was estimated. See Coty's FY23 Sustainability Report for the methodology.

**Water consumption, as defined here by Coty, refers to intake of water by the business.

Palm Oil

PERFORMANCE DATA	FY22	FY23	FY24
Total volume of palm oil (derivatives)* (metric tons)	Approx 3,000	2,660	2,450
Mass balance-certified palm oil for our production sites as proportion of palm oil purchases (%)**	78%	88%***	96% RSPO Mass Balance and 4% covered via Independent Smallholder Credits***

*Coty only sources palm oil derivatives

**In FY22, we estimated our percentage based on RSPO material certification status in June FY22, applied to our actual 12-month volumes. We have strengthened our RSPO reporting systems in FY23 data ensuring this data is based on actual orders and quantities of RSPO certified materials received.

***Coty produces some products on behalf of another company. This is a standalone company, and the products are produced in line with that company's strategy. Therefore, we have excluded the palm oil volumes we purchase for the products we manufacture on their behalf.

Packaging*

PERFORMANCE DATA	FY22	FY23	FY24
Reduction in packaging materials used (%)			26%**
Product folding board boxes made with FSC or PEFC-certified materials (%)			65%
Use of post-consumer recycled materials (%)			7.7%

*All packaging targets include packaging materials required to take products to the customer (primary, secondary & tertiary) but excludes tertiary packaging materials used for last mile distribution. Coty produces some products on behalf of another company. This is a standalone company, and the products are produced in line with that company's strategy. Therefore, we have excluded the packaging materials quantities we purchase for the products we manufacture on their behalf.

**The result is mainly driven by reduced product volumes in the Consumer Beauty business and thus fewer material inputs since 2019. Coty does not consider this target achieved and will continue to drive purposeful action to reduce weight of packaging materials.

Eco-design

PERFORMANCE DATA	FY22	FY23	FY24
New products for which sustainability criteria is included in product conception (%)*	88%	98%**	91%***

*Via our Beauty that Lasts Index.

**This data set excludes joint venture inventory and giftsets.

***This data set excludes joint venture inventory and has been expanded in FY24 to include giftsets.

Our PEOPLE

DE&I

PERFORMANCE DATA	FY22	FY23	FY24
Total workforce	11,012	11,350	11,791✓
Male associates	3,980	3,893	3,951✓
Female associates	6,494	6,806	7,190✓
Chosen not to self-identify	6	6	2✓
Female representation*			
Total workforce	62%	60%	65%✓
Managers**	57%	59%	61%✓
Leadership***	45%	47%	50%✓
Executive Committee	60%	60%	75%
Board of Directors	50%	55%	50%
Age distribution across the Board of Directors			
Under 30 years old	0%	0%	0%
30-50 years old	18%	27%	25%
Over 50 years old	82%	73%	75%
Gender pay equity difference across management categories (%)	October 2022	October 2023	October 2024
Top Management	1.9	1.8	1.0
Senior Management	1.5	1.9	2.3
Middle Management	1.9	1.8	4.1
Other Associates	1.5****	1.1	3.4

* For some employees, such as our community of Beauty Advisors, data was not available and therefore was excluded from calculations

**A manager is defined as "having at least one direct report within Coty's global headcount", which excludes interns.

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

****In FY23 we updated methodology to exclude countries where specific union agreements dictate base salary, and therefore recast FY22.

Training and Development

PERFORMANCE DATA	FY22	FY23	FY24
Average training hours per associate on Coty Academy*	5 hrs 44 mins	5 hrs 14 mins	4 hrs 33 mins ✓

*Scope excludes compliance training modules.

Health, Safety and Wellbeing

PERFORMANCE DATA	FY22	FY23	FY24
Global Total recordable Incident Rate (TIR)*	0.22**	0.11	0.17 ✓
Number of work-related fatalities	0	0	0

*Recorded incidents x 200,000/total no. working hours on a 1-year rolling average.

**FY22 data excluded some offices: Brazil Merchandising Consumer Beauty, Shanghai, Prague, Singapore Somerset, and Wimbledon Field Team.

Labor Practices

PERFORMANCE DATA	FY23	FY24
Ratio of total annual compensation for the highest paid individual to the mean total annual compensation for all employees (and % increase ratio)	The ratio of the CEO's total compensation to the median employee's total compensation (our "Pay Ratio") in fiscal year 2023 was 3,769 to 1, as calculated in accordance with SEC rules and disclosed in our Proxy Statement filed on September 21, 2023.	The ratio of the CEO's total compensation to the median employee's total compensation (our "Pay Ratio") in fiscal year 2024 was 171 to 1, as calculated in accordance with SEC rules and disclosed in our Proxy Statement filed on September 26, 2024.
Employee turnover rate	17%	15%

Mica

PERFORMANCE DATA	FY22	FY23	FY24
Total amount of mica sourced for Coty production sites (metric tons)	129	166	179
Amount of Indian mica sourced as a proportion of total mica sourcing for Coty production sites (%)	28%	28%	34%
Indian mica sourced through RMI members (%) (Tier 1 suppliers)	100%	100%	99.96%
Indian mica traced to mine level (%)	85%	88%	97%

GOVERNED Beautifully

Compliance and Anti-corruption

PERFORMANCE DATA	FY22	FY23	FY24
Employees trained in one or more compliance module (total number)*	5,355	6,911	6,932 ✓
Employees trained in one or more compliance module (%)*	96%	97%	91% ✓
Third parties (business partners) who have completed due diligence program (total number)	80	74	137 ✓
In scope third parties who have completed due diligence program (%)**	100%	100%	100% ✓

*The scope includes all active employees, excluding employees who are on paid or unpaid leave and those who don't have access to a private computer. The scope of the trainings assured is also different year to year and we refine our methodologies, so data is not comparable year-on-year. For instance, since FY22 compliance training has been integrated into a number of days.

**Scope covers new business partners.

Supplier Relationships

PERFORMANCE DATA	FY22	FY23	FY24
Number of suppliers that have signed the Code of Conduct for Business Partners or have contracts including a CoC clause (total number, cumulative)	571	913	1,454 ✓
Number of risk assessments under Sedex (total number, cumulative)	11,502	9,097	8,838 ✓
Number of supplier self-assessments and audits via Sedex (total number, cumulative)	519	572	511 ✓
Number of supplier sites assessed under EcoVadis (total number, cumulative)	487	581	792 ✓
Average supplier EcoVadis score	57.5	58.6	60.0 ✓

* Includes the completion of the new self-assessment questionnaires (SAGs) from 183 suppliers.

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	Performance Data, p. 51
	CG-HP-140a.2	Discussion of water management risks and description of strategies and practices to mitigate those risks	Water, p. 19 Summary of Climate Risks and Opportunities Assessment, p. 6
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 ingredient policy . This is a proactive strategy built upon regulatory compliance, consideration of consumer concerns, and the anticipation of emerging regulatory topics. We only use materials and ingredients that are approved for use by laws and regulations in the countries we sell our products. We do not currently disclose revenues associated with specific ingredients.
	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	Product Safety, p. 45 Green Formulation, p. 30
	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 do not currently disclose revenues associated with specific ingredients.
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. Packaging and circularity, p. 24 Performance Data, p. 52
	CG-HP-410a.2	Description of strategies to reduce the environmental impact of packaging throughout its lifecycle	Packaging and Circularity, p. 24
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	Nature and Biodiversity, p. 21 Performance Data, p. 52
ACTIVITY METRICS			
	CG-HP-000.B	Number of manufacturing facilities	FY24 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, 2023 to June 30, 2024 with reference to the GRI Standards.

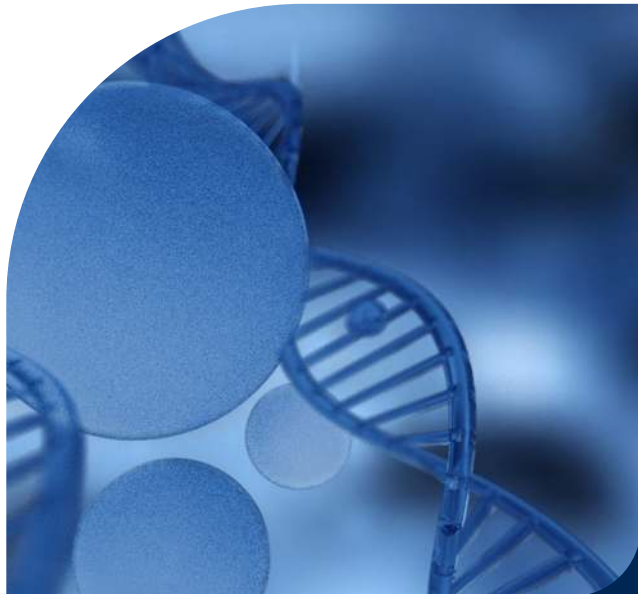
GRI 1 used | GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	FY24 Form 10-K , p. 1-2, 3, 29
	2-2 Entities included in the organization's sustainability reporting	Methodological Notes, p. 57
	2-3 Reporting period, frequency and contact point	Methodological Notes, p. 57
	2-4 Restatements of information	Methodological Notes, p. 58
	2-5 External assurance	Methodological Notes, p. 57
	2-6 Activities, value chain and other business relationships	Introduction, p. 4-7 FY24 Form 10-K , p. 1-7
	2-7 Employees	Coty reports its total workforce broken down by gender by role. Performance Data, p. 52
	2-9 Governance structure and composition	ESG Governance and Business Integration, p. 6 Proxy Statement 2024 , p. 1-17
	2-10 Nomination and selection of the highest governance body	Proxy Statement 2024 , p. 15, 21
	2-11 Chair of the highest governance body	Proxy Statement 2024 , p. 15, 25
	2-12 Role of the highest governance body in overseeing the management of impacts	Proxy Statement 2024 , p. 13, 16-17 ESG Governance and Business Integration, p. 6
	2-13 Delegation of responsibility for managing impacts	ESG Governance and Business Integration, p. 6
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance and Business Integration, p. 6 Proxy Statement 2024 , p. 13
	2-15 Conflicts of interest	Proxy Statement 2024 , p. 11-17
	2-19 Remuneration policies	ESG Governance and Business Integration, p. 6 Proxy Statement 2024 , p. 14, 46-60
	2-20 Process to determine remuneration	Proxy Statement 2024 , p. 46-60
	2-21 Annual total compensation ratio	Performance Data, p. 53
	2-22 Statement on sustainable development strategy	CEO Statement, p. 3
	2-23 Policy commitments	Our Policies, p. 7
	2-26 Mechanisms for seeking advice and raising concerns	Coty Code of Conduct
	2-28 Membership associations	Collaboration and Partnerships, p. 7
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, p. 11
	2-30 Collective bargaining agreements	FY24 Form 10-K , p. 4

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	Our Material Topics, p. 5
	3-2 List of material topics	Our Material Topics, p. 5
	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	FY24 Form 10-K , p. 35
GRI 301: MATERIALS 2016	201-2 Financial implications and other risks and opportunities due to climate change	Summary of Climate Risks and Opportunities Assessment
	301-2 Recycled input materials used	Packaging and Circularity, p. 24 Performance Data, p. 52
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	Climate Action, p. 15 Performance Data, p. 51
	302-4 Reduction of energy consumption	Climate Action, p. 15
GRI 303: WATER AND EFFLUENTS 2018	303-1 Interactions with water as a shared resource	Water, p. 19
	303-2 Management of water discharge-related impacts	Water, p. 19
	303-3 Water withdrawal	Performance Data, p. 51
GRI 304: BIODIVERSITY 2016	304-3 Habitats protected or restored	Nature and Biodiversity, p. 21
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	Performance Data, p. 51
	305-2 Energy indirect (Scope 2) GHG emissions	Performance Data, p. 51
	305-3 Other indirect (Scope 3) GHG emissions	Performance Data, p. 51
	305-5 Reduction of GHG emissions	Climate Action, p. 15
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	Waste, p. 18 Packaging and Circularity, p. 24
	306-2 Management of significant waste-related impacts	Waste, p. 18 Packaging and Circularity, p. 24
	306-3 Waste generated	Performance Data, p. 51
	306-4 Waste diverted from disposal	Waste, p. 18 Performance Data, p. 51
	306-5 Waste directed to disposal	Waste, p. 18 Performance Data, p. 51
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	Coty reports employee turnover. Performance Data, p. 53

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	Health, Safety and Wellbeing, p. 48
	403-2 Hazard identification, risk assessment, and incident investigation	Health, Safety and Wellbeing, p. 48
	403-3 Occupational health services	Health, Safety and Wellbeing, p. 48
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Wellbeing, p. 48
	403-5 Worker training on occupational health and safety	Health, Safety and Wellbeing, p. 48
	403-6 Promotion of worker health	Health, Safety and Wellbeing, p. 48
	403-9 Work-related injuries	Health, Safety and Wellbeing, p. 48 Performance Data, p. 53
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	Training and Development, p. 36 Performance Data, p. 53
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Development, p. 36
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	Performance Data, p. 52
	405-2 Ratio of basic salary and remuneration of women to men	Performance Data, p. 53
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights, p. 39 In 2024 we began a new human rights risk mapping of all Coty's procurement functions against leading recognized indicators. The risk mapping will help us identify a list of human rights risks related to workers in the value chain, allowing us to define tailored roadmaps on priority areas and refresh our human rights policy.
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights, p. 39 In 2024 we began a new human rights risk mapping of all Coty's procurement functions against leading recognized indicators. The risk mapping will help us identify a list of human rights risks related to workers in the value chain, allowing us to define tailored roadmaps on priority areas and refresh our human rights policy.
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product Safety, p. 45
GRI 417: MARKETING AND LABELING 2016	417-1 Requirements for product and service information and labeling	Product Safety, p. 45



METHODOLOGICAL NOTES

This report was published in November 2024 and is our fifth sustainability report under our *Beauty that Lasts* strategy, covering our Fiscal Year 2024 (July 1, 2023 to June 30, 2024). Coty publishes sustainability reports annually.

This report covers the parts of our business in which we have operational control during the period, and does not include joint ventures or outsourced operations, except where noted. This report is supplemented by sustainability disclosures available on the Coty website.

As a signatory of the UN Global Compact (UNGC), we have adopted the new Communication on Progress (CoP) Questionnaire. Our annual submission will be available on the UNGC website after the UNGC reporting period closes.

This report was prepared with reference to the GRI Standards. Our GRI content index and SASB content index can be found in the reporting hub of our website.

For questions about this report, please contact press@cotyinc.com.

TARGETS AND COMMITMENTS

Where we have set target or commitment deadlines, these are always against calendar year, unless otherwise stated.

ASSURANCE

We engaged KPMG to provide limited assurance on selected data in this report, using the International Standard on Assurance Engagement (ISAE) 3000. Data assured in FY24 is indicated with the symbol ✓. See previous sustainability reports for information on the scope of audit in previous years.

METHODOLOGIES AND STANDARDS

We are committed, and adhere, to numerous international standards relevant to sustainability and ethical business conduct, including:

- The United Nations' Universal Declaration of Human Rights
- The fundamental rights set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work
- The OECD Guidelines for Multinational Enterprises

Across our reporting, we strive to follow consistent methodologies year-on-year. From time-to-time, we may need to update our methodologies as reporting standards evolve or we refine processes to improve data accuracy. Any restatements of information are labelled where they occur.

Our reporting on greenhouse gas emissions follows the GHG Reporting Protocol. The emissions declared in this report are linked to our direct operations over which we have control. This covers our factories and distribution centers managed by Coty, and our corporate offices (14 factories and distribution centers, and 40+ offices and R&D centers) and excludes third-party operated factories and distribution centers. The same scope is covered for our energy and water consumption. The scope for our waste reporting is our factories and distribution centers.

Our reporting for Scope 1 relates to the combustion of fuels from controlled sources and fugitive gases. Our reporting for Scope 2 relates to emissions from the generation of purchased electricity or heat. Scope 2 emissions factors are extracted from the International Energy Agency for location-based emissions and used as a default if we do not have supplier-specific data.

From FY22, our methodology includes residual emissions factors for market-based Scope 2 emissions (REDISS and AIB European Residual Mixes 2020). Our baseline year was calculated using residual emissions factors, to ensure comparability.

Due to limitations in data collection, some of our FY24 emissions, energy and water data related to our offices and labs was estimated based on historical trends.

As part of this report, all Scope 3 emissions with relevant categories to Coty are reported. Emissions from Category 15 - Investments is excluded from both baseline and actuals FY24.

- Category 1 of Scope 3 (Purchased goods and services)
- Category 2 of Scope 3 (Capital goods)
- Category 3 of Scope 3 (Fuel- and Energy-related activities)
- Category 4 of Scope 3 (Upstream transportation and distribution)
- Category 5 of Scope 3 (Waste from our factories and distribution centers)
- Category 6 of Scope 3 (Business travel)
- Category 7 of Scope 3 (Employee commuting)
- Category 9 of Scope 3 (Downstream transportation and distribution)
- Category 11 of Scope 3 (Use of sold products)
- Category 12 of Scope 3 (End-of-life treatment of sold products)

Our sourcing data reported for mica and palm oil relates to direct sourcing for Coty factories, and excludes materials sourced by our third-party manufacturers.

Employee-related disclosures are based on Coty's global headcount data, which covers all full-time employees within the parts of the business in which we had operational control during the period. However, in some instances noted in footnotes, data within this data set has been excluded because it is not relevant to the indicator, or data is unavailable.

All the relevant information on the targets is highlighted in the footnotes under section 'Our Targets'.

FORWARD-LOOKING STATEMENTS

Certain statements in this proxy statement are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. 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 environmental and human capital matters). Forward-looking statements by their nature address matters that are, to different degrees, uncertain. These statements are based on the current expectations of our management, are not predictions of actual performance, and actual results may differ materially. The inclusion of such statements is not an indication that these contents are necessarily material to investors or required to be disclosed in the Company’s filings with the SEC. Forward-looking statements are subject to a number of risks and uncertainties, including the factors disclosed in our Annual Report on Form 10-K and subsequent filings with the SEC. We are under no obligation to update, modify or withdraw any forward-looking statements, except as required by applicable law.

CAUTIONARY NOTE REGARDING DIVERSITY AND SUSTAINABILITY INFORMATION

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 (e.g., ones that were more recently acquired).

Our disclosure concerning these matters, including this Beauty that Lasts Sustainability Report and other disclosures on these topics, may use certain terms that third parties refer to as “material” in connection with certain social impact and sustainability matters.

Used in the context of our disclosure and our Beauty that Lasts Sustainability Report, however, these terms are distinct from, and should not be confused with, the terms “material” and “materiality” as defined by, or construed in accordance with, securities or other laws and regulations. Therefore, matters considered to be material for purposes of our Beauty that Lasts Sustainability Report may not be considered material in the context of our financial statements, reports with the U.S. Securities and Exchange Commission (“SEC”), or our other public statements, and the inclusion of information on our website or in our Beauty that Lasts Sustainability Report is not an indication that such information is necessarily material to the Company in those contexts.

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.

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.

AVAILABILITY OF INFORMATION

We use our website as a channel for routine distribution of important information, including news releases, presentations, and financial information. We have also posted on our website our: (i) Principles of Corporate Governance; (ii) Code of Conduct (and any amendments or waivers); (iii) Code of Conduct for Business Partners; (iv) Charters for the Audit and Finance Committee and Remuneration and Nomination Committee; and (v) sustainability information, including information on our sustainability strategy, Beauty that Lasts, our diversity, equity and inclusion strategy, and certain Company policies. The information on our website is not, and will not be deemed to be, a part of or incorporated into this Beauty that Lasts Sustainability Report.

COTY