

INTERCOS CORPORATE SUSTAINABILITY

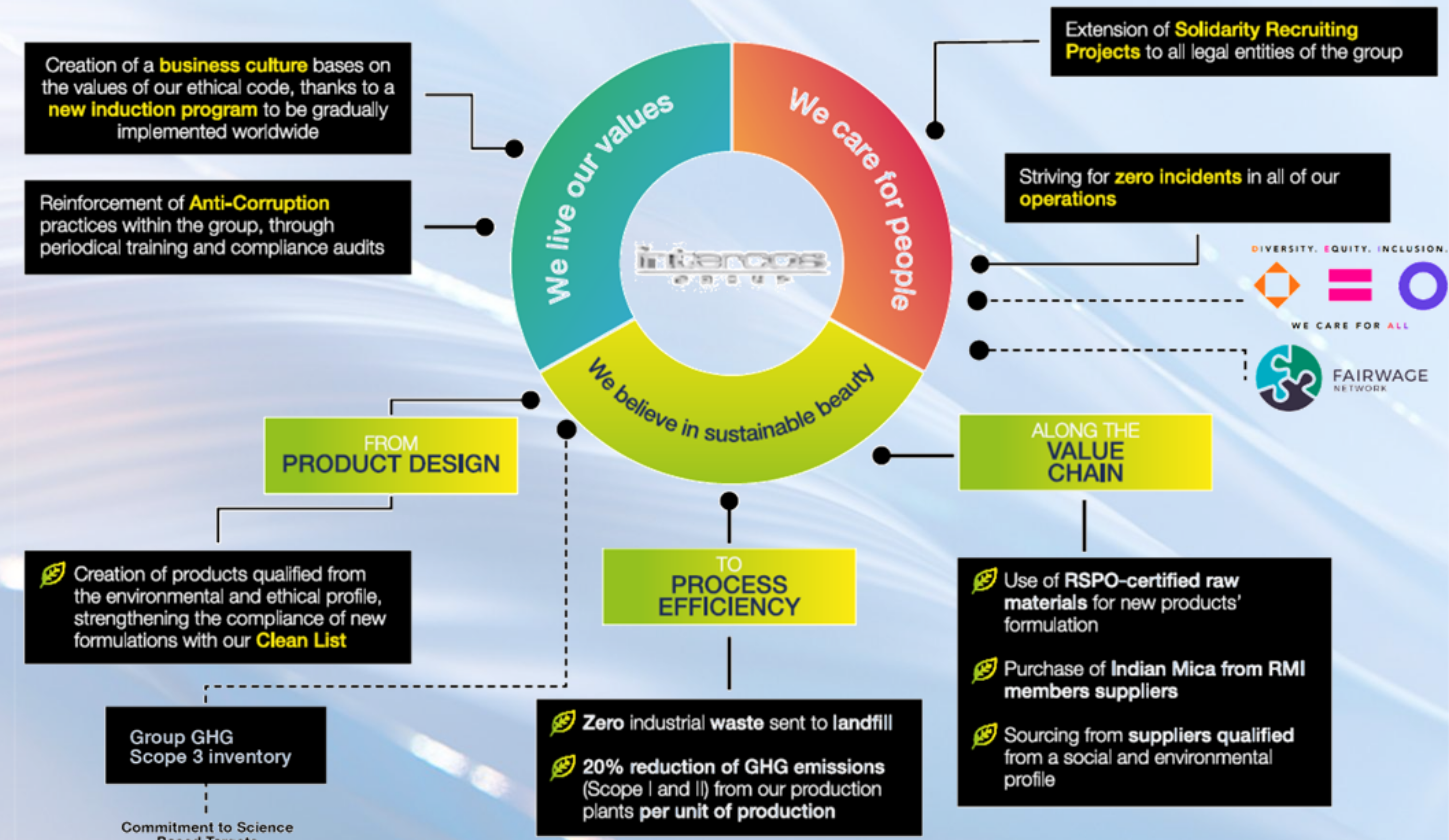
**The Sustainability Journey and the Sustainability
Plan Beyond 2025**

We have successfully completed the Intercos Sustainability Plan 2025, translating ambition into tangible results

This has been **our roadmap up to end 2025**: based on the **Sustainability Pillars of our Policy**, major objectives have been identified and pursued.

And, we have set **our sustainability roadmap beyond 2025**

—— Actual Plan's monitored objectives and KPIs
----- New initiatives, will be present in updated Plan



INDUSTRIAL WASTE TO LANDFILL
to landfill vs 18% 2019 baseline

RENEWABLE ENERGY FROM THE GRID
vs 43% 2021 baseline (for industrial plants)

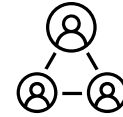
CLEAN FORMULATIONS
presented to industry events

+65%

0

89%

SOLIDARITY RECRUITMENT PROJECT
At least 1 project implemented
in each legal entity



-41%

SCOPE 1&2 (MB)
GHG emissions per mln units
produced vs 2019 baseline
(**-34% absolute reduction** vs 2021 baseline)

**2025 ESG
results**

<0,8

TOTAL INCIDENT RATE
In Intercos Group

SUSTAINABLE SPENDING
95% strategic suppliers*, with **96,3% RSPO-**
certified palm derived raw materials and
100% Indian mica from **RMI** suppliers



30

COMPLIANCE AUDITS
carried out in the year

-30%

WATER WITHDRAWAL
per units produced vs 2021 baseline

100%

ELIGIBLE EMPLOYEES
trained on **anticorruption** practices

(*) Percentage of sustainable spending, considering the 80% of spending with suppliers having a consistent spending profile (consistent spending: >500k euro for 2 years in a row). Only suppliers of raw materials, packaging and production consumables are considered. Fully customer-nominated suppliers are excluded.

intercos
G R O U P

2025 ESG ratings

ecovadis



intercos
GROUP
80/100 (top 5%)



Intercos Europe **82/100** (top 1%)



Korea **80/100** (top 5%)



Intercos America **77/100** (top 5%)



Cosmint **81/100** (top 5%)



Tatra **73/100** (top 15%)



CRB **70/100** (top 15%)



Interfila **71/100** (top 15%)



2025 rating

B

CLIMATE
CHANGE

B-

FORESTS

B

WATER

Demonstrating active management of our environmental impacts:

- B scored **since 2023** on Climate Change
- B scored from first assessment (2024) on Water

Methodology based on CDP's 4-tier scoring framework (from D to A), assessing performance holistically - no single area of excellence can mask gaps in others

OTHER RATINGS:



SUSTAINALYTICS

MSCI 

S&P Global

ISS ESG 

External rating evaluation based on public information

intercos
GROUP

A globally certified network of plants underpins our operational excellence and sustainability performance

11 /13 plants
ISO 9001

12 /13 plants
ISO 22716

11 /13 plants
SMETA

8 /13 plants
ISO 14001

7 /13 plants
ISO 45001

LEGENDA

- ISO 9001 – Quality Mgmt Systems
- ISO 22716 – Cosmetics Good Manufacturing Practices (GMP)
- SMETA – Sedex Members Ethical Trade Audit
- ISO 14001 – Environmental Mgmt Systems
- ISO 45001 – Occupational Health and Safety Mgmt. Systems
- SA 8000 – Social Accountability Standard
- RSPO – Roundtable on Sustainable Palm Oil

TATRA
(GARWOLIN)
• ISO 9001
• ISO 22716
• ISO 14001
• SMETA

CRB
(PUIDOUX)
• ISO 9001
• ISO 22716
• SMETA

INTERCOS EUROPE
(AGRATE E DOVERA)
• ISO 9001
• ISO 22716
• ISO 14001
• ISO 45001
• SMETA
• RSPO

COSMINT
(OLGIATE COMASCO)
• ISO 9001
• ISO 22716
• ISO 14001
• ISO 45001
• SMETA

INTERCOS AMERICA
(WEST NYACK E CONGERS)
• ISO 9001
• ISO 22716

INTERCOS DO BRASIL
(ATIBAIA)
• ISO 22716
• SMETA

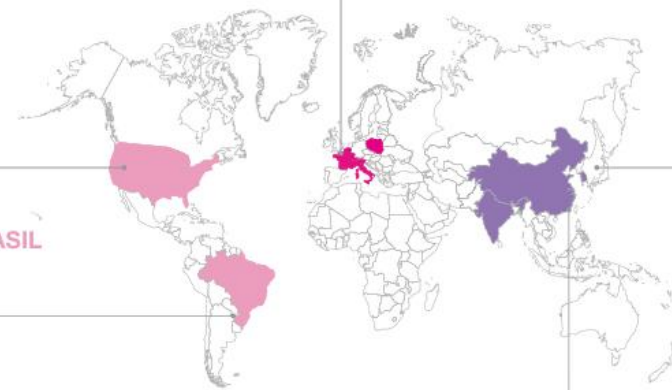
INTERCOS INDIA
(DEHRADUN)
• ISO 9001
• SMETA

INTERFILA COSMETICS
(SHANGHAI)
• ISO 9001
• ISO 22716
• ISO 14001
• ISO 45001
• SA8000
• SMETA

INTERCOS COSMETICS
(SUZHOU)
• ISO 9001
• ISO 22716
• ISO 14001
• ISO 45001
• SA8000
• SMETA

INTERCOS TECHNOLOGY
(SUZHOU)
• ISO 9001
• ISO 22716
• ISO 14001
• SA8000
• SMETA

INTERCOS KOREA
(OSAN)
• ISO 22716
• ISO 14001
• ISO 45001
• SMETA



A two-tiered strategy approach for Sustainability

2019-2025

Intercos started approaching sustainability in 2019 by defining a **2019-2025 plan** with **many objectives** that represented a good starting point

BEYOND 2025

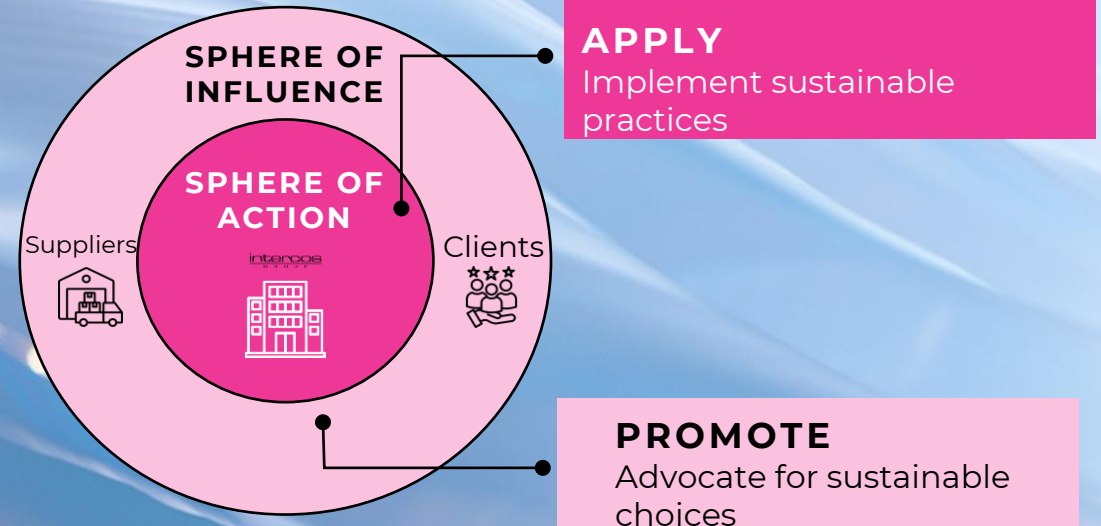
Today, sustainability at Intercos has reached a **higher level of maturity**.

The **Sustainability Plan Beyond 2025** sets a **renewed ambition to accelerate impact**—driving tangible results for the Company while **enabling transformation across the entire value chain**.



TWO-TIERED STRATEGY

As a third-party manufacturer, our impact is twofold, so our objectives are divided in two categories reflecting these two layers:



Beyond 2025 Sustainability Plan
At a glance



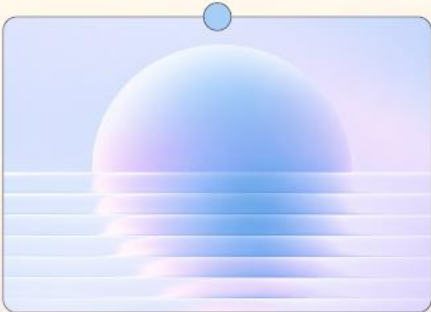
**Climate
& Environment**



**Responsible Innovation
& Product Stewardship**



**People Safety
& DEI**



**Governance
& Transparency**



**Responsible Value Chain
& Due Diligence**

Apply

- EMISSIONS AND GREEN ELECTRICITY
- INDUSTRIAL WASTE AND WATER INTENSITY
- SITE'S ISO CERTIFICATIONS

- CLEAN FORMULAS AND ANIMAL TESTING POLICY
- RSPO AND RMI CERTIFIED RAW MATERIALS

- DIRECT AND INDIRECT EMPLOYEES TIR
- INCLUSIVE SOURCING
- LIVING WAGE AND GENDER PAY EQUITY
- WELLBEING, DIVERSITY, EQUITY & INCLUSION AND PEOPLE ENGAGEMENT

- INCENTIVE PLAN SUSTAINABILITY RELATED OBJECTIVES
- ETHICAL VALUES AND ANTI-CORRUPTION TRAINING
- UNITED NATIONS GLOBAL COMPACT
- INTERNAL DUE DILIGENCE

- NEW SUPPLIER SOCIAL AND ENVIRONMENTAL QUALIFICATION

Promote

- CMR AND SVC/SVHC

- NATURAL-DERIVED INGREDIENTS TRACEABILITY
- SUSTAINABLE PACKAGING PROMOTION

- SUPPLIER ENGAGEMENT ON SUSTAINABILITY-RELATED TOPICS
- FOREST-DERIVED PACKAGING MATERIALS SOURCING AND TRACEABILITY

Sustainability Plan Beyond 2025: objectives for each pillar

APPLY

PROMOTE

CLIMATE AND ENVIRONMENT	RESPONSIBLE INNOVATION & PRODUCT STEWARDSHIP	PEOPLE SAFETY & DEI	GOVERNANCE & TRANSPARENCY	RESPONSIBLE VALUE CHAIN & DUE DILIGENCE
<i>Reducing our environmental footprint through science-based targets and operational excellence</i>	<i>Embedding safety, traceability, and sustainability into every product we create</i>	<i>Building a safe, equitable, and inclusive workplace at every level of the organization</i>	<i>Embedding accountability into incentives, training, and independent audit cycles</i>	<i>Ensuring integrity, traceability, and sustainability across our entire supply base</i>
• SBTi commitment in 2026 with near-term targets by 2028 • Scope 1&2 reduction • 100% renewable electricity by 2030 • Zero industrial waste to landfill • 2 additional ISO-certified plants by 2030 • Responsible Water Mgmt.	• Clean formulas¹ at major beauty events² • Strict no-animal-testing policy³ • 100% RSPO-certified palm oil derivatives⁴ by 2030 • 100% natural mica⁵ from RMI members	• TIR below 3 by 2030, below 2 by 2035⁹ • 100% direct employees above living wage by 2030 • Gender pay gap reduced by 2030 • 250 workers in inclusive sourcing initiatives by 2030	• UN Global Compact adherence by 2026 • Sustainability KPIs integrated into incentive plans • 100% anti-corruption training for at-risk employees • Internal operational due diligence improvement	• 100% new supplier screening on ESG criteria⁷
• Promote alternatives to CMR substances in all Group LEs by 2030 • Zero release of SVCs/SVHCs into air and water from production sites	• Full ingredient traceability to manufacturing site by 2035 • Sustainable packaging⁶ promotion			• Engagement of strategic suppliers⁸ on sustainability-related topics • Forest-derived packaging materials sourcing and traceability

1. clean formulas as stated per Sephora Clean List for all Global raw materials
 2. industry events are intended Beauty Event Cosmoprof and Fall Event USA
 3. unless mandatory by applicable local laws
 4. applicable to global raw materials used in new formula scheme development since 2023
 5. mica is intended natural mica

6. meaning: composed of a minimum 30% of recycled/ recyclable materials and/or; designed with a reduced weight vs traditional design and/or; designed to be disassembled; certified with a sustainable certification scheme (e.g. FSC, PEFC, Ecolabel) at main industry events
 7. i.e. maintain coherence with already applied global policies and/or previous Plan's objectives achieved
 8. 80% of the Global spending as per previous year spending for Direct Materials not nominated
 9. methodology adopted: UNI 72/49: [no. of incidents >1day / worked hours * 1.000.000];

As of March 2026, Intercos is part of UN Global Compact

IN THIS SECTION ▾

Company Information



Company
Intercos S.p.A.
www.intercos.com

Type:
Company

Country:
Italy

Sector:
Personal Goods

Sub-sector:
Cosmetics

Ownership:
Publicly Listed

Global Compact Status:
Active

Participant Since
30 March 2026

Letter of Commitment
Next Communication on Progress (COP) due on:
31 July 2027

Share Profile

Twitter Facebook LinkedIn Google+

As of March 2026, Intercos has joined the United Nations Global Compact initiative — a voluntary initiative for the development, implementation and disclosure of responsible business practices.

- Intercos is **proud to join** thousands of other companies globally committed to taking responsible business action to create the world we all want.
- The **UN Global Compact** is a call to companies everywhere to align their operations and strategies with **ten universally accepted principles** in the areas of **human rights, labour, environment and anti-corruption**, and to take action in support of Sustainable Development Goals (SDGs).
- Launched in 2000, the UN Global Compact is the largest corporate sustainability initiative in the world, with more than 20,000 companies based in over 160 countries, and more than 60 Global Compact Networks.
- *"In line with our commitment to these principles, Intercos is proud to join the United Nations Global Compact — a **milestone that reflects the values we have built into our business** since day one. As a company that creates **beauty for the world**, we believe responsible growth is not a choice but a **responsibility**: toward our people, our partners, and the planet. Joining the UNGC strengthens our **accountability** on human rights, labour standards, environmental stewardship and anti-corruption — areas where we are already acting and where we commit to go further, with transparency and measurable results."* Renato Semerari, CEO, Intercos Group
- As a participant of the initiative, we encourage you to visit [our profile](#) on the UN Global Compact website and learn more about our latest sustainability work.

We are expanding our decarbonization path

GHG Scope 1, 2 and 3 SBTi objective:

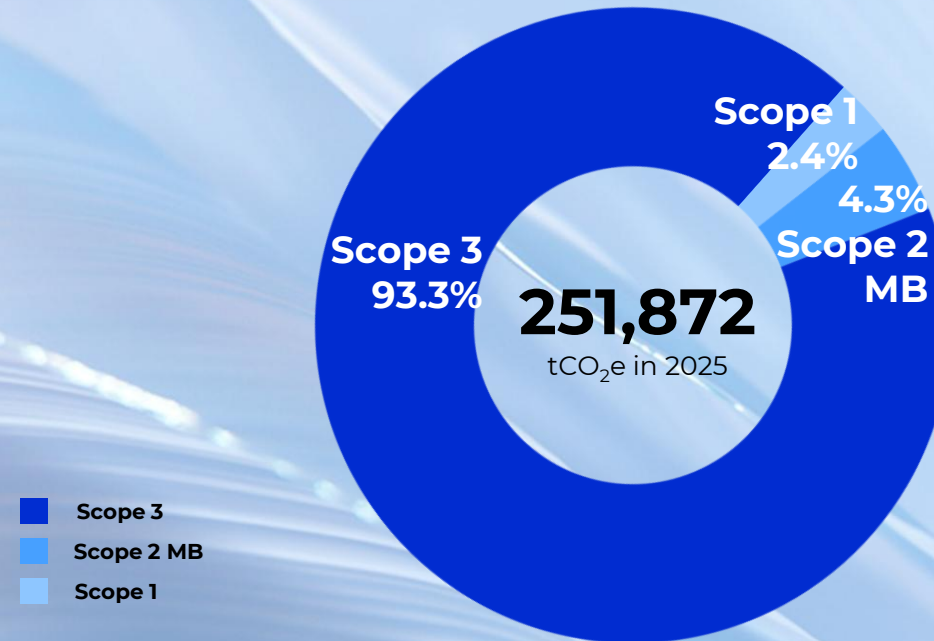
- commitment to Science Based Targets initiative in 2026
- mid-term SBTi targets' public setting by 2028

The Group has already **defined a clear roadmap to reduce Scope 1 & 2** emissions in line with **SBTi** and is **now accelerating Scope 3 action** by focusing on:

- **supplier engagement and screening**
- enhanced **sustainability data collection**
- **transportation** optimization
- more **responsible sourcing choices**

INTERCOS CARBON FOOTPRINT

(2025 data)



Intercos's GHG Inventory (tCO ₂ e)	2023	2024	2025
Scope 1	8,065	7,255	6,197
Scope 2 MB	13,279	11,655	11,105
Scope 3	201,745	233,297	234,569
Total	223,089	252,207	251,872

Dissemination of Intercos Sustainability Manifesto and Sustainability Vibes across the Group



We are **rolling out the Sustainability Plan Beyond 2025** across the Group through **dedicated training sessions** to ensure **alignment and engagement**

To ensure **global accessibility**, **sustainability cards** are **translated into the key languages** spoken across the Group

